



Implementing the principle of intersectionality in the Romanian legislation

Policy Brief



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I. Summary

This report starts from the premise that victims of intersectional discrimination are amongst the most vulnerable people and the problems they face generally have systemic causes, such as poverty, low quality of education and health services and limited trust of citizens in policy makers. These problems have a disproportionately negative impact on them because of their specific vulnerability and because in their case, such general systemic problems overlap with racism, sexism, and classism present in Romanian society.

The document briefly outlines the experience of intersectional discrimination faced by Roma women in Romania, in accessing basic services and reporting cases of discrimination, as documented by the *Comparative research report on multiple discrimination faced by Roma in Finland, Italy and Romania in the field of education, health services, housing and employment*[1]. Next, it analyzes the relevant public policies and the national legal framework on preventing and combating discrimination, from the perspective of intersectionality, based on the results of the *Comparative legal analysis on Finland, Italy and Romania*[2]. Finally, it formulates policy recommendations for addressing the problems identified and implementing intersectionality in the national legislation.

This policy brief has been developed within the EU-funded project “IntersectVoices in Europe - Combating Discrimination Against Roma Women”, which aims to tackle discrimination and to contribute to a better implementation of the EU anti-discrimination policy, by improving the understanding of the diverse experiences of intersectional discrimination and by improving the access to justice for victims of intersectional discrimination.

[1] Carmen Gheorghe, Cristina Mocanu, *Comparative qualitative research report on multiple discrimination faced by Roma people in Finland, Italy and Romania in the field of education, health services, housing and employment*, 2021 <https://evermade-hdl.s3.eu-central-1.amazonaws.com/wp-content/uploads/2021/05/26060248/Comparative-research-report-on-multiple-discrimination-faced-by-Roma-people-in-Finland-Italy-and-Romania.pdf> accessed on 09/02/2022.

[2] Adriana Iordache, Emanuela Ignățoiu-Sora, Barbara Giovanna Bello, Heidi Lempiö, Anca Enache, *Intersectional discrimination: Comparative legal analysis on Finland, Italy and Romania*, <https://www.clnr.ro/wp-content/uploads/2021/03/Brochure-Comparative-legal-analysis-online.pdf> accessed on 09/02/2022.

II. The general context

People often belong to more than one minority group, which makes them susceptible to complex and unique forms of discrimination. It has been shown that inequalities tend to accumulate, particularly in the case of ethnic minority groups with a lower socio-economic status. Victims of intersectional discrimination often find themselves in the most vulnerable positions in society and need extra protection as well as an understanding of their specific, intersectional, and unique experiences.

Such is the case of Roma women, who face significant obstacles in accessing basic services, such as education, healthcare, housing, and the labor market. This situation is confirmed by the results of our research on the experience of Roma women, including migrant and LGBTQ+ persons, from three European countries, Finland, Romania, and Italy. Persons belonging to this group have low chances of completing even compulsory education, are largely excluded from the formal labor market, receive low quality health services, live in precarious housing conditions and face widespread and systemic discrimination. Out of the three analyzed countries, the problems reported were most widespread and severe in Romania.

Public policies and anti-discrimination legislation traditionally rely on a unidimensional approach, starting from the premise that people can only belong to one minority group. This perspective has failed to address the complex experiences of persons with intersectional minority backgrounds, such as Roma women. Intersectional discrimination is arguably qualitatively different from discrimination based on just one ground, as persons with an intersectional minority background often face systemic inequalities and marginalization. Oftentimes, they find themselves in a more disadvantaged position even compared to persons facing discrimination on just one ground.

Intersectionality can be understood as “the complex, cumulative way in which the effects of multiple forms of discrimination (such as racism, sexism, and classism) combine, overlap or intersect, especially in the experiences of marginalized individuals or groups”[3]. According to Kimberlé Crenshaw, who has coined the term, categories such as ethnicity/race, gender, sexual identity and socio-economic status must be seen as overlapping and interacting, rather than isolated, in order to adequately address discrimination and inequalities.[4] Moreover, adopting an intersectional perspective implies an understanding of the existing power structures in society.

