

Report  
conducted by:

# Report on Poland



AN INITIATIVE OF



## ROMA WOMEN RESEARCH



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## **ABSTRACT**

Roma women from five different countries (Finland, Poland, Ukraine, the Former Yugoslav Republic of Macedonia and Spain) have been consulted about the following topics: education, employment, health, generational changes, expectations, gender-based violence, discrimination and participation. Women belonged to three segments of population by ages (17-30; 35-45; 45 and older) with the aim of compare the results obtained between the different ages groups (differences found among the countries will be analysed in a different report). A university or research centre from each of the participating countries has been collaborating for getting the most rigorous report-diagnosis. This qualitative research have adopted a *Critical Communicative Methodology* approach advised by the CREA Institute (Community of Research on Excellence for All; University of Barcelona), which is based on dialog, reflection and self-reflection (criticism) and intersubjectivity (communicative) placing women at an equal plane with researchers. This report contains the results of Poland.

## **Key words**

Roma women, communicative methodological approach, intergenerational, education, employment, health, generational changes, expectations, gender-based violence, discrimination, participation, diversity

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## INTRODUCTION

### General Background

“Roma people are the largest ethnic minority in the European Union (EU) and among the most deprived, facing social exclusion, discrimination and unequal access to employment, education, housing and health”<sup>1</sup>.

In particular,

“Romani women across Europe face the additional burden of racism as well as gender discrimination, which push them to the margins of their societies. Low educational achievement, high rates of irregular attendance and school dropouts, high unemployment rates and poor employment opportunities deprive Romani women and girls of realistic possibilities for integration and full participation in society. Lack of personal documents hinders the possibility for many Romani women and/or girls to access education, health care, employment and other related services. Increased racism and anti- Gypsyism in the context of a global economic crisis and international mobility of Romani families affects the safety of Romani women and girls, making them increasingly vulnerable to social exclusion, exploitation, trafficking and violence. Traditional family roles that many Romani women find themselves in, creates additional mechanisms of exclusion. Early and child marriages are still recurrent among Romani girls and boys in traditional families. While there is a positive ascending trend in the gender relations between Romani women and men, there is yet a long way to go for Romani women to become autonomous and feel that they can make choices outside pre-assumed ascribed gender roles.

Romani women and girls are often excluded from consultation and decision-making processes on legislation, policies and programmes, including those that are specifically designed to address their situation. This contributes to a lack of, or a limited perspective on Romani women and girls in policies on gender, social inclusion or Roma which further hinders Romani women’s equal access to resources and their full participation in all spheres of public and private life. While some progress has been made in recognizing the multiple discrimination of Romani women and girls and the inequalities they face in their access and distribution of resources and public services, the lack of disaggregated data by gender and ethnicity addressing the status of Romani women and girls across European countries prevents policy makers and human rights advocates from devising viable and meaningful policies and measures for the advancement of

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<sup>1</sup>European Union Agency for Fundamental Rights; Roma survey – Data in focus Poverty and employment: the situation of Roma in 11 EU Member States ([http://fra.europa.eu/sites/default/files/fra-2014-roma-survey-employment\\_en.pdf](http://fra.europa.eu/sites/default/files/fra-2014-roma-survey-employment_en.pdf))

Romani women's rights and of their situation at local and national level. The lack of data further prevents the opportunity for establishing a base line and providing a possibility for adequate monitoring and evaluation.”<sup>2</sup>

This worrying situation leads to an increase of the interest of international organizations on Roma women issues; clear examples of this are the Congress of Roma from the European Union and “Manifesto of Roma Women” referred to the situation of Romani women in Europe; the OSCE Office for Democratic Institutions and Human Rights (ODIHR) started addressing Romani women's issues more consistently in 2003, when the Ministerial Council endorsed the Action Plan for Roma and Sinti within the OSCE Area; the *Council of Europe's* (CoE) public hearing of Romani women, the establishment of the *International Romani Women's Network* (IRWN), the *International Conferences of Romani Women* (2007 –Stockholm, 2009 - Athens, 2011 - Granada, 2013 -Helsinki, 2015 - Skopje), the study realized by *Fundamental Rights Agency* (FRA) regarding Roma women and men's situation (2011), the report about Roma inclusion strategies realized by *European Parliament Committee on Gender Equality and Women's Rights* and so on.

### Roma Women Research

Nowadays Roma NGO's and other organizations that work defending minorities' rights are in constantly effort to improve Roma people's situation. Thereby, KAMIRA federation as one of these organisations conducted a participative research regarding Roma women situation and expectations in Spain (2014)<sup>3</sup>. Thus, rise the idea of expand this research under KAMIRA's coordination improving the methodology and seeking for European partners with the purpose of elaborate on the prior diagnosis of the work on the design of a strategy in accordance with the Phenjalipe's objectives (Helsinki, 2015) and create a networking leads by Roma NGO's and other organizations working on it. This strategy will be designed by the team work (all the countries who have participated in the research) on the basis of the compared results obtained through this research, which will be analysed in a specific report. Note that even though this strategy lied on the common or urgent needs found, each country must adapt it to their context specificities.

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<sup>2</sup>Council of Europe;Strategy on the advancement of Romani women and girls (2014-2020)  
(<https://rm.coe.int/CoERMPublicCommonSearchServices/DisplayDCTMContent?documentId=09000016800c0a86>)

<sup>3</sup>Find the full report in Spanish language and executive summary in English language here:  
<http://federacionkamira.es/documentacion/>

This research means a new contribution to the body of knowledge because it arises from Roma women and it is carried out mainly by Roma, advised always by experts; so the work lines proposed mainstream the Roma perception of the issue together with good practices that they perceive as the right ones in order to improve the problems found. In this way, is prevented the wasting of time, funds and efforts when no Roma people try to improve Roma's situation, out of the goodness of its heart, but unfortunately proposals made are not successful, because among other variables are not based on the Roma vision and experience.

On the other hand, the purpose of each national report is to get an inside of the Roma Women situation segregated per three age generations and also to propose future actions for the key national stakeholders based on the urgent needs found in each country.

*A Critical Communicative Methodology*<sup>4</sup> (Gómez et al, 2006) approach was carried out during the whole process in each one of the participating countries, led by the partner organization. This methodology, developed by the CREA Institute team, has been agreed as the most appropriate, in order to empower Roma women involving them in their own transformation process and also because it has been supported by the European Commission to carry out many researches, especially with vulnerable groups such as the Roma. More specifically it consists of a qualitative research which have used as research instruments semi- structured interviews and focus groups.

### Specific national background of Roma women

Roma in Poland are the largest ethnic minority, according to the census from 2011, 16 723 citizens declared themselves as Roma. Most in the province of Lower Silesia - 2028, Malopolska - 1735 Silesia- 1733 Mazowieckie - 1531. According to unofficial data, Roma in Poland are a group of 20 000 - 25 000. The Roma in Poland mainly inhabit urban areas.

According to data from the National Court Register it registered more than 100 non-governmental organizations declare themselves as Roma organizations, and according to the Ministry Administration, there are approx. 120.

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<sup>4</sup>Gómez, J., Latorre, A., Sánchez, M. & Flecha, R. (2006) Metodología comunicativa crítica. El Roure, Barcelona.



The Roma have their representatives in the Joint Commission of Government of Affairs. National and Ethnic Minorities, which sit two representatives of the Roma minority. As part of this Commission it is functioning since 2008 the Roma team. The team is a consultative body and informs about current issues and problems concerning the Roma minority in Poland.

Roma in Poland as well as in Europe face a number of problems that are the result of centuries of isolation group - external barriers (discrimination against the majority population) and internal barriers, different culture and self-isolation that follows from it. Prejudices on both sides, both among the majority society and among the Roma minority.

Among the Polish Roma we distinguish different groups with different cultural structures, among which are the Roma lowland - a group of traditional (Polish Roma, Kelderasze, Lowarzy, and Chaładytka Roma and Sasitka Roma) and groups considered to be 'non-traditional' - Roma highland Bergitka Roma.

The group maintains the traditional system of customary law, the Roma live by centuries established system of values, called "romanipen". Authority over these groups exercised superior, named Sero Roma, together with the elders or elders. In the group of Roma Bergitka no designated Code, however, this group is also committed to patriarchal patterns, especially in smaller towns and clusters of Roma.

