EQUALITY OF OPPORTUNITY:
A FAIR CHANCE FOR THE NEXT GENERATION OF MARGINALIZED ROMA
IN CENTRAL AND EASTERN EUROPE
Draft for Consultations
Objectives, scope and structure of the upcoming report

- **Objectives:**
  - Propose a conceptual framework to inform Roma inclusion interventions
  - Discuss policy and implementation options based on evidence
  - Highlight knowledge and institutional gaps

- **Scope:** New EU member countries

- **Structure:**
  - Part I: Conceptual framework: Equality of opportunity
  - Part II: the “How to”: Priority areas of intervention:
    1. Inclusive education
    2. Access to productive employment and upgrading skills
    3. Improving living conditions
  - Part III: Knowledge and capacity gaps looking forward
Outline


II. Three pillars to promote equality of opportunity:
   I. Inclusive education
   II. Access to productive employment
   III. Better living conditions

III. Questions for discussion
I. The upcoming World Bank report

The framework
Making the case for equality of opportunity for marginalized Roma is an ethical imperative...

Inequalities between Roma and non-Roma are deep and start early

Actual education attainment at (upper) secondary among 20-24 aged

...and also smart economics in rapidly aging societies

In Romania, between 6-20% of new labor market entrants are Roma.

Contrasting population pyramids in Romania

What does it mean for the next generation of Roma?
What is “equality of opportunity”? 

- The concept of equality of opportunity is based on the notion that outcomes for an individual are the result of two types of influences: “circumstances” and “effort” (Roemer, 1998).
- Inequality in outcomes that are due to different circumstances are usually thought of as unfair.
- **Equality of opportunities** in this context means to minimize differences in outcomes that are due circumstances that are beyond the individual control.
What is “equality of opportunity”? (ctd.)

<table>
<thead>
<tr>
<th>Circumstance</th>
<th>Opportunity that levels the playing field</th>
<th>Outcome</th>
</tr>
</thead>
</table>
| • Being born to illiterate parents | • Access quality pre-school education for children  
• Improving parenting skills for adults | • Improved cognitive stimulation and better nutrition  
• Good foundations for later learning and productivity |
What is “equality of opportunity”? (ctd.)

Equality of opportunity throughout the lifecycle

Children and adolescents
- Access to quality preschooling education and adequate early childhood development
- Access to inclusive and quality basic and higher education
- Access to adequate housing and living conditions
- Empowered communities and individuals
- Access to formal labor markets and social protection

Young people and adults

Outcomes
- Health conditions
- Educational attainment and performance
- Adequate formal employment

Mediating factors: institutional framework, policies, capacity, financing and social norms and negative stereotyping.
Priority areas of intervention

- Adequate early care and stimulation bears relevant implications for life-long developmental outcomes.
- The socio-economic status of parents has shown to affect children’s opportunities.
- The home and neighborhood in which children live have a significant impact on children’s health status and educational attainment.

Adequate living conditions for parents and children.

Access to Productive employment

Inclusive education
Chapter 2: Promoting inclusive education

Emerging messages
Addressing gaps in education

Significant educational gaps exist between Roma and non-Roma throughout all educational stages due to persistent barriers.

<table>
<thead>
<tr>
<th>Country</th>
<th>Costs of education</th>
<th>Need to work</th>
<th>Judged to be sufficiently educated</th>
<th>Marriage/pregnancy</th>
</tr>
</thead>
<tbody>
<tr>
<td>Czech Republic</td>
<td>7%</td>
<td>13%</td>
<td>17%</td>
<td>10%</td>
</tr>
<tr>
<td>Slovakia</td>
<td>17%</td>
<td>2%</td>
<td>25%</td>
<td>4%</td>
</tr>
<tr>
<td>Hungary</td>
<td>11%</td>
<td>12%</td>
<td>22%</td>
<td>15%</td>
</tr>
<tr>
<td>Romania</td>
<td>27%</td>
<td>10%</td>
<td>19%</td>
<td>11%</td>
</tr>
<tr>
<td>Bulgaria</td>
<td>32%</td>
<td>5%</td>
<td>15%</td>
<td>14%</td>
</tr>
</tbody>
</table>

