



Project no. 881970

Between Inclusion and Re-Inclusion: How to Deal with Roma Offenders

ROMA OFFIN

Work Package 3

D3.1. Focus group – Compatibility Assessment Report



Project no. 881970

ITALY

University of Florence (UNIFI)

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Introduction

This report is part of the Work Package (WP) 3, Compatibility assessment, deliverable 3.1. and was conducted by the Italian research team, University of Florence (UNIFI). The discussion aimed to assess the compatibility of the best practices identified in the ethnographic research. The Italian team chose to conduct two different focus groups:

The first one was a 150-minute-long debate held in Florence on the 5th of July, 2023, at Villa Ruspoli, P.zza Indipendenza n. 9, University of Florence and included four UNIFI representatives that acted as hosts and moderators (Giuseppe Caputo, Sofia Cluffoletti, Maria Cristina Frosali and Lorenzo Musenga) along with social workers, operators, representatives of prison and probation services, an officer of the regional Ombudsperson of Tuscany and one relative of a participant in ethnographic research.

The second one was focused on the female perspective. It was held in the prison of Rebibbia femminile in Rome and included three UNIFI representatives that acted as moderators (Sofia Cluffoletti, Maria Cristina Frosali and Lorenzo Musenga) along with one prison educator who acts as host, the local Ombudswoman of Roma Capitale, representatives of prison and probation services and women participants in ethnographic research.

The two focus groups were able to highlight the level of compatibility of the selected best practices (based on the theoretical assessment derived from the ethnographic research) on a twofold perspective.

On the one hand, the focus group conducted in Florence was able to discuss the selected best practices and the main finding of the research in the interaction between the institutional operators and representative of the Roma community.

This level of interrelated discourse served the purpose of assessing the level of institutional consciousness of the critical issues and potential practices connected with the task of finding successful rehabilitative paths for prisoners of Roma origins.

**1) FOCUS GROUP FLORENCE
5/7/2023
15:20 – 17:50, Villa Ruspoli, Piazza Indipendenza**

Participants:

- 1) Katia Poneti – Officer and expert of the regional Ombudsperson for Tuscany;
- 2) Carlotta Vignoli – Educator Gozzini prison institute (Florence);
- 3) Valentina Palmucci – Educator Sollicciano;
- 4) Francesca Bejzak – Roma community representative, partner of a participant in the research;
- 5) Filippo Daidone – representatives of prison and probation services UIEPE;
- 6) Silvia Pinzani – representatives of prison and probation services UIEPE;
- 7) Lorenzo Musenga – operator of the social Help desk and researcher Altrodiritto Ngo
- 8) Sofia Ciuffoletti - UNIFI
- 9) Giuseppe Caputo - UNIFI
- 10) Maria Cristina Frosali – UNIFI

Focus group content

The project aims to contribute to a better understanding of the post-release trajectories of Roma people and identify good practices in inclusion and prevention of discrimination. The project's main activities include an elaborate literature review, ethnographic research, compatibility testing of good practices, and developing recommendations for inclusive policy and practice. The research focuses on the experiences of Roma prisoners from the prison of Sollicciano and Gozzini (Florence), and Rebibbia female prison institute in Rome.

During this first focus groups the moderators introduced the project, the ongoing ethnographic research (from a methodological and substantial perspective), particularly stressing the gender perspective.

From a theoretical and also practical point of view, the first issue, discussed at a preliminary level, is the fact that statistical data on ethnicity cannot be collected by the prison administration. The lack of data and statistics on the Roma population in prison is a major

issue as it hinders the development of policies on vulnerable groups. The lack of an institutional recognition of the

This critical issue constituted one of the main findings of the report on national norms and practices at a theoretical level and was confirmed as a result of the ethnographic research and it was offered as a preliminary issue to be discussed within the focus group.

Interestingly enough, participants in the focus group had different views on this lack of regard and respect of a self-identity/self-recognition perception concerning the fact of belonging to a specific community or ethnicity.

At an institutional level, probation officers, as well as other prison administration officer tried to justify the lack of consideration or discussion on the ethnicity or self-identification of the person, bases on a sort of anti-discrimination rational. Particularly, the idea of a potential risk of discrimination behind any question on self-identification based on the ethnicity was referred as responding to Article 3 of the Italian Constitution, therefore on the equality principle.

This perspective was labelled, at a theoretical level and drawing from the Critical Race Theory¹, as “blind toward ethnicity”².

The moderators discussed the possibility that “ethnicity(or community)-blindness” acts to Perpetuates Racism³.

In a colorblind society, as well as in a ethnicity/community blind society, the majority (white) people, who are unlikely to experience disadvantages due to race, can effectively ignore racism and discrimination.

¹ Delgado R, Stefancic J (2001) Critical Race Theory: An Introduction. New York: New York University Press and Delgado R, Stefancic J (eds) (2000) Critical race Theory: The cutting edge (2nd ed). Philadelphia: Temple University Press. pp. 35–38.

² Using a parallel with the idea of “colorblindness”: the racial ideology that posits the best way to end discrimination is by treating individuals as equally as possible, without regard to race, culture, or ethnicity. For an account, See: Fryberg, S. M. (2010). When the World Is Colorblind, American Indians Are Invisible: A Diversity Science Approach. *Psychological Inquiry*, 21(2), 115-119; Holoiien, D. S., and Shelton, J. N. (October 2011). You deplete me: The cognitive costs of colorblindness on ethnic minorities. *Journal of Experimental Social Psychology*, 10.1016/j.jesp.2011.09.010; McCabe, J. (2011). Doing Multiculturalism: An Interactionist Analysis of the Practices of a Multicultural Sorority. *Journal of Contemporary Ethnography*, 40 (5), 521-549; Tarca, K. (2005). Colorblind in Control: The Risks of Resisting Difference Amid Demographic Change. *Educational Studies*, 38(2), 99-120.

³ Bonilla-Silva E (2006) Racism without Racists: Color-Blind Racism and the Persistence of Racial Inequality in the United States, Lanham: Rowman Littlefield Publishers. The word “blind” means not being able to see. This means that in terms of racial colorblindness, a person is also choosing to not just see race or skin color, but also the racial disparities, inequities, history of violence and current trauma perpetuated within a racist society. BIPOC (Black, Indigenous, and People of Color) will explain that race and ethnicity does matter, as it affects opportunities, perceptions, income, and so much more. Race is not something that BIPOC person can not remove their skin color and racial identity. It is something the see and live with every day. When race-related problems arise, colorblindness tends to individualize conflicts and shortcomings, rather than examining the larger picture with cultural differences, stereotypes, and values placed into context. A colorblind approach allows us to deny uncomfortable cultural differences.