The principle of intersectionality and intersectional discrimination are not explicitly regulated neither at the European level or within European states, including Romania. Our research has identified one initiative of including the notion of intersectional discrimination in 2020, which has not been approved by the Parliament. Similar initiatives have been reported in a few other European countries, none of which have been successful so far. Nevertheless, there are several legal regulations that provide protection to victims of discrimination on several grounds and belonging to several minority groups, and recent developments in the case law of the European Court of Human Rights point to implicit recognition of the intersectional nature of discrimination.

[1] Intersectionality, Merriam Webster Dictionary, <https://www.merriam-webster.com/dictionary/intersectionality>, accessed on 02/03/2022.

[2] Crenshaw, K. W. 1991, “Mapping the Margins: Intersectionality, Identity Politics, and Violence Against Women of Color”, *Stanford Law Review*, 43: p. 1244.

III. The intersectional experience of Roma women



This section will highlight the main obstacles faced by Roma women in Romania, when accessing basic services, such as education, healthcare, housing, or the labor market. Also, it will highlight the main obstacles in reporting cases of discrimination, violence, and other infringements on their human rights.

1. Access to education

According to a Fundamental Rights Agency research report, in 2016, the participation rate in Early Childhood Education and Care (ECEC) was only 38% (41% girls, 36% boys) for Roma children who lived in areas where the density of Roma population was higher than 10%.

The percentage of Roma children aged 6-16 who attended compulsory education in 2016 was 78%, with significant difference between boys (74%) and girls (83%). The net enrolment rate for Roma in upper secondary education (ISCED 3) in 2016 was 22%. Therefore, most Roma teenagers do not pursue upper secondary education[5].

The gap between Roma children and children of other ethnicities in terms of school attendance remains significant, especially beyond compulsory education, with approximately 68% of Roma students leaving education and training early in EU member states, according to FRA[6]. Our research confirms that Roma girls tend to leave school early and receive lower quality education, compared to the majority of boys and girls. Also, the education system discourages Roma children from expressing their ethnic identity and expects them to “exceed their condition” in order to succeed.



[5] European Union Agency Fundamental Rights, *Second European Union Minorities and Discrimination Survey, Roma – Selected findings*. Luxembourg: Publications Office of the European Union, 2018. https://fra.europa.eu/sites/default/files/fra_uploads/fra-2016-eu-minorities-survey-roma-selected-findings_en.pdf, accessed 25.05.2022.

[6] European Union Agency for Fundamental Rights, *Transition from education to employment of young Roma in nine EU Member States*, Publications Office, 2018, <https://data.europa.eu/doi/10.2811/451821>. Accessed on 11/01/2022.

The main factors preventing Roma girls from pursuing education are the following:

1

Discrimination and bullying from teachers and classmates, which turns school into an unsafe environment for Roma girls. Teachers' display of racism generally acts like a catalyst for racist behavior among classmates. For Roma girls with low socio-economic status, coming from poor and segregated neighborhoods, girls with dark skin or belonging to the LGBTQ+ community, ethnic discrimination is often interlinked with discrimination based on other aspects of their identity;

2

Poverty and unpaid work in the household coupled with conservative gender roles, as poorer families are more likely to involve girls in household activities from an early age. This maintains Roma women in a poverty cycle as poor Roma mothers are often forced to pass on the domestic work to their daughters. Sometimes, Roma girls are also involved in economic activities with their family. Romania has the highest rate of inequality and poverty among children in Europe[7]. This leads to Roma girls being labeled as having a "low motivation" for school and dropping-out of school at an early age;

3

Conservative gender norms associating girls with family responsibilities and motherhood. Although attitudes about education vary among Roma communities, Roma girls are often encouraged to prioritize getting married and looking after their family over education;

4

Limited financial resources for education, and complicated procedures in accessing such resources, especially for Roma parents with no or low education. This makes extracurricular activities unaffordable for most Roma girls, due to their socio-economic background;

5

The lack of adequate and affordable transportation for Roma girls living in rural and segregated communities, which makes them susceptible to bullying and harassment on their way to and from school;

6

Discouragement from pursuing higher education, by teachers, even when they have high educational achievements. Instead, Roma girls are often advised to pursue vocational education or gendered occupations;

7

Inadequate design of remedial educational programs, in terms of design and programming of the classes, which makes them not adapted to the needs of Roma women.