Patriarchal culture, which prevails among these groups, marginalizes the function of Roma women to the role of wife and mother. Representatives of the traditional groups have low trust in public institutions, including institutions of the education system. Therefore, many young Roma, mainly women leave the education system too early. Women due to early marriages and obligations of marriage, as well as for cultural reasons do not complete high school. Young Roma women are exposed to kidnapping that is one way of forced marriages, in many cases accepted by the Roma community. And also run the risk of a bad reputation among the rest of the group Roma, because the girl who goes to school is exposed to contacts with men, which detracts from its position in the eyes of traditional Roma groups.

In connection with these premises there is a huge problem with the employment of the Roma, lack of education and professional qualifications eliminating Roma from the labour market. In addition, the reluctance on the part of the majority society, which is based on the observation of reality - Roma have a different, often incomprehensible culture and the rules governing it, do not work officially, do not fulfil their respective compulsory schooling makes have a lot less chance of getting a job.

Gradually, however, it observed positive changes, both in terms of the fulfilment of compulsory school attendance by Roma and majority society approach.

The condition of changes in the situation of the Roma minority and the majority society approach is to raise the level of education of this group, which will allow getting employment.

Lack of employment and decent, solid earnings makes the Roma be exposed to poor living conditions, and thus health problems. Bad living conditions leads to other problems, i.e. the use of drugs, mental illness, often noticeable depression.

### **Education**

According to data from 2002, nearly 50% of the Roma community in Poland over the age of 13 did not have the education and completed primary education. However, according to data from the census, 82% of respondents declared education "lower than average". It has increased the number of people with secondary and higher education if compared to 2002. According to the analysis of the Programme of Roma over 80% of Roma children implements compulsory education and many of them are included in additional educational activities. Among the many problems of education Roma children and youth include low attendance, poor school performance and participation of children in a special school (17% of the students), thus understating the level of teaching. Moreover, the problem is the low percentage of children benefiting from early childhood education and: poor knowledge of Polish, early school leaving, mainly by Roma girls, frequent trips abroad Roma parents, lack of parental support in learning and implementing attendance, poverty and bad conditions for learning, unpreparedness of schools and teachers to the education of children bicultural. As for the students attending special schools is becoming a problem wrong diagnosis of Roma pupils, attractive environment of special schools, lack of parental knowledge about the dangers of learning in such schools, the opportunity to achieve in the future for the children of additional social benefits, the interest of these schools, which can count on additional financing within the framework of increased school subsidies.

### **Health**

According to available data, the Roma are more prone to disease than the majority of the public, and their life expectancy is shorter. The most common diseases include: respiratory diseases, cardiovascular diseases, metabolic diseases, diseases of the urinary and genital defects and mental underdevelopment, diseases of the nervous system, digestive diseases. At this state of affairs is influenced primarily: poverty, lack of funds to support medical, poor housing conditions, living in social housing, where Roma are exposed to overcrowding, infections, poor eating habits, poor health

awareness, the use of stimulants, lack of monitoring of pregnancy, early parenthood, lack of compliance with the recommendations of doctors, unions endogamous, within the community, lack of trust in public institutions, medical services, lack of security, poor health care system in Poland, long terms in anticipation of a visit to the doctors.

### **Employment**

One of the biggest problems of the Roma is the low percentage of employment of the Roma community. According to data from the National Population and Housing Census of 2002, economic activity was declared by 27% of the total community, and in the 2011 census 22% of the population. According to data from the Programme for the Roma community the proportion of people of working age without employment ranged from 85% to 94%. In the case of the Roma minority must be taken into account also undertake seasonal work, periodic abroad, as well as the work of 'black'. A large group among the minorities are beneficiaries of social benefits. The main source of income is trade, running your own business (few), and working within the framework of projects for the Roma minority.

The reason for this is poor knowledge of Polish, lack of education, lack of professional qualifications, lack of skills and experience in navigating the labor market, learned helplessness, the use of learned patterns, the use of welfare benefits and other social benefits, aversion classes low-paid, unwillingness to take jobs that conflict with the traditional pattern of Roma culture, restrictions on access to employment by women and due to the patriarchal nature of the Roma culture, lack of willingness to work with employers, unpreparedness labor offices to cooperate with the Roma minority and to seek other ways employment, bad situation on the Polish labor market.

### **Gender-based violence**

Roma culture as patriarchal culture introduces a number of restrictions in the lives of Roma women, both within the community and outside, in public life. The role of Roma women in particular, traditional groups, mostly to the role of wife and mother, in previous decades, during the life of a train Roma women were also largely responsible for the maintenance of the family. Nowadays, this role is taken over by a man, but still in a very orthodox families, it is the woman is responsible for financial matters, among others, it has to foretell, to trade, to take low-profitable activities, i.e. cleaning, although this is prohibited profession among traditional Roma lack of other employment opportunities for Roma women in secret from the general public take the kind of work.

In addition, Roma culture imposes many restrictions on women, who cannot freely expose their sexuality, both visually and verbally, are limited by the opinions of society, they have no freedom, their life oscillates mainly around family and home. Young married women but of power on the part of the husband must also submit to the authority of laws. No stranger to the Roma community is domestic violence, which is a socially acceptable. Woman in traditional societies only in exceptional cases, health risks and life can count on the support of family or elders who may seek to influence the behaviour of a spouse. Its ability to appeal to a public service of prevention is also limited due to cultural taboos. Roma traditional groups cannot report to themselves to public services, non-Roma. Low level of education and professional qualifications, as well as public opinion prevents it from becoming independent. While the indulgence of conduct of men among the Roma minority boils down to the fact that women are vulnerable to being infected with various sexually transmitted diseases, among others, due to the infidelity of men. Obviously this is not an indicator for the general Roma community; however, such patterns of conduct are present among the Roma minority.

### **Discrimination**

The issue of discrimination was explained in the preceding sections, the Roma in Poland are exposed to discrimination at every stage of life in the majority society, from the place of residence, through the use of public institutions, i.e. health care, education or employment. The reason for discrimination is the lack of knowledge of the culture of the Roma by the general public, cultural differences, prejudices and stereotypes which exist among the majority population. Also, the lack of integration on the part of the Roma community, little involvement in social life, lack of education and low level of employment of Roma. Roma are one of the most disliked groups in Polish society.

Based on data from the Ministry of Internal Affairs and Administration, the associations' own data.

### **Characteristics of the surveyed group**

Among the respondents participating in the study there were more than 20 women of Roma origin living in Poland. The following report features 20 interviews conducted in three age groups: 17-30 years old, 31-45 years old and over 45 years old. The respondents represented different cultural groups, social, professional, inhabited in different Polish regions, mainly south of the country - 45% of the women surveyed,

western Poland - 25%, east of the country - 20% and 10% of women surveyed lived in central Poland. Most of the study participants came from large cities and agglomerations - 60% of women participating in the study lived in cities with more than 100 000 inhabitants, 25% of the population of a small city of more than 10 000 inhabitants, 15% of women lived in small towns, villages.

Women of the interviews represented four different groups of Roma, among whom there were groups of traditional organizations, living according to the principles of "romanipen" - unwritten code of Roma, customary law and less traditional groups, who kept only some common cultural patterns of the Roma minority in Poland. This group is considered a non-traditional, not holding to "the principles of Roma".

Data in this part of the project come from interviews conducted by questionnaire, research and knowledge of their own people conducting interviews and additional interviews with respondents.

### **Cultural diversity**

Among traditional groups there can be distinguished:

Representatives from the group - Polish Roma (two women belonging to the age group of 17-30 l., one woman in the age group 31-45 l., two women belonging to the age group above 45 years of age)

Representatives from the group Kelderaszce (two women belonging to the age group of 17-30 l., two women belonging to the age group 31-45 l.).

Among non-traditional groups there can be distinguished:

Representatives from the group - Bergitka Roma (four women belonging to the age group of 17-30 l., three women belonging to the age group 31-45 years and four women belonging to the age group above 45 years of age).

### **Education**

Among the surveyed women:

In the age group 17 to 30 years - two women had higher education (two representatives from the group "non-traditional" Bergitka Roma), six women with secondary education (three Representatives from traditional groups: Polish Roma <1 per.> and Kelderaszce <2 pers.> and 3 representatives from Bergitka Roma). Among these people with secondary education 2 people (one representative of the traditional

Polish Roma and one representative of the group "non-traditional" Bergitka Roma) are in the education, with the prospect of scientific development and to acquire higher education.

In the age group 31-45 years, five women had higher education - representatives from the two groups of traditional Polish Roma, Kelderasz, three representatives from Bergitka Roma, one of the women had primary education, it is a representative group of traditional Kalderash.

In the age group above 45 years of age - one woman had a university degree (a representative group of traditional Polish Roma), the two women had secondary education (one representative of the traditional Polish Roma and one representative Bergitka Roma) three Representatives from the group "non-traditional" Bergitka Roma were educated occupationally).