The theoretical assessment of this ethnicity blindness is presented as paralleled by an hetero-identification operated at the prison administration level and built on informal strategies of allocation of prisoners (Roma prisoners are allocated in the same cells and or in the same sectors to prevent “critical events” such as thefts and aggressions).

On the problem of hetero-identification: the social worker of the probation office (UIEPE) affirmed that UIEPE does not collect data on ethnicity, which is seen as sensitive data. Ethnicity is not asked because "it is almost feared that the interlocutor will live these questions as a prejudice" or, in any case, because "we know the Roma families, they are historical families, which the surname already identifies".... "somehow we recognise them, even if only by name".

One participant, a prison educator (with a Ph.D. in sociology and a research experience on religious belief as a ground for self identification in prison), discussed critically about the lack of an open discussion concerning ethnicity and self-identification in the first interview at the entry in prison. Relying on the critical notion of ethnicity blindness, she made an interesting comparison with religion, affirming that religion had been excluded as an open question during the first interview in prison due to antidiscrimination claims. As a result of the policies on radicalization in prison, religious beliefs begun to be an issue discussed and openly asked during the interview (for utilitarian reasons and the need to identify potential risks connected with Islamic radicalization). She confirmed the importance of knowing about religion and self-identification concerning ethnicity in order not to discriminate, but to guarantee the protection of rights, religious rights as well as identity rights and the right of human dignity.

The discussion among the participants was able to bring this narrative into context and to readjust and re-contextualize the need to include the question on self-perception and self-identification concerning ethnicity.

Good practices

Based on the ethnographic research conducted in all three jurisdictions, the following good practices were identified:

Italy

1. The social help desk is a structure run by an NGO that aims to solve the inmates' social and citizenship problems. The advantage of this structure is that is connected to the social welfare system from outside the prison.
2. Bridge educators – are prison staff that connect inmates with resources from outside the prison.

Bulgaria

1. A draft national strategy for inclusion mentions Roma prisoners as a target group for specialized interventions.
1. An NGO that works in the Sofia prisons to facilitate employment for disadvantaged inmates, including Roma.
2. The financial release support (100 E) for disadvantaged prisoners.

Romania

1. Education mediators – representatives of the Roma community that acts as a mediator between the school and the community to support school integration and prevent dropout.
2. Health mediator – the same as above but for the health system.
3. Informal solidarity – strong kin solidarity in the Roma community that supports the former prisoners' homecoming.
4. The existence of a National Agency for Roma.

The presentation of these good practices during the focus group emphasizes the need for more effective and transferable practices to promote inclusion and prevent prison discrimination.

The research team proposed these practices with the aim of testing their level of compatibility with the Italian system, as well as the suitability of the Italian selected best practices.

After the initial discussion on self-perception and self-identification on the basis of the ethnicity and community as an important factor for the protection of right to human dignity (as expressed in the Italian Constitution, as well as in Article 3 of the European Convention of Human Rights), the focus groups discussed the selected and proposed best practices.

The choice of the Italian research team was to present the Italian selected best practices, along with the Bulgarian and Romanian ones, in order to test the level of consciousness on the existing practices oriented to fight potential institutional discrimination inside prison and probation systems, as well as to imagine effective rehabilitation strategies.

Concerning the social protection help desk and bridge educator, almost all the participants knew and agreed on the fact that these practices are important elements of our system, already integrated in the prison context.

The focus group discussed the specificity of these practices directed toward prisoners of Roma origin. In particular, the operator of the help desk underlined the fact that one of the most urgent need of prisoners and former prisoners of Roma origin seems to be the regularization of their status as citizens or owner of a permits of stay which can guarantee the access to social benefits, measures of social welfare and social security.

The problem of documents seems to be the main hindrance to an effective and successful resocialization even in the discourse of the Roma representative and relative of a participant in the research. She tells her story of a person born in Italy and still undocumented. One very important and critical point in her narrative is the lack of support from the Roma community or from any associations that deal with the protection of Roma rights.

She claims that the first time she met someone “who cares for the Roma” was when her husband went to prison and started to be involved in the research as a participant.

At the same time the fact of having a support outside of the prison and the informal solidarity (highlighted as best practice in Romania) seems to her one very relevant key point for social inclusion.

Also in the experience of the Regional Ombudsmen of Tuscany, the problem of documents is perceived as the main issue in an effective path of social inclusion. Prospectively, the expert of the regional Ombudsman proposed to strengthen the tool of the social help-desk to be able to use prison time to intercept these problems and try to solve them before the end of the sentence.

As for the cultural mediation, many participants highlighted the criticalities connected with this practice within the Italian context. Some discussed the different features of the Romanian context as compared to the Italian one (“it is difficult to imagine a specific cultural mediation for Roma people as they have in Romania”).

The specificities of the health and education mediators coming from the same Roma community was considered unanimously a very interesting practices, but at the same time a difficult one to implement in Italy, due to the “invisible” number of Roma people effectively incarcerated or included in rehabilitation programs.

This invisibility lies at the very core of the research finding and seems to be critically connected (as resulted in the findings of the focus group) to all the potential best practices and the evaluation of their compatibility in Italy.

Confronted with the fact that even in the other contexts included in the research (Romania and Bulgaria) the administration does not collect data according to the ethnicity, the participants in the focus group try to rationalize the difference according to the contextual differences and to the fact that Romania and Bulgaria are probably hosting a relevant numbers of person of Roma origin in prison (“In general, the practices indicated by Bulgaria and Romania are very specific, typical of realities very different from ours, where the number of Roma people detained is not as significant as in countries like Romania and Bulgaria”).

Some others discussed the fact that in Italy, the cultural and linguistic mediator is a role introduced only very recently in the prison administration and still lacking funds for the general prison population.

Mediators are considered a very critical figure: they are few in number, they do not know the languages spoken by the majority of prisoners (e.g. Arabic), with the consequence that mediation is done either by volunteers or by cell mates (informal mediation).

The participants in the focus group agreed on the fact the new National Roma and Sinti equality, inclusion and participation strategy⁴ should be used to support and implement

measures of social inclusion and rehabilitation of prisoners of Roma Origins, also drawing from the Bulgarian highlighted best practice.