On the other hand, our research has also identified examples of good practice in education, showing the importance of educating teachers and the majority population in general, about Roma culture, traditions and history, as well as addressing the historical and transgenerational trauma. This contributes to making school a safe place for Roma children and creating the conditions for them to have a positive experience and continue their education.

[7] 1 in 4 children in the EU at risk of poverty or social exclusion, [5](https://ec.europa.eu/eurostat/web/products-eurostat-news/-/ddn-20211028-1#:~:text=Among%20the%20EU%20countries%2C%20Romania,%25)%20and%20Finland%20(14.5%2 accessed on 05/02/2022.</p></div><div data-bbox=)

2. Access to the labor market

The majority (63%) of young Roma aged 16-24 in most of the EU Member States are neither employed nor in education or training (NEET) and young Roma women are more likely to be in this situation, as compared to young Roma men[8].

Roma women have limited access to the formal employment and are often restricted to the inferior segments the labor market or to informal activities. This limits their ability to secure a stable income and to access public services and benefits.

Our research documented the key factors which hinder Roma women's access to the labor market, namely:



1

The low level of education achieved by most Roma women, which limits the occupation they can have and sometimes even their access to the formal labor market;

2

Poverty and domestic responsibilities, which are especially difficult to accomplish and time consuming when there is no modern infrastructure[9].

3

Racism in the labor market, which is either explicit or unspoken, but felt by those impacted by it and it is even more prevalent when ethnicity, sexual identity, socio-economic status and/or skin color intersect;

4

Unequal pay for comparable work for Roma women (who manage to access formal employment) as compared to both non-Roma women or Roma men;

5

The fading of traditional occupations for Roma women, such as florist, salesperson, textile manufacturer etc., as societies changed and the demand for traditional Roma goods and services decreased;

6

The lack of role models for Roma girls.

[8] European Union Agency for Fundamental Rights, *Transition from education to employment of young Roma in nine EU Member States*.

[9] Iordache et al., *Comparative analysis in Romania, Finland and Italy of discrimination legislation* p. 119.

3. Access to healthcare

The Romanian health system is characterized by historical underfinancing, constant reforms, shortages of qualified personnel and low salaries. It fails to provide adequate care to all citizens and those in vulnerable positions are even less likely to receive adequate healthcare. Romania, has one of the lowest healthcare expenditure in Europe related to GDP, only approx. 5%, as compared to Finland and Italy, which spent approx. 9% of their GDP on healthcare. Therefore, the overall quality of healthcare services is significantly lower in Romania as compared to other European countries. The Romanian health system is considered “good” or above by only 25% of its citizens, which is the lowest percentage in Europe.

Our research confirms this situation, with respondents from Romania evaluating their healthcare system as rather inaccessible, unlike those from Italy and Finland. In the case of Roma women, the general systemic problems experienced by most Romanian citizens, are amplified by their vulnerable position in society and by rampant racism, classism and, in the case of LGBTQ+ persons, homophobia. Discriminatory treatment was more likely to be reported by transgender women, women with low socio-economic status and low education and unemployed Roma women (including those engaged in informal work). The latter were primarily accessing emergency medical treatments and services.

The main obstacles reported by Roma women in accessing health services were the following:

1

Long distance from health providers (hospitals, general practitioners), especially for women located in rural areas;

Low accessibility of health services, due to long waiting time and the restrictions caused by the Covid-19 pandemic;

2

3

Limited affordability of medicine and health services, which often require “informal payments”;

Discriminatory and humiliating treatment displayed by health professionals, taking the form of racism, classism, homophobia/transphobia and the intersection between them;

4

5

Superficial medical services, especially in the case of Roma women from rural areas, women with low socio-economic status and low level of education;

Traumatic experience in giving birth, due to poor health services compounded by discrimination, reported especially by poor, less educated and unemployed women;

6

7

Limited access to information regarding preventive health services, Pap tests, and breast controls, especially for women with a low level of education.