### **Marital status (social status among the Roma)**

In the age group 17 -30 years – two representatives from the traditional groups - Kelderasz declared marriage in the Roma tradition , two representatives from the Polish Roma group and one representative of Bergitka Roma declared informal relationships. Three representatives from Bergitka Roma identified themselves as single.

In the age group 31-45 years - two women from traditional groups (Polish Roma, Kelderasz) identified themselves as single. One respondent from a group of Kelderasz declared traditional wedding in the tradition of the Roma. One representative of Bergitka Roma declared that she is unmarried and lives in a non-marital relationship. Two representatives from Bergitka Roma identified themselves as married (civil marriage).

In the age group above 45 years of age - one representative of the Polish Roma declared the wedding in the Roma tradition , religious marriage and civil marriage, one representative of the group of traditional Polish Roma declared herself a widow living in a non-marital relationship . One representative of Bergitka Roma declared herself as married, wedding in the Roma tradition. One respondent of Bergitka Roma declared as a married woman, a church wedding. Two respondents fo Bergitka Roma declared themselves as married (civil marriage).

Note also that among the surveyed respondents, some of them live in mixed relationships, and the rest had partners from the group of Roma. According to the data of the association and their own knowledge of the research group - 40 percent of

women, regardless of the type and status (informal relationship, marriage in the Roma tradition, civil marriage, church marriage) live in mixed relationships.

### **Occupational diversity**

Among the women surveyed, only one woman in the group of 17-30 l., representing a group of non-conventional - Bergitka Roma, worked full time and was employed in public institution. The rest of the respondents - 4 representatives from the groups of traditional Polish Roma (2 pers.) and Kelderasze (2 pers.), and 3 representatives from Bergitka Roma declared temporary jobs or odd jobs, temporary lack of employment, running their own business, but also did not show it as a source of income. They often resigned from the professional activity, pointed out that it was also a periodic activity, seasonal.

Among women aged 31-45 years, four of them were employed full-time in public institutions or non-governmental organizations (among them 2 represented the traditional group - Polish Roma and Kalderash and 2 from the "non-traditional" Bergitka Roma), the rest declared odd jobs, outsourced, temporary lack of employment.

Among women aged above 45 years of age, four were employed full time in the public administration (one of them came from the traditional group of Polish Roma, 3 came from Bergitka Roma) and the rest (one person from a group of traditional Polish Roma and one person He came Bergitka Roma) two people from the group of "non-traditional" Bergitka Roma declared odd jobs, due to the nature of their skills, including an artist or they worked temporarily in educational projects for the Roma minority.

## OBJECTIVES

### General objectives

- To get an inside of the Roma Women situation segregated per three age generations
- To propose future actions for the key national stakeholders based on the urgent needs found
- To elaborate on the prior diagnosis of the work on the design of a strategy in accordance with the Phenjalipe's objectives

### Specific objectives

- To know the Roma women perception of the education issue and which elements they identify as a support or possibility to overcome the problems related with it.
- To know the Roma women perception of the employment issue and which elements they identify as a support or possibility to overcome the problems related with it.
- To know the Roma women perception of the health issue and which elements they identify as a support or possibility to overcome the problems related with it.
- To identify the generational changes of the Roma women lives and expectations.
- To know the Roma women perception of the gender-based violence issue and which elements they identify as a support or possibility to overcome this problem.
- To know the Roma women perception of the discrimination issue and which elements they identify as a support or possibility to overcome this problem.
- To identify Roma women key strengths.
- To empower Roma women in order to participate in the design of strategies to improve their situation.



## METHODOLOGY

### Method

Qualitative research methods were used to document including semi-structured interviews<sup>5</sup> and facilitated focus groups<sup>6</sup>; in conjunction with desk-based research. It was decided to adopt a qualitative approach in order to provide a deep and detailed view; to create openness on the women responses and to obtain a detailed picture about Roma women' perceptions attempting to avoid pre- judgements. It was taken into consideration also, that the lack of documentation towards Roma community meant an important difficulty if quantitative research were the approach, because it is not even known the real number of Roma people in each country.

We depart from the assumption that there is an imbalance of power inherent in the research process between those who conduct the research and the subjects being researched, so we strive to limit this inequality through critical reflection following the *Critical Communicative Methodology*. *The Critical Communicative Methodology* has been developed by the Community of Research on Excellence for All, CREA as a research response to the dialogic turn of societies and sciences. It should be pointed out that CREA have been a guiding during the whole research.

“In the context of the dialogical change observed in society —based on which social relations are more and more oriented towards communication and dialogue—, social research can no longer ignore the people and the groups at which it is aimed. Traditionally, Gypsy people have seen how the research concerning their own community and culture has not overcome either the discrimination or the prejudices set upon them; on the contrary, sometimes it has even copied the processes of exclusion under which they are forced to live.

The communicative methodology applied to research appeared first in the area of the social sciences, as a result of the above mentioned dialogical changes and in order to fight against those reproductive tendencies. With the aim of favouring the social inclusion of the less advantaged people, that methodology states that all the people and groups analysed should take part in every step of the research process and always separates those elements that create inequalities (exclusionary components) from those that help to overcome them (transformative components)”<sup>7</sup>.

Another important thing to point out is that all the interviewers were either Roma women or usual women mediators in order to make women feel comfortable to speak. This decision was made after consideration that the researcher has influence

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<sup>5</sup> Find the semi-structured interview attached as appendice 1.

<sup>6</sup> Find the focus groups's script attached as appendice 2.

<sup>7</sup>FLECHA, R., VARGAS, J., DAVILA, A., 2004. “Metodología Comunicativa Crítica en la investigación en Ciencias Sociales: La investigación Workaló”, in Spain. LAN HARREMANAK/11 (2004-II) (21-33).

on people's position and behaviour when they are under investigation. Regarding the focus group, it was conducted by one facilitator familiar with the methodology and no necessary Roma, who was the person responsible for giving the turns to speak to the women (all women had to share their opinion of each topic presented) and to mediate in order to obtain a consensus about each question. Also, two lookers were present who took notes about the reactions of women and some important remarks. Women were natural groups (women who usually share their time together) in order to make them feel comfortable to open themselves.

### Sample

Women from three different generations are involved in this research:

First age group: 17-30 years old.

Second age group: 31-45 years old.

Third age group: older than 45 years old.

The sample was chosen taking into account the diversity of the Roma women, trying to represent all the realities from each place. Also was taken into account the estimated number of Roma people in each country to determine the sample's size:

Country	Total Population	Estimated Roma Population	% Population	Roma Nº	of interviews conducted
<b>Poland</b>	29 582 117	21 000	0,07	35	
<b>Finland</b>	6 381 733	10 000	0,16	32	
<b>Spain</b>	47 599 370	750 000	1,6	77	
<b>Macedonia</b>	2 022 547	53 879	2,7	40	
<b>Ukraine</b>	48 457 000	47 587	0,10	20	

Sources:

Total population of Poland, Finland and Spain -> Eurostat (2011)

Total population Macedonia and estimated Roma population -> last census 2002

Total population Ukraine and estimated Roma population -> last census 2001

Estimated Roma population of Finland -> Council of Europe publication 2002

Estimated Roma population of Poland -> Given by Agnieszka Caban (responsible partner of the research in Poland)

### Informed consent

Prior to commencing a consultation the team who is conducting this research ensured that participants were in full agreement with participation. Everyone participating in the study was informed of the purpose of the research from the outset. Participants were informed of their right not to answer any questions they did not wish to answer and were given the opportunity to end their involvement, without explanation, at any time during a interview or focus group. Confidentiality was also ensured from the outset.

### Instruments

Semi- structured interviews were the main instrument in this research. It was decided to use them because can provide reliable, comparable qualitative data, allow informants the freedom to express their views in their own terms and at the same time the interview is designed pursuing the achievement of the set objectives. On the other hand, was also taken into consideration that the interviewers were going to be different people even in each country, so it was necessary the semi-structured previous design in order to obtain results, from the different countries, as homogeneous as possible.

Semi-structured interviews were designed in a seminar work session where all the partners, mostly Roma women, discussed and agreed what questions were the best option, on the basis of the previous study conducted by Kamira in Spain together with the experience and point of views of all participants. In this seminar, it was agreed also as the best option to tape-record interviews and focus groups and later transcript these tapes for analysis, although lots of women didn't accept to be recorded, so in these cases the data was written down by the researcher.