⁴ National Roma and Sinti equality, inclusion and participation strategy (2021-2030) - Implementation of the Recommendation of the Council of the European Union of 12 March (2021/C 93/01). Available at: https://www.unar.it/portale/documents/20125/113907/National_Roma_and_Sinti_strategy_2021-2030_EN_def.pdf/04285b59-26e5-d6e6-2d7e-6663fa976038?t=1654690689225

The discussion during the focus group was able to present another potential best practice consisting in a project recently funded in the prison of Sollicciano to include ethnopsychiatry in the health services available in prison. Unfortunately, this project does not currently involve Roma people, but as a result of the focus group, a possible collaboration with the cultural mediator present in prison was envisaged by the Research team in order to discuss the inclusion of person self-identified as Roma in the project.

The creation of a National Agency for Roma is welcomed as a potentially compatible best practices. The main criticalities seems to be the problems deriving from an institutional body who will hardly reflect and represent the cultural pluralism and differences of the various Roma and Sinti communities in Italy.

**2) FOCUS GROUP REBIBBIA
17/7/2023**

12:15 – 1:30, Casa Circondariale Roma Rebibbia Femminile

Participants:

- 1) Mariangela Loffredo – cultural mediator in Roma Rebibbia prison
- 2) Giuseppe Caviglia – UEPE
- 3) Valentina Calderone – guarantor of persons deprived of their liberty in Rome
- 4) Lorenzo Musenga - UNIFI
- 5) Sofia Ciuffoletti - UNIFI
- 6) Maria Cristina Frosali – UNIFI
- 7) H.E., research participant
- 8) R.Z., research participant
- 9) S.D., research participant
- 10) H.Z., research participant
- 11) C.F., research participant
- 12) K.M., research participant
- 13) C.M., research participant

The focus group inside Rome Rebibbia's prison, which is the largest of the four women's prisons in Italy and one of the largest in Europe, took place on July 17 from 12:00 until 13:30.

It was attended by Mariangela Loffredo, who is the cultural mediator of Roma Rebibbia prison, Giuseppe Caviglia, a social worker who works for U.E.P.E (Probation Office of Rome), Valentina Calderone, who is the local Ombudswoman for persons deprived of their liberty in Rome and seven Roma female prisoners, who participated in our research.

The meeting, led by the researchers of the University of Florence, Sofia Ciuffoletti, Maria Cristina Frosali and by Lorenzo Musenga, operator of the Social help-desk of L'Altrodiritto NGO, was held in a room inside the prison, usually used for meetings between inmates and their lawyers.

After a brief introduction of all participants, we started by discussing the main problems of Roma social inclusion that emerged during the research in the Italian context, such as discrimination in access to employment, residence, social housing and public services, difficulties in obtaining documents and regularizing their position in Italy. Then we moved to

discuss the good practices of Roma social inclusion identified not only in the Italian context but also in the Romanian and Bulgarian one: social help desk (Italy), bridge educator (Italy), antenna UEPE (Italy), Roma cultural and health mediator (Romania), informal solidarity of the Roma community (Romania), the existence of the National Agency for Roma people (Romania), an NGO working in prison in Sofia to facilitate the employment of disadvantaged prisoners, including Roma (Bulgaria), financial support upon release for disadvantage prisoners (Bulgaria).

We discussed whether these measures could be useful in coping with difficulties and discrimination that Roma people face.

The inmates, the social worker and the cultural mediator note how there are currently no specific measures to address the problems faced by Roma people inside and outside of prison and believe that such tools could instead be useful for social reintegration of Roma. In general, participants agree on the usefulness of cultural (rather than linguistic) and health mediation carried out by representatives of the Roma community. However, the Roma participants observe how the main problem, felt as a real emergency, is the possibility of regularizing their position in Italy. For this reason, the participants believe that it could be useful to implement and strengthen the Italian good practice of the social help desk: a desk in prison connected to the social assistance system outside the prison, which aims to solve the social and citizenship problems of prisoners.

Regarding the bridge educator, UEPE's Dr. Caviglia believes that a "bridge social worker" would be more useful. The social worker, cooperating with territorial services, could take charge of Roma people not only during the sentence but especially outside prison, once released.

Mixed opinions emerge, however, about informal community solidarity: while for some participants this solidarity is completely nonexistent, others refer to organizations and associations (such as, for example, Opera Nomadi) that would have helped and supported them during detention.

Conclusions

The two focus group contributed on one side to add a more layered and complex understanding of the challenges and discriminations Roma prisoners experience on an everyday basis inside the prison and while going through the resocialization path.

Both focus groups confirmed the theoretical assessment concerning the precariousness of the status, lack of citizenship or permit of stay and the condition of being an undocumented “foreigner” in the country where one is born or has lived since childhood.

Addressing these issues and promoting an ethnographic approach, the research aims to provide a more comprehensive understanding of these individuals and their families challenges.

The most important conclusions of this focus group are:

- collecting data on ethnicity based on the principle of self-identification is a necessary policy for the Prison Administration and Probation Office to better understand the situation and support the implementation of policies and programs for the Roma community. In this respect a good practice should be negotiated in order to support and train officers, social workers, educators both in the Prison Administration and in the Probation Office in order to include a ethnicity-sensitive approach during the first entry interview or the first meeting with a person in prison or in an alternative measures to detention, assuming the theoretical perspective of the self-identification as opposed to the hetero-identification.
- The social help desk (ITA), a structure run by an NGO that aims to solve the inmates' social and citizenship problems, is seen as an internal (local) best practice which need to be exported and implemented in other Italian contexts in order to address one of the main hindrances to a proper resocialization path.
- Bridge educators (ITA) are considered and acknowledged as an important internal good practice which is spreading outside of the local (Tuscany) context in which it was elaborated. It is important to strenghten this role inside the prison administration and at the same time to provide a training concerning the specific issue and potential discrimination cases faced at an ethnic and community level.