4. Access to housing

In 2019 Romania displayed the highest rate of housing deprivation in Europe, with 14,2% of its population living in such conditions, according to Eurostat. Severe housing deprivation is defined as living in overcrowded dwelling, which also exhibits at least one of the housing deprivation characteristics[10]. Meanwhile, Romania also has one of the lowest stocks of social housing in Europe, with only 2,3% of the national housing stock, according to the 2012 Housing Europe Review[11].

Housing deprivation is one of the most extreme forms of inequality and social exclusion and is also one of the biggest problems reported by Roma women. Lack of housing, improper living conditions and living in segregated neighborhoods limit the access of Roma women and girls to education, health and employment and maintain the cycle of poverty. Moreover, residing in poor and segregated Roma communities expose Roma women and girls to further harassment and discrimination based on their socio-economic background which intersects with ethnicity.

Many of the respondents which participated in our research reported that they or a close relative lived in improper conditions: overcrowded houses, often multi-generational households, poor communities, houses made of poor construction materials (for ex. mud bricks) and with limited or no access to public transportation, lack of electricity and/or no running water.



Accessing social housing is particularly difficult, bureaucracy is high, and the waiting time can be between 3 and 10 years[12]. Our research confirms this, as none of the respondents who applied for social housing in Romania received an answer to their request. One woman had applied more than ten years prior to the moment of the interview, after being evicted. Some respondents also reported being discriminated against by the public officials responsible for the allocation of social housing.

[10] See definition at https://ec.europa.eu/eurostat/statistics-explained/index.php/Glossary:Severe_housing_deprivation_rate, accessed 28.05.2022

[11] CECODHAS Housing Europe, Housing Europe Review 2012. The nuts and bolts of European social housing systems, <https://world-habitat.org/wp-content/uploads/2011/11/2012-Housing-Europe-Preview2.pdf>, accessed 25.03.2022

[12] According to a research made by The Housing Block (a non-formal group of activists fighting for housing rights).

The main obstacles faced by Roma women in accessing adequate housing were the following:

1

Poor infrastructure and lack of utilities in Roma neighborhoods, especially in rural and segregated communities. This keeps Roma women in a vulnerable position throughout their life, because it makes domestic work even more difficult and time-consuming and it also limits their mobility and access to education, health services and the labor market;

Limited financial resources for accessing housing on the free market;

2



3

Discrimination when attempting to access housing on the free market. In some cases, respondents who had the necessary financial resources, had to pay more than the market price in order to rent a house, due to discrimination;

Difficulty in accessing social housing, due to shortage of such housing, high bureaucracy or lack of IDs.

In Romania, the lack of an official residence is particularly problematic, as this is a precondition for having an identity card. As a result, some respondents mentioned not having an ID in the past, due to the lack of housing. This situation also prevents Roma people from accessing other public services, bank loans and other services.

4

5. Reporting cases of discrimination

Roma women and other persons with an intersectional background often face widespread and systemic discrimination, yet our research has shown that very few such incidents are reported. The main causes for which Roma women do not report violence or discrimination in Romania are the following:

1 Fear of the aggressor, as victims have no protection within their community;

General distrust in the public institutions which are supposed to protect them, such as the police and the justice system, especially in the case of LGBTQ+ Roma who have been subject to police abuse;

2

3 Lacking the necessary skills for filing a complaint and no access to legal assistance;

Fear of reinforcing the stereotypes of the majority population regarding the Roma community, when violence or discrimination comes from within their community.

4



IV. The national policy context

The notion of intersectionality is not employed in Romanian public policy and intersectional discrimination is not currently regulated by the Romanian legislation. The closest references to this concept can be found in the specific legislation on sanctioning discrimination, Government Ordinance 137/2000, which transposes the European equality directives, and in Law 202/2002 prohibiting discrimination. Both laws, either directly or indirectly, provide against multiple discrimination, stating that discrimination on multiple grounds is an aggravating circumstance.

The Constitution^[13] establishes the equality of all citizens and forbids any form of discrimination, stating in article 4 para. (2), that “Romania is the common and indivisible homeland of all its citizens, without any discrimination on account of race, nationality, ethnic origin, language, religion, sex, opinion, political adherence, property, or social origin.” Also, article 16 para. (1)-(2), regarding equality of rights, provides that “Citizens are equal before the law and public authorities, without any privilege or discrimination. No one is above the law.”