Focus groups were selected as the complementary instrument for this research because it was considered as an opportunity of digging really deep into an issue. This instrument was considered as a good choice to discover how Roma women think and feel about each topic presented and also to verify or clarify the results from the interviews. Furthermore it constitutes a mechanism for helping people generate and share their ideas, suggesting potential solutions agreed to problems identified also by them. The consensus or debate was a basic requirement to address each question, therefore respecting the *Critical Communicative Methodology*.

In order to ensure a good procedure when interviews and focus groups were conducted, a guide setting an action protocol for the interviewers was included in the top of each interview- focus group's script.

Roma women were reached through the NGO's , which are become friends with the Radom Association of the Roma " Romano Waśt" . Roma women were selected based on the contact list of the association and a good knowledge of the environment Roma in Poland by members of the association . The Association presented women króre participated in the study , their objectives, most of them agreed to participate in the project.

### Data Analyse

Analysis of studies addressed the Focus Group, composed of 6 people , including people of Roma origin who actively during 5 meetings analyze the collected material. Analysis of the data took place without the help of computer programs.

### Threats of validity

At the stage of studies encountered problems . They were related to the reluctance to answer questions , which concerned the issue of private: the relationship partner , marriage . As the investigators find that a topic related violence based on gender , therefore, has not been fully exhausted during the interviews .

## **FINDINGS**

### Education

#### **17-30 years of age**

In the age group 17-30 years, education is a form of security for the future, it shapes and allows us to understand the world, it makes us develop, it is the purpose of life, something "normal" and important.

Among the mentioned age group six women have secondary education and two high education, Polish philology and journalism. Two are in the process of study.

Half of the women do not have any additional courses completed, the rest finished courses, including massage course; course in pedagogy, language, driving license; interior design. The most popular course was the driving licence course.

All of the surveyed women want to finish courses, among these were: the course of music, dance, language; curatorial course, legal; make-up course; sales representative, marketing, accounting. One respondent did not specify her speech and said that she would like to finish something that gives professional qualifications. The most popular among respondents was a music course.

Respondents would like to increase their education or change it, they would like to realize additional courses, only one respondent would change nothing in her education.

More than half of five respondents are not satisfied with the approach of teachers to students, one of them said that they have no knowledge of intercultural education, and another that they can not maintain discipline. Three respondents were satisfied with the approach of teachers to students.

Among the trends that respondents would choose, if they had the opportunity to study were: language studies; law; veterinary; accounting, trends related to business, journalism; medicine or psychology.

#### **31-45 years of age**

In the age group 31-45 years, education means the emotional and personal development,; opportunity to expand knowledge, work experience, improvement of the material status and social development; preparation for life; better start in life; better future.

Mentioned age group of five women have higher education (two completed doctoral studies, the rest of the Masters: anthropology, administration and pedagogy care and upbringing, the Academy of Fine Arts). One of the respondents have completed primary school.

All respondents completed the courses which were mostly language courses, but also courses related to the Roma culture; writing applications for the Roma minority.

Among the courses they would like to complete, there were mostly language courses but also courses for screenwriter; Legal course, curator; computer and driver's license.

In education, only one of the respondents replied that she would change nothing. Two respondents replied that they would change the attitude of teachers to a more fair to Roma pupils, the attitude of parents of Roma to education and teaching system. Two would change your situation by increasing your education.

According to most respondents the ratio of teachers to students is wrong, does not appear on the creativity of pupils, teachers have too little empathy, are unjust. Two respondents believe that teachers are different and can not define their attitude to the students. Only one respondent identified the attitude to Roma pupils as good.

If respondents had the right to choose studies, they would study: film directing, early school education, two respondents chose the law, and two think they would not change their education.

### **Over 45 years of age**

For the age group above 45 years of age education is intellectual development, personal development, better start in the future, education lasts a lifetime.

In the mentioned age group, only one woman has higher education (pedagogy), the two have secondary education, completed three vocational schools.

Among respondents, the majority completed the courses, among others, the rate multicultural educator, instructor of music and traditional dance, the rate of basic education, computer training; educators summer camp; Roma assistant course, catering, cosmetics; English – basic course. Only one of the respondents did not complete any course. The most popular among respondents was the course “dance instructor”.

Half of the respondents would not like to finish any course, while the rest would like to finish the course with a commercial profile; computer course, English language course, driving licence course.

In terms of changes in the education, the respondents indicated: greater flexibility to teachers, less overloaded with material in schools, more music education, the elimination of middle schools, increasing class sizes, the elimination of Roma classes and greater demands on the Roma pupils. Generally, all respondents indicate the need for changes in the education system.

According to most respondents, teachers are the wrong approach to students, teachers do not pay attention to the issues of multicultural; humiliate Roma, they treat students "from above", they look down on them, the teachers could do more for the children, they can not maintain discipline. Only one of the respondents said that teachers are different and can not be clearly assessed.

Among the fields of study that respondents would select was history, education in the catering; ethnography, pedagogy, law or psychology. The most popular field of study was pedagogy.

### Employment

#### **17-30 years of age**

- Occupational situation

In the age group 17-30 years, only one respondent works full time in the public administration. Three respondents work on a casual basis, periodically commissioned (two people from the group of traditional Kelderasze, as an artist , one person from the group of non-traditional Bergitka Roma runs periodically projects for the Roma community, writes articles on order, accepts office work as well. Two women periodically conduct business, one of the Bergitka Roma related to real estate, and the second group of Polish Roma runs a massage parlor. Two respondents (one of a group of Polish Roma and the other Bergitka Roma) are currently unemployed.

Good work by the respondents is the one that gives you satisfaction, opportunities, satisfaction and good earnings and occupational stability.

- Is it easy to find a job?

Two respondents stated that it was difficult for them to get a job. Female Bergitka Roma stated that she had no trouble when finding work, and in finding it helped her higher education. The second respondent from the Kelderasze said that abroad she did not have problems with finding a job and is already working there another year, and it is easier for the Roma to find a job abroad than in Poland.

The respondent from the group Polish Roma said that now in getting a job, only knowledge and good relationship count.

Three respondents, two from Bergitka Roma and one from Kelderasze stated that Poland is a hard place to find a good job, because of the bad situation in the labour market, high unemployment. One of them stressed that it is difficult for her to develop because she does not have the money for additional courses, a potential employer does not want to invest in an employee.

Two respondents currently do not work, seeing the reason for the lack of work, racial prejudices and bad situation in the labour market. Respondent from Bergitka Roma, says that Roma find it hard to get a job in the area where she lives (small town). Respondent from the group of Polish Roma stressed that in a small town, which now she resides there is no chance to find a job, there is high unemployment, and there are no jobs. Both have no higher education, although they have experience and want to work and now they are in the course of the search.

- What job would you take? What would you change in present employment?

Only one of the respondents from Bergitka Roma is completely satisfied with her work and would not want to change anything. Two respondents (group Bergitka Roma) stress that they could find a better, permanent job, had increased their formal education. The rest of the respondents (two women from Kelderasze, one person from Bergitka Roma) are happy with their work, but would like to improve their working conditions, increase comfort, improve the conditions of employment and better payment. One respondent (the group of Polish Roma) would like to completely change the profession, however, involves an increase in the qualification, implementation of additional vocational courses. Two non-working respondents (Polish Roma and Bergitka Roma) would choose to work, which had previously been performed, but would like to increase their professional qualifications, for example, finish professional courses.

All of the respondents would like to develop further, raising the qualifications or gaining a better formal education.

### **31-45 years of age**

- Occupational situation

Among 31-45 years of age, four women worked full-time, three public institutions (school, university), one of the NGO. Female Bergitka Roma working at the school as an assistant to the education of the Roma, the second respondent also Bergitka Roma working in the school as a teacher, is linked with the Roma community. Woman with a group of Polish Roma working at the university as a lecturer, and the respondent group Kelderasze working in an NGO.



Two of the respondents Bergitka Roma have declared that they are working periodically, at the request, they do not have permanent employment. One of them carried reports commissioned on the Roma community, and the other works with young people, leading educational activities.

- Is it easy to find a job?

According to two respondents from the group of Kelderasze and Bergitka Roma it is difficult to find a job, because the count knowledge, it is also difficult to find a job in a small town. Respondent Bergitka Roma believes that it would be difficult to find a job related to their qualifications and skills in Poland. Respondent from the group of Polish Roma says that in general it would be difficult to find employment due to the difficult situation on the labor market in Poland. Respondent Bergitka Roma is employed for twelve years and not versed in the current labour market situation. Only one of the respondents, Bergitka Roma stated that it would not be difficult to find work in Poland.