- Concerning the draft national strategy for inclusion that mentions Roma prisoners as a target group for specialized interventions (BUL): it is considered relevant to include in the new National Roma and Sinti equality, inclusion and participation strategy⁵.
- Within this specific perspective, an important proposal and finding of this project is the possibility to establish a specific dedicated multi stake-holders working group on prison, rehabilitation strategies and specific discrimination within the criminal and probation contexts. Dedicated multi-stakeholder working groups are established by the new National Strategy with the aim of investigating specific issues of priority and significant interest for the implementation of the Strategy. We intend to propose, through UNAR (which will participate in the project final National Conference) the establishment of an ad hoc Working Group drawing from the results of this project.
- An NGO that works in the Sofia prisons to facilitate employment for disadvantaged inmates, including Roma (BUL) is an important best practices but it is seen as something that is already existent, what seems to be useful is again a specific training for operators and volunteers who works in this bodies concerning the specific issue of discriminations based on ethnicity and community, antidiscrimination law and the specific issues faced by Roma prisoners and former prisoner in the task of finding a job.
- The financial release support (100 E) for disadvantaged prisoners (BUL) is a measure that is considered as already existent, useful, but not sufficient per se to help during the post release period.
- Education mediators – representatives of the Roma community that acts as a mediator between the school and the community to support school integration and prevent dropout and Health mediator (the same as above but for the health system) (ROM) has been one of the most debated best practice. It is highly appreciated in terms of specificity of approach. It seems particularly important in terms of its ability to address the important question of education and the complex nature of the institutional approach toward parenthood and the Roma community⁶. At the same

⁵ National Roma and Sinti equality, inclusion and participation strategy (2021-2030) - Implementation of the Recommendation of the Council of the European Union of 12 March (2021/C 93/01), available at: https://www.unar.it/portale/documents/20125/113907/National_Roma_and_Sinti_strategy_2021-2030_EN_def.pdf/04285b59-26e5-d6e6-2d7e-6663fa976038?t=1654690689225

⁶ Significant to address this issue and to testify the level of institutional discrimination still present within the Italian culture and institutions are the cases of the ECtHR. See, *inter alia*, the case of *Barnea and Caldararu v. Italy* (application no. 37931/15) where the European Court of Human Rights held, unanimously, that there had been a violation of Article 8 (right to respect for private and family life) of the European Convention on Human Rights. The case concerned the removal of a 28-month-old girl (C.) from her birth family for a period of seven years and her placement in a foster family with a view to her adoption. The Court found, in particular, that the Italian authorities had failed to undertake appropriate and sufficient efforts to secure the applicants' right to live with their child (C.) between June 2009 and November 2016. The Court found, firstly, that the reasons given by the court for refusing to return C. to her family and for declaring her available for adoption did not amount to "very exceptional" circumstances that would justify a severing of the family ties.

time, the Health mediator is seen as an important tool in order to take into account some of the specific resistances to trust the Institutional level and to manage some intersectional discrimination concerning gender medicine.

On the other hand, it is seen as highly difficult that these roles can be integrated within the prison context, or the probation ones, for lack of funds and because of the issue of the “invisible number” of prisoners of Roma origins in prison.

- Informal solidarity – strong kin solidarity in the Roma community that supports the former prisoners' homecoming (ROM). This best practice has been a critical one as discussed in the focus group and also given the results of the Ethnographic research. Participants in the research have expressed little trust in the possibility of community informal solidarity. At the same time, the focus group highlighted the difficulties in finding proper interlocutor, at the level of NGOs and community representatives.
- The existence of a National Agency for Roma (ROM). Strongly connected to the findings in the previous best practice, the National Agency is seen as an important factor in finding a proper community based interlocutor for common problems and solutions. At the same time, the focus group expressed the fear of a lack of representativeness of the National Agency as a formal and institutional bodies, unable to represent the diversity and plurality of the Roma (Sinti and Caminanti) communities experiences in Italy.

BULGARIA
BULGARIAN HELSINKI COMMITTEE

This review summarizes the main problems with the reintegration of Roma offenders and the best practices identified in the course of the research and through the focus groups conducted with different stakeholders in April-May 2023 in Sliven and in Plovdiv. The focus group participants discussed general problems with the reintegration of offenders, including Roma, as well as the specific cases summarized below and were in agreement on the problems identified and on the ways to deal with them. The cases discussed were identified in the course of the research. Some of the participants in the focus groups were also involved in these cases in their capacity of state and municipal officials.

1. Main Problems with Reintegration of Roma Offenders

The process of the reintegration of Roma offenders in Bulgaria may encounter several obstacles, which, of course, can vary in their nature and impact. Although it is important to note that the specific challenges are usually different in the different groups, it is possible to outline some main and common problems. They include:

- *Discrimination and stigmatization.* The persons of Roma origin often face deep-rooted discrimination and stigmatization in Bulgarian society. Negative stereotypes and prejudices may hinder their access to employment, housing, education and social services. This discrimination can make it difficult for them to successfully reintegrate into society upon release from prison.
- *Limited educational opportunities.* Roma communities in Bulgaria often face obstacles to access to quality education. The limited educational opportunities may affect their ability to develop the necessary skills and qualifications for work, which may hinder their reintegration efforts. Most of the participants in this project have elementary or primary education. Often the only option for them to continue their education are the schools in the prisons. Solving this problem is possible through improving access to education and promotion of inclusive education both in the community and in the prisons.

- *Unemployment and economic disadvantage.* The high levels of unemployment and economic inequality are common challenges faced by many Roma. The situation is particularly difficult for convicted persons, insofar as in Bulgaria a criminal record certificate is required upon entry for many types of employment. This is valid also when it comes to the conclusion of an employment contract for low-skilled work. The lack of possibilities for work combined with discriminatory practices can make it difficult to secure a job after leaving the prison. This situation can contribute to a cycle of poverty and social exclusion.
- *Insufficient social support.* Roma who are released from prison may not have sufficient social support networks, which can help them cope with the reintegration process. Limited support can increase the risk of recidivism and hinder their successful transition back in society. Comprehensive systems for support are extremely important for providing guidance, advice and assistance in various aspects of reintegration.
- *Access to housing.* Roma may encounter difficulties in accessing suitable housing after their release from prison. Discrimination in the employment and the lack of possibilities to rent housing at affordable prices can make it difficult for them to find a stable home. The adequate housing is critical to their successful reintegration and should be addressed through targeted policies and initiatives.
- *Lack of rehabilitation programs.* Availability and effectiveness of the rehabilitation programs within the system of prisons can affect the reintegration process. Lack of access to programs aimed at education, vocational training, mental health support and treatment of substance abuse can hinder successful efforts for reintegration.
- *Addictions.* Alcohol and drug addictions is an additional element in the reintegration of Roma released from prison. The problems related to alcohol and substance abuse may contribute to their further involvement in the penal system and can create serious obstacles to inclusion in society. Solving this problem requires access to effective rehabilitation programs, specialized consultation and support services tailored to the specific needs of persons of Roma. By providing comprehensive treatment and support in case of addiction, along with efforts to address major adverse social and economic factors, the reintegration process could be facilitated.

Overcoming these obstacles requires a comprehensive approach that includes combating discrimination, promoting inclusive policies, improving educational opportunities, strengthening the professional training, provision of networks for social support and cooperation with various stakeholders, including Roma communities themselves. Efforts should be focused on empowering individuals, overcoming stereotypes and the creation of a more inclusive and equal society for Roma offenders in Bulgaria.