The Criminal Code^[14], adopted in 2009 and in force since 1st of February 2014, sanctions the discriminatory motivation in committing any crime as an aggravating circumstance, as well as incitement to discrimination as a separate crime. Article 369 of the Code states that: “Inciting the public, through any means, to hatred and discrimination, against a category of persons is punishable by a term of imprisonment of between 6 months and 3 years or a fine.”

The New Civil Code (Law 287/2009, article 30)^[15] also provides for equality before the law, stating that: *Race, color, nationality, ethnic origin, language, religion, age, sex or sexual orientation, opinion, personal beliefs, political affiliation, trade union, social category or to a disadvantaged category, wealth, social origin, level of culture, as well as any other similar situation have no influence upon the civil capacity.*

Art. 2 para. (6) of Government Ordinance 137/2000^[16] regulates multiple discrimination, while not explicitly using the term, by stating that “Any difference, exclusion, restriction or preference based on two or more criteria provided in par. (1) constitutes an aggravating circumstance when establishing the misdemeanor, unless one or more of its components are sanctioned by the criminal law.”

[13] Constitution of Romania, <http://www.cdep.ro/pls/dic/site.page?id=371>, Accessed 02/03/2022

[14] New Romanian Criminal Code, <http://legislatie.just.ro/Public/DetaliuDocument/109855>, Accessed 02/03/2022

[15] Romanian Civil Code, <https://www.codulcivil.ro/>, Accessed 02/03/2022

[16] Government Ordinance no. 137/2000 on the prevention and sanctioning of all forms of discrimination, <https://legislatie.just.ro/Public/DetaliuDocument/24129>

A draft law[17] which aimed at introducing the notion of intersectional discrimination into Government Ordinance 137/2000 was submitted to the Romanian Parliament in 2020, but it has not been adopted. In this legislative initiative, intersectional discrimination was defined as “any difference, exclusion, restriction or preference based on two or more [prohibited criteria] that manifests itself simultaneously and inseparably”. This type of discrimination was “to be considered an aggravating circumstance in establishing the contravention, unless one or more of its components fall under the criminal law.”

Law 202/2002 on equal opportunities and equal treatment for women and men[18] does not include intersectionality but employs the notion of multiple discrimination, understood as “any act of discrimination based on two or more criteria of discrimination”.

Emergency Ordinance no. 67/2007 on the application of the principle of equal treatment between men and women within the professional social security schemes[19] (approved by Law 44/2008) also adopts a unidimensional perspective, providing for equal treatment only on the ground of sex. Meanwhile, Emergency Ordinance no. 61/2008 on the implementation of the principle of equal treatment between women and men regarding access to and provision of goods and services[20] (approved and modified by Law 62/2009) addresses multiple discrimination indirectly, by including higher fines for discrimination based on two or more criteria.

The National Strategy on Promoting Equal Opportunities and Treatment for Women and Men and Preventing and Combating Domestic Violence for 2018-2021[21], adopted by government Ordinance no. 365/2018 does mention “multiple discrimination” but only hints to “intersectionality.” It includes a detailed presentation of the situation and measures the courses of action in employment, work-life balance and reproductive health. The strategy mentions “multiple discrimination” in three instances: in chapter III, stating that “equality of chances and of treatment between women and men is a fundamental principle of human rights” (and) it is enacted by Law 202/2002, which defines several terms, such as “multiple discrimination”. Secondly, in chapter VII, courses of action, under the sub-chapter “fighting against gender stereotypes amongst the young people”, the strategy mentions “the organization of an awareness campaign in order to (...) eliminate stereotypes, prejudices and any types of discrimination against women and young girls, including any multiple discrimination against women and young girls with disabilities”.