- What job would you take? What would you change in present employment?

Three respondents (a group of Polish Roma, Kelderasze, Bergitka Roma) say that work gives them great satisfaction, but they would like to increase their earnings. Respondent from Kelderasze added that in her work, she would like to realize her ideas, and the respondent from Polish Roma would improve working conditions. Two respondents from Bergitka Roma and one respondent from Kelderasze believe that the work does not give them the satisfaction, seeking to find better jobs, better paying, emphasize that they would like to do what they like, but they need to improve their education and skills.

### **Over 45 years of age**

- Occupational situation

Among the surveyed respondents, four of them were employed in public institutions (woman from Bergitka Roma working in local government, a representative of the Polish Roma working in a kindergarten as a support teacher, a woman from Bergitka Roma working as an assistant to the education of the Roma, a representative from Bergitka Roma runs her own business. Two of the respondents work in order, periodically, one of them with a group of Polish Roma runs periodically in the non-governmental organization, as project coordinator for the Roma community and as an entertainer. the respondent from Bergitka Roma works as an entertainer artist, conducts music workshops for different age groups.

- Is it easy to find a job?

Respondent from Polish Roma said that it is very difficult for Roma to find a job because of the different culture, appearance and outfit. It is difficult to persuade employers to hire such workers. It is believed that Roma is easier to find a job abroad. The second respondent from the group of Polish Roma believes that it would be difficult to get a job because of their age. Two respondents Bergitka Roma stated that they would be hard to get a job, new orders since the effect it has on the approach to people of different origins and skin colour. While another two respondents from Bergitka Roma stated that they would not have any trouble finding a job.

- What job would you take? What would you change in present employment?

Two respondents, one from Polish Roma and the other from Bergitka Roma stated that they realize in what they do, however, they would increase the scope of their activities, would employ additional staff, but they lack the financial resources for it, and people willing to work. Respondent from Polish Roma would reduce the retirement age in Poland, respondent from Bergitka Roma would change work, but she lacks proper education, qualifications, two respondents Bergitka Roma would change the approach to people with different skin colour and origin.

All of the respondents emphasized that they like their job and it gives them great satisfaction, but would like to earn more, would be important for them to stable employment situation and financial, good working conditions. All also stressed that in order to improve their situation in employment they would undertake to increase their professional qualifications, possibly would increase their education.

## Health

### **17-30 years of age**

- Health care

For women in the age group 17-30 years, to have good health, means not to have health problems, to live an active life. For two people, it means not to have the stress and worries, for the next two women it means to feel healthy both mentally and physically

To improve their health, most of the respondents do sports, physical movement, for example, dancing, they live actively. One of them also goes on holidays to relax.

Most believe that they have bad nourishes, carry a poor diet and eat irregularly, one of the respondents thinks that she should smoke less. Two of the respondents believe that they could do more sport. Two of them also pointed out that they should go to the doctor more often and take vitamins. One of them believes that she rests too little.

- Medical personnel, medical services

One of the respondents does not have health insurance, so there is no possibility of free treatment, also does not have enough money for medical services. Most - 6 women found that one must wait too long to be examined by specialists. One of them complains that medicines are too expensive.

Most (6) are satisfied with the services of medical personnel. One of the respondents believes that the staff does not work for the benefit of the patient, while another believes that there should be greater attention to hygiene in medical services.

### **31-45 years of age**

- Health care

To enjoy good health in this age group, it means to be in good mental and physical state. Most women in this age group care about the health by playing sports and eating well. Two of them also benefit from regular doctors advice, one of them stressed that she does not have any addictions.

Two of the respondents believed that they could care more about their health if they quit smoking cigarettes, two of them also underlined that it would be nice to have less stress, reduce excess work and family responsibilities, another two stressed that they could do more sport. One of them drew attention to poor diet: eating sweets and drinking too much coffee . One of the respondents also stated that she could consume more nutrients and vitamins.

- Medical personnel, medical services

In the age group 31-45 years, only two respondents were fully satisfied with the medical services, two of them also stressed that the big problem is to get to medical specialists.

Most respondents would facilitate access to specialists, improve the standard of National Health Service.

As for the attitude of medical staff to the patient, most determined it as too vague, unpleasant, dry, lack of compassion and empathy. Only two of the respondents were satisfied with their relationship with the patient staff.

### **Over 45 years of age**

- Health care

For most Roma women from that age group, to enjoy good health is most important in life and everything depends on it, among others, the ability to work, lead a normal life, comfort in life. One of the respondents believes that this also means a good physical condition.

Most women in this age group care about health using the advice of doctors, rehabilitation, and eating well, they take care of their diet. Two of them stressed that they try to avoid stress and take it easy, play sports and physical activity.

Two of the interviewed women stressed that they could care more about their health if they improved their living conditions, two more drew attention to the restriction of the obligations and additional rest, for two more important in this situation would be additional activities, sports and rehabilitation.

- Medical personnel, medical services

Among the group of women surveyed, most said that they have limited access to medical services, in particular, they have to wait too long for visits to specialists, rehabilitation. Only two believe that it is easy to get medical attention.

Most respondents would like to change the access to medical specialists, treatments. One of the respondents would change "the whole system", one of them also would increase the package of free medical services.

Only one of the surveyed people in this age group is satisfied with the ratio of medical personnel to the patient, three of those questioned believed that they meet different approaches of staff, two of the surveyed women believe that the approach of medical staff is bad, and one of them met with racial discrimination.

### Expectations

#### **17-30 years of age**

In the age group 17-30 years, the main goal in life was to achieve professional fulfilment (for 6 persons), who understood them as the implementation of passion (ie. work for the Roma community, music, concerts, travelling, business development) and better wages, which you can achieve by working on himself, contacts, advertising. Subsequently, the assumption of a happy family, marriage and children (for 4 people). The purpose of life is also an additional education (for 3 people), studies, courses, learning languages, owning a home (1 person).

As for the expectation associated with children (daughters, grandchildren), the majority of respondents in this age group do not have children and grandchildren. One

of the respondents having minor daughter said that she would like her daughter to be happy and be implemented , get education and financial stability, have a happy family.

### **31-45 years of age**

In the age group 31 -45 years, the respondents listed as their expectations primarily:

Goals and expectations of women in the age group 31-45 years are associated with:

scientific development, raising qualification, implementation of courses - can help financial comfort and family support, the scientific community (3 persons). fulfilment of work associated with the financial comfort (3 persons). The premise of the family (3 persons), health (1 person).

The respondents did not speak about the expectations concerning her daughters and granddaughters, because they did not have ones.

### **Over 45 years of age**

The purpose of life for women in the age group above 45 years of age is to change the living situation of Roma families, which can be changed by education, they get a permanent job (2 persons)

Professional success and realization of professional plans (5), where financial support is needed. Two women stated that they feel totally satisfied, but still want to realize additional career plans, eg. concerts, album release, the book.

Expectations related to the family - looking forward to the wedding of granddaughter (1 person).

For their children and grandchildren, respondents expect scientific achievements, but they leave the question of selection to the children, both in terms of education and work. (4 people)they count on a stable job that gives them satisfaction and maintenance. (4 persons) They would like to avoid future discrimination based on their origin, live in a country free of prejudices, to retain knowledge about their origins. (1 person). They would establish a happy family (3 persons). According to respondents, they will carry out their plans if they can count on the kindness of the local community, and the state. There should be support to normal human relationships, there should be access to jobs for young people. Through education they will know which way to choose in life.

## Generation changes

### **17-30 years of age**

In the age group 17-30 years, the majority of women notes that the change for better compared with the previous generation are greater educational opportunities and development opportunities (3 pers.) women are developing more (2 pers.), more opportunities for young people (1 person ), new technologies, Internet access (2 person).

According to the women of that age group compared to the previous generation, they can be financially independent, decide for yourself (3 people) can use the new technology, the Internet, (1 person) women may develop, educate yourself (2 persons), dress more freely (1 person), may go abroad. (1 person)

According to the respondents in the field of gender has improved, first of all, that men count with their opinion (3 persons). Women work professionally (3 people), women can develop (2 persons).

For respondents model of a woman is a woman open to the world, but traditional, having common sense (1 person) for 4 female model is their mother, including one person pointed at his mother-in features that they admire the love, patience, independence, support , help to others.

Three respondents did not identify anyone.

### **31-45 years of age**

According to the women of the age group 31-45 years, a change for better compared to the previous generation it is that women have greater opportunities for development (1 person), increased awareness of young people about education and employment (4 persons), including 1 person He concluded that a better approach employers to employ Roma, as well as one person said that the social dimension is more progress, because younger generations are more aware of their ethnicity and fight against discrimination, improved access to education (1 person).