1.2. Case studies of discrimination

The case of M.M.

This case is among the examples of ethnic discrimination by employees in state institutions. When the participant in the project tried to receive one-off aid after release from the prison, the officials of the social assistance department prevented this. In the first week after his release M.M. registered at the State Bureau of Labour (SBL), accompanied by the researcher. He then showed up at the Social Assistance Directorate (SAD) to receive his one-off aid. The first refusal M. received when he himself visited the SAD. According to him, it has been explained to him that he could not get aid, since the marriage with his previous wife was still valid and was not terminated. M. claimed he never entered into a civil marriage with none of his partners. He used the address registration to his former girlfriend, but did not have any documented relationship with her. On his second visit, M.M. was accompanied by the BHC researcher. The social workers did not raise the issues about his civil marriage at all. But they asked questions, the answers to which had nothing to do with his application for social assistance assistance. For example: "Is this address a rented accommodation? How did you pay your rent by not working", "And what were you convicted for?" M. Did not give answers but was greatly affected by the attitude of the social workers. In the end, the SAD refused to accept his application for one-off aid, as in the official note from the prison it was stated that M. worked 9 days during his entire sentence. Although both M. and the researcher explained to the SAD staff that this was voluntary work and that M. could not have been employed through employment contract in a place of imprisonment, he was required to present a special document from the Sofia Central Prison in order to confirm in writing that M. was not paid for these 9 days work. The delay in the reaction of M., to whom it was explained

that it is necessary to go to a place next to the prison and make a request to the superintendent, led to missing the deadline for the one-off aid.

In the story described above, several bureaucratic obstacles can be seen as discriminatory:

- *Unreasonable document requirements.* The request for presentation on a written document from the prison confirming that M.M. was not remunerated for his voluntary work can be seen as discriminatory. This requirement places an additional burden on M., as it forces him to go through additional bureaucratic procedure that other people may not undergo. It created an unnecessary barrier that disproportionately affects persons like M., who have difficulty navigating the system.
- *Inflexible deadlines.* Missing the deadline for release of the one-off aid due to the bureaucratic process further illustrates discriminatory treatment. The delay caused by the requirement to visit the prison and to submit a request to the governor creates a situation where M. cannot meet the deadline. This inflexibility does not account for unique circumstances faced by the individuals returning in society after serving a sentence, including potential challenges, which they may encounter in the implementation of bureaucratic requirements within certain deadlines.
- *Irrelevant questioning.* The inappropriate questions asked by social workers, such as asking for the address, the payment of the rent and nature of the conviction, may be regarded as discriminatory. These questions go beyond what is necessary for determination of the right to one-off aid. They concern personal matters not related to the application process. This way of asking questions reinforces stereotypes and discriminatory practices by singling out persons like M. on the basis of their ethnic origin or criminal history.

Discrimination within bureaucratic processes is not always overt or deliberate. Instead, it may be the result of systemic prejudice, lack of cultural sensitivity or disregard of the unique needs and challenges they marginalized groups face. However, the discriminatory treatment remains, as these obstacles make it disproportionately difficult the access to and receipt of benefits and support for persons from marginalized communities, such as the Roma who are released from prison.

The case of N.K.M.

The situation of N.K.M. in the third month after his release from prison, described above, illustrates discriminatory practices in the housing sector that many Roma encounter. The landlords refuse to rent to N. because of his ethnic background. These discriminatory practices contribute to the social exclusion and the unequal treatment that makes successful reintegration difficult for Roma after their release from prison.

- *Refusal on the grounds of ethnic belonging.* N.K.M. reports that he was refused tenancy because of his Roma origin on a number of occasions. The landlords did not take into account his individual circumstances or qualifications as a tenant. This is direct discrimination. It rests on preconceived attitudes and prejudice against the Roma, which reinforce their systemic inequality and exclusion.
- *Different treatment.* N.K.M. contacted landlords through the BHC researcher. The landlords initially agreed to meet N.K.M., but after meeting him personally, they refused to sign a contract. They were apparently influenced by his appearance or the ethnicity of N.K.M. They changed their minds after meeting him, which shows that they were guided by prejudices or prejudices.
- *Limited accommodation options.* At the end, the only landlord who agreed to provide accommodation to N.K.M. eventually offered a flat without water supply, in a building in a dilapidated condition, with drug-addicted residents on one of the floors. This situation highlights the limited accommodation options which persons such as N.K.M. face.
- *Limited access to quality housing.* At the end N.K.M. chose to stay in his brother's wooden barrack. This shows the lack of access to suitable and affordable housing upon release from prison for persons of Roma origin. This limited access may be the result of discriminatory practices, structural inequalities and systemic barriers that prevent marginalized groups to get better accommodation options.

2. Good Practices for Overcoming Discrimination

Good practices for overcoming discrimination were widely discussed at both focus groups. These include legislative regulations, initiatives of private individuals and organisations, as well as those of public institutions, including prisons. Good practices were identified by the

BHC researchers, as well as by the state officials in private encounters with the researchers and at the focus group discussions.

2.1. Legislative regulations and practices

Almost without exception, the financial support to released prisoners provided on the basis of a regulation of the Bulgarian social welfare legislation as a tool for their reintegration in society was considered a good practice by all the participants in the focus groups. This support is particularly beneficial to poor prisoners who have no means and networks of support outside of the prison. It also contributes to the prevention of return in that it allows for the prisoners to secure some financial stability and to resist temptation in the beginning of their life in freedom.

2.2. Some individual cases of good practices

The case of K.N.

The observation found that the coordination between the social institutions and a private employer played a key role in the successful return to the community of K.N. Upon release from the Sliven prison, she needed adequate help for provision of housing, work, social support and medical care. These were provided at the local level – in the municipality, in which she returned. Institutions in that region joined forces from day one to offer and synchronize their support. The role of Regional Probation Service (part of the Regional Service for Execution of Punishments, RSEP) in the city of P. was leading in deciding how to overcome the main barriers on the path of resocialization of K.N. It helped in her accommodation in a shelter for homeless people and finding a permanent job. It also helped in the prevention of further offenses.

K.N. was released on 20.06.2022 from the Sliven prison after serving her sentence for violating her conditional sentence of 8 months imprisonment with 3 years probation for crime under Art. 354a, para. 3, item 1 of the Criminal Code and failure to fulfill probation for a term of 2 years and 6 months for a crime under Art. 329, para. 1 of the Criminal Code. On 22.06.2022 K.N. was issued a probation order for a period of 3 years by the Plovdiv District Court. The order included a mandatory registration at the current address and periodic

meeting two times a week with a probation officer for a period of 3 years and unpaid work for the benefit of society in the amount of 250 hours per year for a period of 3 years.