Source: UNDP/WB/EC Regional Roma Survey 2011
Key policy interventions:

1. Support adequate child development in the first 1000 days of life - *A Good Start by the Roma Education Fund*.
2. Invest in kindergartens and preschools - *SURE START program*.
3. Improve access to and quality of education throughout all grades - “*Bread Roll and Milk*” “*Teach for Bulgaria*, Full-Day Education System, Roma teaching assistants.
4. Prevent the dropout of Roma children from primary and secondary education - *academic merit-based scholarships*, “*For The Road – MACIKA*”.
5. Generate evidence - *M&E activities*.
The Sure Start Program in Hungary

- Based on successful UK’s Sure Start model.
- Started in 2003, today operates children centers in over 110 disadvantaged localities with large Roma populations.
- Aims to eliminate child poverty and exclusion.
- Provides services to 0-6 y.o. children and parents.
- Complements existing EC network, it does not replace it, but has a strong focus on vulnerable communities.
Emerging messages
Addressing employment gaps

Labor market outcomes differ between Roma and non-Roma significantly – due to lack of skills, constraints to participation, and discrimination.

Roma jobseekers and employees experience systematic discrimination.

Source: UNDP/WB/EC Regional Roma Survey 2011
Addressing employment gaps (ctd.)

Key policy interventions:

1. Fostering complementarities between the Public and Private Sectors – *Slovakia Sotomor*.
2. Setting up specific units targeting disadvantaged groups.
3. Improving ALMPs, moving beyond public employment programs and low quality training – *Chile Solidario*.
4. Providing integrated entrepreneurship programs – *Hungary Kiútprogram (“Way out”)*. 
5. Strengthening the M&E framework and existing data.
Psychosocial support phase: a family counselor works with the family (in their homes) making an assessment, defining priorities and agreeing contracts to achieve 53 minimum conditions.

Follow up phase: preferential access to social services and guaranteed cash transfers. Effective use of social programs and benefits at the local level.

Intervention strategy
Chapter 4: Promoting adequate living conditions

Emerging messages
Roma live in poor conditions compared to non-Roma, facing material deprivation and spatial segregation.

Source: UNDP/WB/EC Regional Roma Survey 2011
Key policy interventions:

1. Addressing the negative effects of gentrification in housing and neighborhood improvement interventions - *Magdolna Neighborhood Social Urban Rehabilitation Project in Hungary.*


3. Focusing on social integration - “*A House, A Future” Project in Bălțești in Romania.*

4. Tackling affordability constraints and granting civil documents - *Flood Protection Project in Argentina, Inner Cities Basic Services Project in Jamaica.*

5. Promoting organizational capacity and active citizenship - *Post-Accession Rural Support Project (PARSP) in Poland.*
Previously one of the most crowded and disadvantaged areas in Budapest.

Comprehensive intervention since 2005 to improve it, including: (1) renovation of housing stock, (2) construction of community center, (3) organization of activities such as job search clubs, special youth programs, vocational training for single mothers, crime prevention, among others.

Effectiveness ensured through the participation of the local population.
Some Questions for Discussion

1) Does the “equality of opportunity” framework capture the key factors related to Roma inclusion? If not, what is missing?

2) Does the report focus and structure adequately reflect the needs, priorities and opportunities for Roma inclusion interventions in your country? If not, how could it be improved?

3) Can you share with us relevant research and literature that you think the report would benefit from?

4) Can you share with us examples of interventions that have demonstrated measurable results in Eastern Europe on
   - Promoting early childhood education of Roma children;
   - Facilitating skills and employability;
   - Addressing stereotypes and discrimination;
   - Improving living conditions?
Thank you for your attention

- For comments, suggestions or inquiries, please contact
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- For more information about the World Bank’s work on Roma inclusion, please visit www.worldbank.org/roma