According to the respondents, now women, compared with the previous generation, can educate and develop scientifically (3 persons), including 2 persons stated that they may also work and have more time for themselves, they are free (1 person). There is much more mixed marriages (1 person). While one person said that little has changed, because the woman has to stay at home.

According to the four respondents relationship between men and women are partners and women have more to say. One respondent stated that nothing has changed in the

field of gender equality, women still have little to say. One person also said that apart from the traditional Roma society, women have more to say, while traditional old patterns persist, wives are still subordinate to men.

Women in these groups age mention the mother as a model to follow (1 person) for sensitivity, honesty, diligence. Livia Járóka - 1 for the respondents, for the strength and the ability to find their way in politics.

Esma Redzepova, Krystyna Pearl Markowska and Alfred Nońcia Markowska - for the strength of talent, dedication, action. (1 person) Lidia plaksa - the ability to combine education with work and political activation. (1 person). Karolina Kwiatkowska - the ability to reconcile work and responsibilities and tradition with modernity. (1 person). Agnieszka Caban - the wisdom, balance, serenity and strength constipation (1 person).

### **Over 45 years of age**

According to the age group above 45 years of age about changes for better in comparison with the previous generation, providing access to everything (2 persons), greater freedom, choice (1 person), that they started to pay more attention to education (2 persons). For one person it was hard to determine, because in every generation there are other qualities of life.

Compared with the previous generation, now women can make choices, speak during the assembly (1 person), can decide about their own lives, work (3 persons), little girls can brothers enjoy entertainment (1 person), one of the women said, that her mother could do what she wanted, she had no restrictions (1 person).

According to the respondents, in the field of gender equality, the opinion of Roma women is taken into account (1 woman), women can educate (1 person), men and women live in a partnership (2 persons). One of the respondents said that she never had a problem with gender equality, and one said that nothing changed for good.

Women in the age group above 45 years of age model is a mother for the strength (2 persons), the same person also mentioned her grandmother for the truthfulness, fidelity to religion and tradition, the women strong and determined a specific life goal: Adela Głowacka, Iza Stankiewicz, Maria Delimata, Stanislav Mirga. Julia Roberts because he helps others (1 person), a woman who reconciles tradition of working life (1 person), a woman strong and resourceful (1 person), a woman leading a typical traditional house (1 person).

## Gender-based violence

### **17-30 years of age**

According to the women of the age group 17-30 years, "violence based on gender" means physical and mental discrimination (6), but also the treatment of women as the weaker sex (1 person), not treated equally, not counting her opinion (1 person).

To the question "What usually you feel about being with your partner?" Predominantly occurred posts: pride, happiness, confidence, satisfaction, peace, admiration, enthusiasm, respect, gratitude, empathy (5) including two persons stated that the feeling of being nervousness (2 pers.), anxiety (1 pers.)

According to Roma women in these groups a woman who suffers violence based on gender can leave her partner (5), one respondent stated that in the end, the woman will use all possible measures to improve the situation, it may go away from her husband, one person stated that in the context of Roma culture it is not possible, one person admitted that psychological violence is not a reason to leave, but rather talk, work on yourself.

If any of the women in the age group 17-30 years suffered violence based on gender, the five respondents stated that they would depart from their husband / partner, and another four that would benefit from the possibility of a conversation, explain the situation, and if it did not help they would leave . (3 people)

According to respondents woman who suffers violence based on gender, can get help from her family (2 persons), a psychologist (1 person), friends (2 persons), facility support, (3 persons).

### **31-45 years of age**

For the age group 31-45 years, "violence based on sex 'means: physical or psychological violence over the weaker person (3 persons); Violations of women's rights, gender inequality, treatment of women subjectively (3 persons).

To the question "What usually you feel about being with your partner?" predominantly occurred posts: pride, happiness, confidence, satisfaction, peace, admiration, enthusiasm, respect, gratitude, empathy (4 persons) including two persons stated that the feel the fear (1 pers.) anxiety (1 pers.)

To the question "Do you think that the Roma woman who suffers violence based on gender may leave her partner?"



All of the respondents (6 persons) answered that the Roma woman should leave her partner.

If any of these respondents experienced violence based on gender they all would leave partner (6), including take the fight against prejudice and inequality (one person), contact the organizations "Stop the violence" and law enforcement authorities (2 person), bring an action (2 persons), support the family (1 person).

According to respondents woman who suffers violence based on gender, can get support from her family (4 people) and various organizations (3 persons); knowledge of the law and self-esteem (1 person).

### **Over 45 years of age**

According to the women of the age group above 45 years of age "violence based on gender" - "this is disgusting and loathsome, and you definitely need to pay attention and draw conclusions" (1 person) .; male violence against women (1 person); restricts the rights of women (2 persons); physical and psychological violence(2 persons).

What do you feel usually when being with your partner? – Security, love, peace, endless happiness - is simply wonderful !!! Pride, happiness, satisfaction, respect, peace

To the question "What do you usually feel about being with your partner?" Predominantly occurred posts: Pride, happiness, confidence, satisfaction, peace, admiration, enthusiasm, respect, gratitude, empathy (6 persons) including two persons stated that the they feel nervousness (1 pers.) fear (1 pers.),

According to the women in these groups a woman who suffers violence based on gender may leave their partner (3 persons), should leave your partner if he proves guilt (1 person), should fight for the compound (2 persons).

If either of the women of the said age group suffered violence based on gender,

I would not let such treatment, (1 person), I would leave (1 person), would give another chance, if they did not work, I would leave (2 persons), would not leave her partner because of children (2 persons).

According to respondents, what could help the woman who suffers violence based on gender, to end this is approach a woman who wants to change something (1 person), family support, relatives (4 people), the intervention of police (1 person).

## Discrimination

### **17-30 years of age**

In the age group 17-30 years, the majority of respondents (7 persons) have experienced discrimination in the past year, including : at home, while a priest visit(1 person), from the military and police (1 person), at work (3 people), shop (2 persons).

In the mentioned age group three respondents did not know whether there is in Poland a law forbidding discrimination of national minorities when applying for a job. The rest (4 persons) responded positively. The two respondents mentioned Criminal Code and the Constitution and the racism monitoring centre, as basis, which protects minorities. The question of whether respondents know any organization in Poland, which offers help and provides advice to people who were discriminated against, half of the respondents (4 people) replied in the negative, the rest responded positively, including replacing among others the police commissioner. national and ethnic minorities, Roma organizations and the Association "Nomad".

Respondents also commented on whether the media show the true picture of the Roma community, all unanimously stated that the media do not show the true image of the Roma community. Generally, the media according to the respondents indicate conflicts, guilt Roma throw "all into one bag", Roma show on the wrong side, as pathology, poverty, lack of education or extreme wealth. They do not show the true culture.

According to respondents, the consequence of discrimination of Roma will strengthen misunderstandings and strengthen stereotypes. (1 person), double-sided racism (1 person). The majority of respondents (6) did not refer to this question.

What could help reduce discrimination against Roma in our society? Most respondents said that social education, multicultural sensitivity to others, (4 people) to transmit to the media a positive image, (1 person) The Roma themselves should also be measured with the bad opinions and work on them, making professional activity (2 persons). One person said she did not know what can reduce the discrimination against the Roma in our society.

### **31-45 years of age**

In the last 12 months, have you experienced discrimination because you are a Roma woman? Under what circumstances?

In the age group 31-45 years, the majority of women (5) have experienced discrimination because of their origin in the last year, including 2 persons at work, one

person to the armed forces, police, 1 person in a public place - provincial office, one person admitted that she met with offensive comments. The question, do you think that in Poland there is a law prohibiting discrimination against national minorities applying for work, all the respondents answered positively. Adding also, where such rights are contained, inter alia, in the Constitution, the Labour Code, the provincial office. But also that in practice one can not often assert their rights (3 persons).

The question "Do you know any organization in Poland, which offers help and provide advice to people who have been discriminated against?" Three respondents responded positively, one replied in the negative, and the rest, two people did not address the question. Among the responses included such institutions and organizations as Amnesty International, the Helsinki Foundation for Human Rights, Roma organizations; the Ombudsman, the Organization 'Never Again'

According to all respondents media do not show the true picture of the Roma community, because it dominates the negative image of Roma in the media and a lack of balanced information (8).

The respondents replied that the possible consequence of discrimination of the Roma community will increase aggression and violence (4 people), social marginalization, deepening the gap between Roma and non-Roma, the lack of integration.