Inspector T.G. started work on assisting K.N. for providing housing and directing her to work together with the chairman of the Probation Board in the city of P. On 18.07.2022 with the assistance of D.A., head of the department "Individual Assessment of People with Disabilities and Social Services" in SAD and current member of the Probation Board K.N. was placed in a shelter for homeless people in the city of P. On the initiative of the shelter team, the placement of K.N. in the social service was extended until 31.08.2023. On 28.07.2022, the probation inspector M.M. personally lead K.N. to the SBL where she was registered as unemployed and was familiarized with specific offers for employment. On 02.08.2022 with the assistance of V.D., former member of the Probation Council in the city of P., and the head of regional SAD K.N. was directed to an interview with an employer in a sewing workshop of a company in the city of P. On 04.08.2022, an employment contract was drawn up, with which K.N. was appointed to the position of ironer in the same company full-time, 8 hours a day. The object of execution of the probationary measure unpaid work for the benefit of the society has been changed with a view to her admission to a permanent. K.N.'s schedule has also been changed - she was engaged once a week for a full-time job on one of the days off, in compliance with the requirements of Art. 221, para. 3 of the Execution of Punishments and Pre-trial Detention Act (EPPTDA). RSEP in the city of P. provides assistance to K.N. also on the occasion of her stated desire to continue her education.

Despite the coordinated efforts of several institutions - an example of good practice, the expected change in the case of K.N. it did not happen. On 26/09/2022, K.N. was notified by her employer that her employment contract would not be extended due to systematic absences from work, regardless of the warnings given to her. According to her employer, K.N. repeatedly violated the labor discipline at her workplace by being late for work, not showing up in an inadequate condition, preventing the performance of her work duties. According to the data of the monitoring inspectors from RSEP, the abuse of narcotic substances continues, as well as the contacts with persons from pimping circles in the region.

The conclusion of the supervising probation inspector is: "She underestimates the role of personal contribution and initiative in overcoming her problems. Her unfortunate social contacts provoke states of depression, anxiety and dissatisfaction, which she finds difficult to overcome. The solutions she turns to in order to deal with her material and household problems are temporary and often go against the established legal and social order."

The case of L.P.

This case is an example of the quick reaction of the municipal authorities in the municipality of S. The former prisoner L.P. has been diagnosed with bipolar mental disorder. She lives alone in the village of M.V. Within the framework of the project, the municipal administration declared its attitude of support and prepared a plan for measures for the resocialization of the former prisoner. Much of this plan was implemented while the project was ongoing.

The case of V.V.

This case is an example of support from the municipal authorities in the municipality of K. The former prisoner and her husband have expressed their wish for the reintegration of their son, who was raised in a foster family. The municipal authorities of K. and the SAD declared their active support in the case in the framework of the project. The municipality confirmed to the BHC team that measures will be taken to support the employment of V.V.

2.3. The experience of the Sliven prison

In its program for the rehabilitation and social reintegration of the prisoners in the women's prison in Sliven, emphasis is placed on measures for rehabilitation from the first day of entering the prison. According to Donka Ilieva, head of the Social Activities and Correctional Work (SACW) sector in the prison administration, work is being done in cooperation with institutions in the community, with the motive of supporting the resocialization of released

prisoners. Among the measures implemented in 2022 to support the rehabilitation and resocialization of prisoners during their stay in the prison in Sliven are the following⁷:

- Stabilization of the prisoners' motivation to participate in various forms of meaningful activities as a factor for positive change and successful future resocialization;
- Increasing the competencies of the prison staff for authentic presence and professional intervention in the advisory process and rehabilitative influence.

Among the methods for solving conflict situations and imposing rehabilitation measures, the most often used is mediation - looking for an opportunity for cooperation and solving conflicts through negotiations, agreements. Among the stages through which mastery of skills for constructive dialogue and solving problem situations passes are:

- Mastering communication skills, searching for alternative solutions and providing support and overcoming automatisms;
- Implementation of the jointly chosen way to resolve the conflict, including inclusion in individual and group activities, work activities, psychological support, trainings;
- Evaluation of the effectiveness of the efforts undertaken to resolve the conflict.

In order to limit and neutralize the antisocial subculture, measures with different orientations are implemented:

- Support for prisoners, especially during the adaptation period, for smooth integration into the new environment;
- Neutralization of tensions and conflictual relations through activity programs and new behavioral skills and specialized impact;
- Inclusion in an educational process to reduce educational and behavioral deficits;
- Individual psychological counseling to overcome hostility, angry outbursts, reduced emotional self-control;

⁷ The experience of the Sliven prison was shared during the focus group in Sliven, as well as in: *Study of the state of the prison community in the prison in the city of Sliven for the first half of 2022*, provided to the BHC by the administration of the prison on 20 July 2022.

- Diversifying the spectrum of creative, sports and informational programs offered for cultivating behavioral skills and preparation for a life of freedom.

According to the testimony of Nataliya Apostolova – probation inspector in the Sliven prison, the administration works most often in close cooperation with the State Bureau of Labour (SBL), the municipal administration, the Ministry of Interior and with the probation services. From the first day of admission to prison, the rehabilitation efforts of the institutions are integrated with the aim of prevention of new offenses and successful reintegration into the community.

Within the framework of the project, during all the releases of the women - participants in the project from the prison in Sliven, a representative of the SACW sector of the prison was present - a probation inspector or a social activities inspector, who conducted a final clarification of the first steps to freedom that the former prisoner is about to take.

Thus, in **the case of D.A.** for example, prior to her release, preliminary contact was made with the SBL-Sliven, for the need of support in her employment. Preliminary information about the upcoming release and the profile of the prisoner were provided. On the day of the release, the inspector of SACW held a short closing information meeting with D.A. Despite the assessment of the social workers in the prison that employment in this case will be problematic (D.A. has an elementary education, is illiterate, in prison she did not show a desire to undergo training or a qualification course in tailoring, despite the opportunities offered to her), the team of the SACW sector in the prison in Sliven took measures to overcome the barriers on the way after D.A's release. Monitoring within the project showed that D.A. received support from SBL-Sliven and was appointed to a job, which she subsequently left of her own accord.

Romania European Strategies Consulting

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Introduction

This report is part of the Work Package (WP) 3, Compatibility assessment, deliverable 3.1. and was conducted by European Strategies Consulting (ESC), Romania. The discussion aimed to assess the compatibility of the best practices identified in the

ethnographic research. The focus group was a 120-minute-long debate held in Bucharest on the 16th of June, 2023, at the European Strategies Consulting office.