[17] Draft Law B602/2020 amending Government Ordinance no. 137/2000 in Romania, https://senat.ro/legis/lista.aspx?nr_cls=b602&an_cls=2020 Accessed 05/12/2021

[18] Law 202/2002, <http://legislatie.just.ro/Public/DetaliuDocument/35778> , Accessed 05/02/2022

[19] Emergency Ordinance no. 67/2007, <http://legislatie.just.ro/Public/DetaliuDocumentAfis/83246> Accessed 05/02/2022

[20] Emergency Ordinance no. 61/2008, approved and modified by Law 62/2009 <https://legislatie.just.ro/Public/DetaliuDocument/93183> , Accessed 05/02/2022

[21] Government Decision 365/2018, <https://legislatie.just.ro/Public/DetaliuDocumentAfis/201350> Accessed 01/02/2022

The National Strategy for the Inclusion of Romanian Citizens of Romani Ethnic Origin for the period 2012-2020, adopted through Government Decision no. 1221/ 2011[22], and subsequently revised in 2013 also fails to include an intersectional perspective. Moreover, it focuses on documenting the discrepancies between the majority population and Roma persons in terms of education, housing, and employment, not on providing effective remedies.

The legislation on specific sectorial policies, such as education, social assistance, health services, social housing and employment, often includes principles related to equality and non-discrimination, but their application is fragmented and their definition is non-unitary. When present, such principles generally employ a unidimensional perspective to discrimination and do not always target the inclusion of the most vulnerable persons, such as Roma women.

The proposed measures to combat discrimination and social exclusion aim to address each of the causes of these problems but do not use an integrated approach. Over the last 10 years, Romanian public discourse in the area of public services promoting social inclusion has focused on providing integrated services to address the multiple vulnerabilities faced by disadvantaged people. In this case, an intersectional approach is used, although it is not explicitly formulated. The approach underlying the promotion of integrated community services in Romania is that of multiple vulnerabilities interacting and overlapping. Thus, for social inclusion to respond optimally to existing needs, it is necessary to provide integrated services at the community level, including social services, education, health, housing, employment etc.

The public policy on social assistance includes the following principles:



Non-discrimination, according to which “vulnerable persons benefit from social protection measures and actions without restriction or preference on grounds of race, nationality, ethnic origin, language, religion, social category, opinion, gender or sexual orientation, age, political affiliation, disability, chronic non-communicable disease, HIV infection or membership of a disadvantaged group”;



Equal opportunities, according to which “beneficiaries, without discrimination of any kind, have equal access to opportunities for personal fulfilment and development and to social protection measures and actions”;



Equity, whereby “all persons with similar socio-economic resources for the same types of needs enjoy equal social rights”.

[22] Government Decision no. 1221/ 2011 adopting the National Strategy for the Inclusion of Romanian Citizens of Romani Ethnic Origin for the period 2012-2020, <https://legislatie.just.ro/Public/DetaliiDocumentAfis/134248> Accessed 01/02/2022.

[23] Law no. 292/2011 on social assistance, <https://legislatie.just.ro/Public/DetaliiDocument/133913>, Accessed on 10/03/2022

The law on education[24] relies on the principle of equity, whereby access to learning is achieved without discrimination and that of ensuring equal opportunities. Similarly, the public policy on stimulating employment[25] prohibits any discrimination based on political convection, race, nationality, ethnic origin, language, religion, social category, beliefs, sex and age, in its implementation.

On the other hand, the health public policy[26] does not include principles related to non-discrimination and equal opportunities, but it guarantees an equitable and non-discriminatory access to basic health services for all insured persons.

The housing public policy[27] also includes no principles related to non-discrimination, equal opportunities or equity. However, the law states that certain categories of vulnerable persons are entitled to receive social housing, namely: persons and families evicted or to be evicted from housing returned to the former owners, young people up to the age of 35, young people from social welfare institutions who have reached the age of 18, persons with disabilities, pensioners, veterans and war widows and widowers, as well as other vulnerable people. In order to be eligible for social housing, persons belonging to these categories these categories should earn below the average monthly salary.

Also, the law allows local public authorities to decide on the criteria for distributing social housing, depending also on the priority groups established by this law. Roma persons are eligible for social housing if they belong to these groups. However, in establishing the order of priority, local authorities must take into consideration the living conditions of the applicants, the number of children and other persons living with the applicants, the health condition of the applicants and of their family members as well as the date of the application. The procedure for requesting social housing is also established by each local authority and it generally implies providing a significant number of documents, including a national ID.