According to the respondents, what could reduce the discrimination against the Roma in our society are: the activity of organizations working to combat racism, legal assistance to victims, education (5), showing a positive stereotype of Roma in the media, respond to discrimination.

### **Over 45 years of age**

In the last 12 months, have you experienced discrimination because you are a Roma woman? Under what circumstances?

In the age group above 45 years of age most women (5) suffered discrimination on grounds of origin within the last 12 months. Only one person admitted that she has not experienced any prejudice. Women were discriminated against in a public institution in the place of residence, they experienced its neighbours, on the street, in shops, at work.

The question of whether Poland is a law forbidding discrimination of national minorities when applying for jobs, 4 women answered that there is such a law, two of them did not know it.

The question "do you know any organization in Poland, which offers help and provide advice to people who have been discriminated against," four women confirmed that they knew of such organizations, exchanged, among others, the Ombudsman . Two replied that they do not know of such organizations.

According to all Roma women from the group of over 45, media definitely do not show a proper image of the Roma community. They show what is selling well, manipulated information media, show a negative social image . Roma lie.

The consequences of this discrimination by respondents replay of history, from the period of destruction, that said, one of the respondents. The rest did not comment on this.

To the question "What would help reduce discrimination against Roma in our society ?", the respondents answered that the importance of education from an early age, using all possible integration programs, more job opportunities for Roma integration, mutual opening up to each other.

## CONCLUSION

In the study, analyzed key issues related to professional and social lives of Roma women in Poland , among others , on education , employment, health , expectations , generational, gender-based violence and discrimination. It should be noted that differences can be seen among the various groups of generations . The age group 17-30 years old, 31-45 years old and over 45 years of age. In addition, it emphasized that among the respondents there were women representing different culturally Roma groups and presented different social status.. Some of them came from more traditional Roma groups, where the rules Roma are governed by customary law and other less traditional, where there is a large social control . Therefore, differences have arisen at the very beginning of the study and were associated with social origin of the respondents .

In Poland, the Roma minority are not so many as in other European countries, like Slovakia , Macedonia , Romania , Hungary , etc . Roma in Poland do not form large clusters , settlements or ghettos . Therefore, they are not many problems for typical concentrations of Roma in Europe. Noticeable changes are, moreover, is reflected in the study. Increasing awareness of Roma women when it comes to education, employment , expectations, gender-based violence and discrimination. Still many respondents is attached to the traditional values associated with the patriarchal model, as I taboo when it comes to issues of family and within society.

Some of the Roma issue. Unemployment is a problem that affects not only the Roma, but also of the public majority, lack of jobs, high unemployment, unfavorable contracts, low wages, lack of jobs for seniors, bad for the development of entrepreneurs, limited the possibility of earnings artists and humanists, their financial instability. This situation causes the emigration of Polish citizens to the countries of Western Europe, including the problem of a huge amount of concern Roma. But a big impact as a result of the research is also discrimination and the reluctance of employers to employ Roma, as a result of social and cultural prejudices. Roma women are victims of antygypsyism, vulnerable are Roma women in old age.

Like the strategy Phenialipe it is important to educate the Roma, as in the situation of women who participated in the study, they were better educated, the easier it was to get a job. Adult Roma women would have better chances on the labor market had increased their qualifications. And if they had an easier home, mainly women from traditional families are burdened with additional family responsibilities, which are not quite efficient at work.

It is important to inform Roma women about appropriate and healthy eating, as in all age groups there was a problem the wrong nutrition and bad habits , and physical activity is limited. In addition, the traditional groups in Poland are very important

meals that perpetuate family life and society. In such situations, usually it is often much and unhealthy. Among the former nomads in the food supply is essential, therefore, it dominates the misconception that since it is a lot of greasy and it is healthy. In the old days when the Roma traveled frequently was malnutrition

Like women from the society of the majority of Roma women also suffer from problems of access to medical services , especially to specialists. And rudeness on the part of medical staff which is related to low remuneration, as well as the low level of medical services. In some cases it is also affected by racial prejudices also occur among medical services.

Although noted change in the approach to Roma women to domestic violence more often intervene in this matter, they oppose. This is also reflected in these studies, it is still among all age groups, there are cases of women who do not odeszłyby from its partners, had experienced physical violence and psychological. It is therefore necessary to increase their awareness on this issue and indicate the possibility of improving their situation or returning to specialist centers, organizations. Definitely more women from traditional communities have problems with assertiveness towards its partners, which is connected with the patriarchal model of the family Roma. For these women it is more difficult to reach and also to convince to change their lives, the more difficult it is to persuade Roma women to twogo reported to organum prevention of domestic violence. It is therefore important to develop appropriate methods of cooperation with women from such backgrounds.

Romani women often are exposed to discrimination , it is a double discrimination , based on the origin and gender. This hinders the process of their development related to education and employment , which is reflected in the level of their lives. The way they are treated by non-Roma does not affect good social situation , higher education, or occupation . Just like other Roma women are discriminated against because of the appearance, dress, moral differences. He touches them antiziganism . Discrimination affects them in different situations, institutions and public places, organizations, private companies , the big problem is discrimination in the workplace . Most of the educated women are aware to what institutions and organizations can apply for such a situation , but the rest do not have specific knowledge on the subject.

The problem is also bad, the stereotypical image of Roma in the media, which has an impact on relations with the majority society, a high level of discrimination. An interesting phenomenon is the Roma women putting on a career, especially among the generation of 31-45 years. Among the older generation still are important traditional values . Increases, however, aware of the need of education and suitable employment for the next generations of Roma women. Romani women in each age group noticed significant changes related to their family situation , social , professional , improving

the standard of living compared to the previous generation. They perceive that even in traditional communities, their relationships with men are more partners. Despite this, still due to discrimination , social situation ( burdening family responsibilities ) , cultural barriers can not fully realize themselves professionally and publicly.

## **RECOMMENDATIONS**

**Recommendations for the Ministry of Education** - teachers must educate the environment , increase their knowledge of multiculturalism , cultural differences , to inform on national and ethnic minorities living in Poland . As a result, teachers will become more open , and the problem of discrimination in the school will be reduced . Similar lessons can be implemented for high school students from the society of the majority , it also will affect the reception of Roma children and youth in schools.

**Recommendations for the Ministry of Family, Labour and Social Policy** - grants for entrepreneurs, Roma often carry professions, engaged in artistic activities, as well as conduct business related to trade, catering. If Poland were better development conditions for businesses, lower charges related to the activities of companies, additional grants for entrepreneurs, tax rebates, Roma entrepreneurs could without problems develop and maintain an appropriate level. Improving working conditions, an increase in the minimum wage, to facilitate the fulfillment of the obligation of professional women, increasing jobs. Popularizing a positive image of Roma in the majority society as a skilled and reliable workers. Combating discrimination in the workplace. To facilitate women's realization of professional duties, especially those having children. Promoting affiliate lifestyle, opposing violence based on gender.

**Recommendations for the Ministry of Health** - to educate the public about healthy lifestyle and proper nutrition. Better access to medical specialists, adequate preparation of medical personnel.

**Recommendations for the Ministry of Culture and National Heritage** - the impact on the content that appears on the national and ethnic minorities in the media, particularly those financed by the Ministry.

**Recommendations for the Ministry of Administration and Digitization** - taking into account the above objectives to be achieved in terms of creating programs to support the Roma minority. Anti-discrimination and antygyphysm, to intervene in these matters in other ministries.

## APPENDICES

### Appendice I: Semi-structured interview

#### ROMA WOMEN RESEARCH INTERVIEW

Autonomous Region:

Province/ District:

Interview number:

Date:

Interviewer:

Instructions:

1. The *guidelines* don't have to be read. It is a support to lead the interview in the right way.

2. Interviewer must show the interview and explain the objectives of it to the person before start. It is necessary to let her know that she is not force to respond a question if she doesn't want.

SD: SOCIODEMOGRAPHIC VARIABLES

SD.P01. When were you born?

SD.P02. Where did you born?

SD.P03. Actually, do you have a partner?

SD.P04. What's your marital status?

Guidelines
Single
Only officially married
Only married by the Roma tradition
Officially married & married by the Roma tradition
Widow
Separated
Divorcee



SD.P05. Please tell us, how many years have you been in your relationship, including the courtship.

tell

SD.P06. Do you have any children? If yes, how many?

SD.P07. How old were you when you had your first child?

SD.P08. How much, approximately, do you earn per month?

SD.P.09. Do you get any financial aid? Which one?