Apart from the three ESC representatives that acted as hosts and moderators, the focus group included five representatives of prison and probation services, one representative of the National Agency for Roma, one Roma NGO representative and one participant in ethnographic research.

Participants:

- Ioan Durnescu – European Strategies Consulting – host and moderator
- Andrada Istrate – European Strategies Consulting – host and moderator
- Cristian Lazăr - European Strategies Consulting – host and moderator
- Cristina Teoroc – Jilava Penitentiary – prison governor
- Țonea Corina – Jilava Penitentiary – education officer
- Lucian Gheorghiu – Roma Education Fund, NGO
- Oana Elisabeta Radu – Ilfov Probation Service, probation counsellor
- Alexandra Cristina Șerb – Ilfov Probation Service, probation counsellor
- Răzvan Adrian Paiu – Ilfov Probation Service, probation counsellor
- Adina Linca – National Agency for Roma
- F.G. – participant in ethnographic research

Focus group content

The project aims to contribute to a better understanding of the post-release trajectories of Roma people and identify good practices in inclusion and prevention of discrimination. The project's main activities include an elaborate literature review, ethnographic research, compatibility testing of good practices, and developing recommendations for inclusive policy

and practice. The research focuses on the experiences of 30 Roma prisoners released from Jilava and Târgșor prisons, including 15 men and 15 women.

Participants often spoke about prison as a terrible experience, but for many, prison is an opportunity to access health and support services. They are on the edge of extreme poverty because they lack professional qualifications, making their release plans vague and undefined. Their primary goal is family reunification. Women often want to work in cleaning as a work trajectory, and their identity is closely linked to the domestic space.

During their time in prison, the participants were more willing to apply for social assistance, social benefits, and minimum guaranteed income. This led to a working hypothesis that intersectionality is present, as they face different forms of vulnerabilities. This intersectionality includes Roma ethnicity, extreme poverty, discrimination, lack of education, and encountering various forms of abuse. This leads to hopelessness but also feelings of helplessness and dependency on state aid.

Another key finding is the mental health issues, with a much higher prevalence among Roma women than men. Although no diagnoses or psychiatric evaluations are available, there is a strong suspicion that mental developmental delays or mental disorders may be prevalent among Roma women. This situation also contributes to the intersectionality of poverty and social exclusion, making it difficult for women to escape the cycle.

As stated by one of the participants from Jilava prison, the problem also lies in the lack of psychiatrists, who are often reluctant to enter the prison system. Despite this, more psychologists are hired in prisons. By addressing the mental health needs of Roma women and men, the system can work towards a more inclusive and effective approach to addressing the mental health issues faced by these individuals.

Also, the participants are often unaware of the discriminatory nature of their experiences, as they have lived in this situation all their lives. They have internalized this experience as normal and working with the research notion of “discrimination” was difficult. The research also addresses the issue of institutional discrimination, which is not well understood by the participants. They often mention that they have faced abusive treatment with ethnic slurs. However, when asked about their experiences in prison, they often say that they do not feel discriminated against and that the staff treat them equally. In contrast, they report discriminatory attitudes, vulgar language, inappropriate tone, and superficiality from medical staff in prison. Furthermore, health professionals are the most frowned upon category in the correctional system.

Another topic of discussion during the focus group is that prison somehow acts as an equalizer, especially for disadvantaged groups. Some of the participants in the research encounter

civilization for the first time while incarcerated (i.e., they brush their teeth or have soap for the first time). Addressing these issues and promoting empathy and understanding among the Roma community is essential to ensure equal treatment and opportunities for all.

After they are released from prison, they often struggle to adapt to the outside world, feeling constantly watched and seeking permission from others, even for the most mundane tasks. The main source of support is the family, with women primarily relying on extended family members, while men have a slightly larger support network.

The first month of release is spent around the domestic place, especially for women. The disillusionment can lead to delays in re-entry into the labour market and a loss of optimism. Plans, such as leaving to work abroad, can also coagulate, leading to difficulties in getting or renewing documents, particularly ID cards.

The discussion about ID cards raised the issue of the many difficulties they encounter when trying to renew their documents. According to Romanian law, you must give proof of property ownership for an ID card, which sometimes can be impossible for the participants to provide. There is also an option for a temporary ID card, which doesn't require residence or documents on the house, but this practice could raise other issues. One, it can draw unwanted attention to the individuals and deepen discriminatory attitudes. And second, with a temporary ID card, you cannot leave the country, hindering their plans to find work abroad. A solution to these challenges is providing social housing and assistance to help obtain permanent ID cards, but communication between institutions remains deficient, leading to conflicts and delays. The importance of the identity card cannot be overstated, as it provides access to health and other essential services.

In addition to the identification issues, there is a growing concern about the long-term impact on women that go abroad to work, particularly in the UK. These women are exposed to precarious forms of work, low wages, and a lack of contracts, making them more vulnerable.

Another issue involves the quality of housing. As stated by FG, the participant involved in the ethnographic research and present at this focus group, he lives in a 40m² apartment with his wife and four children, and six other family members.

The criminal record is another issue that makes the research group highly vulnerable in the labour market, as they cannot easily be hired. Mainly, they find jobs without a legal contract and face uncertainty or discrimination. Also, the lack of education and training is a common characteristic among the research participants that adds to the difficulties in obtaining and maintaining a job.

Social inclusion and in-work poverty are significant challenges in Romania. Addressing these issues requires collaboration between the government, the Interministerial Committee for Social Inclusion, and the local community to ensure all individuals have access to necessary services and support.

During this focus group, it was also emphasised the risk of intergenerational inheritance, as many participants in this research no longer send their children to school. These children will become adults facing a sophisticated labour market without proper education and training. The chances of these people getting decent-paying jobs are uncertain, highlighting the intergenerational risks of this situation.

Based on an old national directive, statistical data on ethnicity and religion cannot be collected by institutions. The lack of statistics on the Roma population in prison is a major issue as it hinders the development of policies on vulnerable groups. Discrimination and a lack of resources further complicate Roma's former prisoners' trajectories.

Good practices

Based on the ethnographic research conducted in all three jurisdictions, the following good practices were identified:

Italy

3. The social help desk is a structure run by an NGO that aims to solve the inmates' social and citizenship problems. The advantage of this structure is that is connected to the social welfare system from outside the prison.
4. Bridge educators – are prison staff that connect inmates with resources from outside the prison.