[26] Law no. 95/ 2006 on the reform of the health sector, <https://legislatie.just.ro/Public/DetaliiDocument/71139> Accessed on 10/03/2022

[27] Law no. 114/1996 on housing, <https://legislatie.just.ro/Public/DetaliiDocument/8601> Accessed on 10/03/2022

V. Conclusions and policy recommendations:

1. General recommendations for implementing intersectionality:

1

Regulating intersectionality as a general principle in the national policies on combating discrimination and concerning sectors, such as employment, education, health, housing, social assistance, thus ensuring a cross-sectoral application. Intersectionality in the policy-making context could be defined as “tailoring the policy intervention in order to ensure its equal and equitable application to all individuals, including those belonging to marginalized groups, who often face complex and overlapping forms discrimination and exclusions.”

The principle of intersectionality should be applied:

- a) in the development of public policies, as to include an analysis of the various factors of discrimination and how they overlap and interact;
- b) the proposed measures to address experiences of exclusion and discrimination faced by various groups;
- c) the monitoring and evaluation of public policies.

Extending training programs addressed to the different categories of professionals which interact with Roma women and other minority groups (lawyers, prosecutors, judges, teaching staff, medical staff, labor authority officials, police staff) regarding discrimination, as part of their professional responsibilities.

2

3

Encouraging the reporting of cases of intersectional discrimination and violence against Roma women, through a better dissemination of information on anti-discrimination legislation among Roma communities, especially the poor and rural communities and by providing free legal assistance to victims, psychological support and shelter.

2. Specific recommendations for mainstreaming intersectionality:

Education



1 Promoting a better enforcement of anti-discrimination norms in the school regulations, among school staff, teachers and students, in order to create a safe environment for everyone.

Improving knowledge among the majority population regarding Roma diversity and Roma history, culture and traditions, through the inclusion of Roma history in the national history and cultural awareness programs for teachers and school staff.

2

3 Providing free or subsidized transportation for all students in public schools.

Providing financial support for educational programs and extra-curricular activities addressed to Roma girls and other vulnerable groups, with simple and accessible procedures for accessing such support.

4

5 Conducting awareness-raising campaigns among Roma communities, about the importance of education for Roma girls.

Adapting remedial programs, such as the “second chance” program to the needs of Roma women.

6



1

Offering tax incentives to employers who encourage work-life balance and support their employees, especially those from marginalized groups, to pursue/continue their education.

2

Supporting the development of the social economy sector, as social enterprises can play a key role in facilitating the access to Roma women to the labor market, by providing an opportunity to gain work experience and maintain long-term employment.

3

The design of micro-grants for the support of social enterprises should allow for additional points to be granted to social enterprises which hire persons belonging to more than one minority group.

4

Setting-up micro-grants programs addressed to Roma women, encouraging them to start social business in traditional Roma occupations.

5

Providing training and support to Roma women, free of charge, on topics such as: social entrepreneurship, practical aspects in setting up a social business and the importance of social economy for community development.



1

Increasing the public expenditure in the public health sector and improving the overall quality of health services.

Mapping the existing health services for vulnerable women family planning and for pro-choice counselors.

2

3

Improving the regional health-care network and encouraging telemedicine services, when possible.

Development of community healthcare system by increasing the number of community nurses and health mediators in all the communities with Roma people. Health mediators and community nurses can support the access to primary health services, access to vaccination for children, access to pregnancy monitoring services etc.

4

5

Development of family planning, sexual educational packages and specialized services for parents of minors/adolescents.

Encouraging the reporting of cases of discrimination in the health sector, by creating mechanisms that are easily accessible to victims of discrimination.

6



1

Increasing the stock of social housing, by directing more financial resources towards the construction of public housing.

Implementing intersectionality in the allocating criteria for social housing and specifying disadvantaged minorities among the categories of beneficiaries. Also, beneficiaries belonging to multiple disadvantaged groups should receive additional points.

2

3

Simplifying the procedure for requesting social housing and requesting a limited number of documents from applicants.

VI. References

Studies and reports

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**Intersect Voices in Europe – Combating
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