Guidelines
One-time social benefit
Permanent social benefit
Child support benefit
Single mother support benefit
Special needs person benefit
Note: to be adapted per country

#### ED: EDUCATION

ED.P.01. What means education for you?

ED.P.02. Did you go to school? If you did, could you tell us your last finished level?

ED.P.03. Did you get any training?

ED.P.04. Which training would you like to get? What could help you to get it?

ED.P.05. What would you improve about the current education?

ED.P.06. Are you satisfied with education staffs' attitude?

ED.P.07. If today you had the chance to study, what would you study?

#### EM: EMPLOYMENT

EM.P.01. Currently, are you working? What's your job?

EM.P.02. What means for you to have a quality job?

EM.P.03. Which job have been the best for you? Why?

EM.P.04. Is easy for you to get a job?

EM.P.05. If you could choose, what job would you like to have? What could help you to get it?

EM.P.06. What would you improve of the current employment that is being offered?

#### HE: HEALTH

HE.P.01. What means for you to have a quality health?

HE.P.02. How you take care of your health?

HE.P.03. How you could take better care of your health?

HE.P.04. Do you find easy to get health services?

HE.P.05. Would you like to change anything in regards to the health services you are getting or you need?

HE.P.06. Are you satisfied with health staffs' attitude?

#### EX: EXPECTATIVES

EX.P.01. What goals do you have? What would you like to achieve? Why?

EX.P.02. What could help you to reach it?

EX.P.03. What about your daughter or granddaughter?

- What studies would you like for them to achieve? Why? What could facilitate it?
- What job would you like for them? Why? What could facilitate it?
- What you wish for their personal life? Why? What would facilitate that to happen?

GE: GENERATIONAL CHANGE

GE.P.01. What improvements do you perceive comparing your generation with preceding generations?

GE.P.02. What can you do that women from preceding generations couldn't in the past?

GE.P.03. What have improved on gender equality field?

GE.P.04. Thinking on the women you meet or have met, who would be a model role for you? A person you would like to be like. Why you look up her? What she has that you like?

GV: GENDER-BASED VIOLENCE

GV.P.01. What means gender-based violence for you?

GV.P.02. What feelings do you usually experience with your partner?

Guidelines	
Pride	Shame
Happiness	Sadness
Confidence	Blame
Satisfaction	Annoyance
Peace	Anger
Admiration	Fear
Enthusiasm	Mistrust
Respect	Resentment
Gratitude	Hostility
Empathy	Nervousness

GV.P.03. What things would you like to change in your love relationship to improve it?

GV.P.04. Do you consider that a Roma woman who is suffering gender-based violence could abandon her partner? Why?

GV.P.05. If you lived a gender-based violence, what would you do?

Guidelines
Hide it and hope it is not going to happen again
Go to a family member, who?
Go to a friend
Search professional help
Leave the relationship
Ask him not to do it again, give him another chance
Lodge a complaint
Call to a helpline

GV.P.06. What could help a woman who is suffering gender-based violence to stop it?

DI: DISCRIMINATION
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DI.P.01. In the past 12 months (or since you have been in the country) have you personally felt discriminated against because you are a Roma (for non-Roma)? Could you share some of these experiences?

Guide line
Looking for paid work
By people who you work for or work with
Looking for a house or apartment to rent or buy
By people working in public or private health services
By people working in a school or in training
By people who work in the local administration
By people who work as police or similar

DI.P.02. What do you think, is there a law in your country that forbids discrimination against ethnic minority people when applying for a job?

DI.P.03. Do you know of any organisation in your country that can offer support or advice to people who have been discriminated against?

DI.P.04. Do you think Mass Media have offered a real image of Roma community? (on the news, reality shows, comedy...). Why?

DI.P.05. What possible consequences discrimination could have on the Roma community?

DI.P.06. What could help to reduce the discrimination to Roma within our society?

PO: POSITIVE

PO.P.01. Thinking on your life, what makes you feel satisfied?

PO.P.02. Please, tell us any experience where you have improved a difficult or complex situation. How did you achieve it?

RE: REFLECTION

RE.P.01. What would you like to change from your life to improve it?

RE.P.02. What would help you to try improve that?

RE.P.03. What would you change of your community, your closer reality, to improve it?

RE.P.04. We are finishing the interview; would you like to add a final reflection or conclusion?

## Appendice II: Focus Group script

ROMA WOMEN RESEARCH

### FOCUS GROUP SCRIPT

Autonomous Region:

Province/ District:

Date:

Facilitator:

Viewer 1:

Viewer 2:

#### **Instructions:**

1. Groups should be composed by 3 - 7 Roma women. They must be natural groups, groups which exist in the reality, you shouldn't form a group with women who usually don't spend time together.
2. Place should be selected according to the country's context, where women will feel more comfortable to open themselves.
3. Women must be sitting down in circle.
4. The focus group must not take longer than 2 hours. You could divide the topics among different women groups.
5. You must offer water and coffee if possible for all the participants.
6. Women should have a label with their names.
7. The facilitator should ask permission to record as audio the whole debate. If women don't want to be recorded, the 2 viewers should take notes of the important points and once finished the focus groups women must write down their conclusions regarding each topic presented (education, health...).
8. The facilitator must explain the objectives of this research to the women and also explain how important is their participation to achieve them; explain that is important to have a participative attitude.
9. You should start with a dynamic of personal presentation in order to offer a relax atmosphere.
10. All women must share their point of view in each question presented.
11. Before move to the next question, women must reach a consensus analyzing the positive and negative points of each opinion.

**The objective of this research** is to get an inside of the Roma Women situation and propose future actions for the key national stakeholders.

**The objective of the focus group** is to gather Roma women opinions and their analysis regarding different vital aspects, aiming to use this information for the future design of innovative strategies to foster the socio-economic development and social cohesion.

## GE: GENERATIONAL CHANGE

GE.P.01. What improvements do you perceive comparing your generation with preceding generations? (age getting married, age getting pregnant, nº children, belong to the labour market, study, new expectations...).

GE.P.02. What can you do that women from preceding generations couldn't in the past?

GE.P.03. What will you change from the current situation in order to improve Roma women's lives?

GE.P.04. What have improved on gender equality field? Which things need to change in this field? How we could reach it? (proposals).

## ED: EDUCATION

ED.P.01. Why do you think Roma women leave their studies?

ED.P.02. What do you think could help Roma women in order to continue studying/getting trained?

ED.P.03. Are you satisfied with education staffs' attitude?

ED.P.04. What means education for you?

ED.P.05. What would you improve about the current education?

## EM: EMPLOYMENT

EM.P.01. Is easy for you to get a job?

EM.P.02. What would you improve of the current employment that is being offered?



- Salaries
- Flexibility
- Working hours

EM.P.03. How will affect your lives to have a quality job?

EM.P.04. What factors you think will help a Roma woman to obtain a job? (inner and outer factors)

EM.P.05. If you could choose, what job would you like to have?

#### HE: HEALTH

HE.P.01. How you take care of your health?

HE.P.02. What means for you to have a quality health?

HE.P.03. How you could take better care of your health?

HE.P.04. Do you find easy to get health services?

HE.P.05. Are you satisfied with health staffs' attitude?

HE.P.06. Would you like to change anything in regards to the health services you are getting or you need?

#### GV: GENDER-BASED VIOLENCE

GV.P.01. What means gender-based violence for you?

GV.P.02. Why do you think it happens?

GV.P.03. Do you think these cases could be justified for any reason? (Give some examples).

GV.P.04. How do you think a Roma woman should behave when she is suffering this kind of mistreatment? What you would advice to her?

GV.P.05. What stops a woman to defend herself of this kind of violence? What could help her to stop it?

GV.P.06. Would you denounce this situation if you are suffering it? What stops a Roma woman to denounce that? What would help to overcome these obstacles?

GV.P.07. What could be done in order to prevent these cases? (Inner and outer factors).

DI: DISCRIMINATION
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DI.P.01. Do you think Roma women are discriminated nowadays? In what situations?

Guide line
Looking for paid work
By people who you work for or work with
Looking for a house or apartment to rent or buy
By people working in public or private health services
By people working in a school or in training
By people who work in the local administration
By people who work as police or similar

DI.P.02. Why do you think there is discrimination against Roma community?

DI.P.03. Do you think Mass Media offer a real image of Roma community? (on the news, reality shows, comedy...).Why?

DI.P.04. What possible consequences discrimination could have on the Roma community?

DI.P.05. What could help to reduce the discrimination to Roma within our society?

- From Roma community
- From no Roma community