Bulgaria

3. A draft national strategy for inclusion mentions Roma prisoners as a target group for specialized interventions.
4. An NGO that works in the Sofia prisons to facilitate employment for disadvantaged inmates, including Roma.
5. The financial release support (100 E) for disadvantaged prisoners.

Romania

5. Education mediators – representatives of the Roma community that acts as a mediator between the school and the community to support school integration and prevent dropout.
6. Health mediator – the same as above but for the health system.
7. Informal solidarity – strong kin solidarity in the Roma community that supports the former prisoners' homecoming.
8. The existence of a National Agency for Roma.

The presentation of these good practices during the focus group emphasizes the need for more effective and transferable practices to promote inclusion and prevent prison discrimination.

The participants emphasize the importance of addressing the challenges faced by Roma in the prison system. By focusing on education, financial assistance, and addressing the social dialogue gaps, they hope to create a more inclusive and effective system for these vulnerable groups. They find the idea of financial support upon release to be a real help for those released from prison.

The participants from the probation service suggested a potential partnership with the institutions they are already in contact with and where the probationers do community work. They suggest that public institutions should have a sector where they can offer vulnerable people work that does not require a certain qualification. They also suggest that people in prison should be informed about public institutions or state authorities with a department where they receive people who have just exited prison.

The participant also discusses the law on the prevention of social marginalization, which defines the group very narrowly as young family members who have served custodial sentences - young family members mean up to 35 years old, and the Roma are not necessarily legally married; unfortunately, most of them don't qualify for this type of aid.

Reintegration employers must undergo complicated accreditation procedures and be assessed for every job they make available for former inmates, so they are not eager to employ vulnerable people, although they could have some incentives by hiring them.

It was reiterated the lack of data on ethnicity in the National Administration of Prisons (ANP) and the need for a more comprehensive strategy. Participants believe collecting data on ethnicity in institutions is necessary to understand how to base policies or programs.

The probation service suggests that reintegration could be an individual right, where the probation counsellor works individually with the person, but it would be better to become a collective project where the family helps and supports this process. Although the probation service only allows certain activities with the person under probation supervision, working with them can help identify their support system, such as family members, who could help them during re-entry and make them equal partners in the criminal justice system with equal rights as others.

The Jilava Prison team proposes that with Probation Service, Roma Education Fund, National Agency for Roma, and ESC will work to find solutions for the Roma community after their release from prison. One proposal is to provide a consistent release aid of at least 100 euros to help individuals survive at least two to three weeks after release. Another suggestion is to provide a protected job, ensuring the person has at least six months or one year of employment. The team suggests that a dedicated person should be provided to help them find work, such as NGOs funded by the Romanian state that could help link former inmates with local institutions that could offer employment.

Participants suggested designing mechanisms for inclusion in the labour market faster and more flexibly by partnering with the National Agency for Roma and maybe some Ministries, such as the Ministry of Interior and the Ministry of Labour, to address these issues.

The team proposes a pilot project within Jilava Prison, focusing on Ilfov County, Bucharest, and its surroundings. After starting small, they plan to replicate this pilot nationally. The team seeks a funding mechanism or concrete activities to motivate potential employers to apply for tax facilities. They will find a solution and discuss it with the agency's president. In Bucharest, community agents connect the community and local institutions. These agents can help find jobs for Roma while incarcerated and provide support before and after their release. In Ilfov, there are Roma experts who can help find suitable jobs for them. These

professionals are paid by local councils, and they can be redirected to care for the small Roma community in prisons. So, a system of working with a liaison person could be developed.

Another suggestion is for adults in vulnerable situations to attend the "The Second Chance" programme, encouraging them to attend school to reduce poverty risk. The goal is to help these individuals find work and quality housing and contribute

to improving their communities. Also, the NGO representative discussed the challenges schools face in supporting ethnic students, particularly those who lack access to school supplies and social aid. The attitude towards ethnic students, particularly those from minority backgrounds, is often a source of conflict in schools. They are currently working to bring in school mediators from the ethnic group to visit parents and help them understand the benefits of school. They also emphasize the power of example and the importance of being a role model for their children.

Traditional solidarity within ethnic groups, such as kinship, is expected to be more important than national solidarity. However, solidarity has been diluted as traditional Roma crafts have disappeared, reducing the importance of solidarity.

Post-release support is often lacking, which is particularly concerning for women, who are often left to fend for themselves and their children during this period of greatest risk. Motherhood differs in Roma families, with many having multiple children and facing various situations that can add to the suffering of incarceration, as women are concerned about the fate of their children. The lack of support from the state during this period is a significant issue, as it highlights the need for better support and resources for women in prison.

Conclusions

The focus group highlights Roma's challenges in precarious situations, such as the criminal record and the need for better housing and support. Addressing these issues and promoting an ethnographic approach, the research aims to provide a more comprehensive understanding of these individuals and their families challenges. The most important conclusions of this focus group are:

- collecting data on ethnicity in institutions is necessary to better understand the situation and support the implementation of policies and programs for the Roma community.
- collaboration in correctional systems to better understand and address the unique needs and particularities of ethnic groups.
- the need for clear direction for prisoners preparing for release, such as job opportunities.
- incentives to employers to encourage them to employ vulnerable people.
- encouraging children and adults to attend school to reduce poverty risk.
- Include families as equal partners in the criminal justice system with equal rights.
- financial support at the moment of release
- developing a pilot study at Jilava Prison of working with a liaison person that can facilitate the re-entry into the labour market.

Annexes

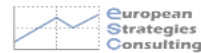
Annexe 1 – Focus group agenda



Project no. 881970



Nr. proiect 881970



Between Inclusion and Re-Inclusion: How to Deal with Roma Offenders ROMA OFFIN

Focus group

Agenda
16.06.2023



Intrarea Catedrei, nr. 2, et. 3, interfon 8

Ora	Tema
09.00 – 09.30	Primirea invitațiilor
09.30 - 09.45	Prezentarea participanților
09.45 – 10.00	Prezentarea proiectului ROMA Off In – <i>Ioan Durnescu</i>
10.00 – 10.20	Prezentarea principalelor concluzii ale cercetării – <i>Andrada</i>
	<i>Istrate</i>
10.20 – 10.30	Provocări ale cercetării de teren – <i>Cristian Lazar</i>
10.30 – 10.45	Bune practici în incluziunea socială și prevenirea discriminării – <i>Ioan Durnescu</i>
10.45 – 11.15	Pauză de cafea
11.15 – 12.00	Dezbateri – bune practici
12.00 – 12.20	Concluzii și recomandări

