



Gender sensitive analysis in ACFC's jurisprudence 2021 – 2024

1. Article 4

1.1. Data collection

1.1.1. In light of concerns raised also under Articles 12 and 15 of this opinion regarding the absence of equality data relating to education, healthcare, housing and employment, as well as other fields, the Advisory Committee also emphasises the need for nationally collected, disaggregated equality data (also reflecting gender and age disparities) to form the basis of targeted and outcome-oriented policy measures. This would also be an important step to be able to design appropriate measures responding to the needs and interests of persons belonging to the Egyptian minority. Such relevant data can be gathered through research carried out by or in co-operation with persons belonging to national minorities themselves, and should meet human rights and data protection standards, notably the principles of consent, anonymity and information on the purpose of processing.

Albania, 5th, 2023, para 70

1.1.2. The Advisory Committee calls on the authorities to systematically collect data on trafficking and other forms of violence against children and women, disaggregated by minority affiliation, and develop comprehensive policies and measures to prevent and combat these forms of violence. To this end, authorities should engage closely with law enforcement and social services and with persons belonging to national minorities, including children and women. They should also aim at providing the necessary support, whether through social care or other measures, for those in situations of vulnerability, and in particular aim to strengthen trust between persons belonging to national minorities and institutions, in particular the child protection services.

Albania, 5th, 2023, para 104

1.1.3. The Advisory Committee urges the authorities to collect data on gender-based violence against women and children belonging to national minorities, including early and forced marriages, and develop comprehensive policies and measures to prevent and combat this issue, engaging closely with law enforcement and social services and with the participation of national minorities. Such policies should be evidence-based and address the underlying social, economic and cultural drivers of early and forced marriages. They should aim at providing community care for vulnerable persons and strengthening trust between groups, individuals and institutions, and include information campaigns among parents, in schools and communities.

Armenia, 5th, 2022, para 19

1.1.4. The Advisory Committee calls on the authorities to systematically collect data on the access of persons belonging to the Roma minority to quality education, across the country, disaggregated by, inter alia, gender, and geographical location.

Bosnia and Herzegovina, 5th, 2024, para 22

- 1.1.5. The Advisory Committee regrets that there are still obstacles to the full participation of Roma in socio-economic life in Latvia. It also regrets the lack of regularly collected data, including of data disaggregated by gender.

Latvia, 4th, 2023, para 194

- 1.1.6. The Advisory Committee strongly encourages the authorities to commission or conduct studies on the effective participation of the Sami and national minorities in economic life, in particular concerning Roma on the labour market, and gather disaggregated data, especially taking into account gender and age, cooperating closely with persons belonging to national minorities to assess the level of unemployment, and tackle any disparities on this basis.

Norway, 5th, 2022, para 273

- 1.1.7. The Advisory Committee again encourages the authorities to develop, in co-operation with minority representatives, adequate methods to collect ethnicity-based and gender disaggregated data on the situation of persons belonging to the different national minorities, while respecting international data protection obligations and the principle of voluntary and free self-identification.

Sweden, 5th, 2023, para 76

- 1.1.8. The Advisory Committee strongly encourages the authorities to collect disaggregated data on employment of Gypsies and Travellers, and drawing from a successful pilot project, to adopt a programme with clear targets, indicators and outcomes promoting access to employment, for those communities, including women and youth. Authorities should ensure consultation and effective participation of Gypsies and Travellers in the design, implementation and monitoring of such programmes.

United Kingdom, 5th, 2022, para 226

1.2. Fight against discrimination

- 1.2.1. The authorities should take a more active role in investigating and addressing the impact of fictive marriages, in particular on women and children belonging to national minorities, including through providing the necessary social, legal and financial support to them, ensure that the marriage law is properly enforced in a non-discriminatory way, and raise awareness of the risks of this process among persons belonging to national minorities.

Albania, 5th, 2023, para 63

- 1.2.2. The Advisory Committee strongly encourages the authorities to involve a broader range of regional and local authorities in the design of the next National Roma Inclusion Strategy and to include concrete measures addressing antigypsyism in society, as well as independent research on gender-based intersectional and multiple discrimination, ensuring sustainability of actions through long-term state funding.

Croatia, 5th, 2021, para 86

- 1.2.3. The Advisory Committee urges the authorities to adopt the legislation required and compensate without further delay all women victims of forced sterilisation.

Czechia, 5th, 2021, para 79

- 1.2.4. As regards multiple and intersectional discrimination, the Advisory Committee emphasises that people might be discriminated against because of one or more characteristics that are part of or are perceived as part of their identity. The concept of multiple discrimination recognises that

discrimination can occur on the basis of more than one perceived characteristic. For instance, being a woman belonging to a national minority can create a cumulative disadvantage. Intersectional discrimination results from interconnected identities such as, for instance, belonging to a national minority while at the same time having a certain gender, age, disability or social background, which in consequence produces a new and unique type of discrimination. The Advisory Committee therefore considers that an explicit provision of statutory definitions of both multiple and intersectional discrimination could help better understand discrimination-related issues in Denmark and develop targeted measures for those more at risk of encountering discrimination.[...] Adding intersectional and multiple discrimination to the non-discrimination legal framework would help to render intersecting forms of discrimination such as against Greenlandic or Muslim women more visible, also allowing to identify specific barriers hampering their societal inclusion.

Denmark, 6th, 2024, paras 9 and 38

- 1.2.5. The Advisory Committee reiterates its call on the authorities to consider broadening the powers of the Commissioner for Gender Equality and Equal Treatment so that she can act more effectively against discrimination affecting persons belonging to national minorities. It further reiterates that measures should be taken to raise awareness of both the Commissioner and the Chancellor of Justice and their respective mandates, especially among persons belonging to national minorities.

Estonia, 5th, 2022, para 68

- 1.2.6. The Advisory Committee emphasises that national minorities cannot be expected to identify as a homogenous group because identification with a national minority intersects with other identity markers such as gender, age or political and religious worldview. The Advisory Committee considers, therefore, that the authorities need to take an inclusive approach reflecting the heterogeneity of national minorities in consultation processes and taking the time and resources it needs to reflect accurately the variety of views among persons belonging to a national minority.

Germany, 5th, 2022, para 245

- 1.2.7. The Advisory Committee calls on the authorities at all levels to ensure sustainable financing and comprehensive implementation of measures foreseen under the National Programme to Support Roma Inclusion for 2022-2025 and its national and local action plans and to ensure that the implementation of these action plans is regularly assessed, also from a gender perspective, involving Roma representatives, and effectively co-ordinated within all relevant line ministries, public institutions and local authorities.

Republic of Moldova, 5th, 2023, para 73

- 1.2.8. The Advisory Committee urges the authorities to develop and adopt in a timely manner a comprehensive, cross-sectoral national strategy for England to combat antigypsyism and anti-nomadism. This should also tackle inequalities faced, respectively, by Gypsies, Roma and Travellers, in close consultation with them and to have due regard to the needs of women, youth and the elderly from these communities.

United Kingdom, 5th, 2022, para 74

1.3 Right to equality/aiming for gender-balance, gender-sensitive approach

- 1.3.1. The Advisory Committee welcomes the adoption of the 2021-2025 National Action Plan, and in particular welcomes the inclusion of actions targeting antigypsyism and aiming to address gender equality issues, since the Advisory Committee's interlocutors consistently highlighted this.

Albania, 5th, 2023, para 68

- 1.3.2. The Advisory Committee calls on the authorities to review the appointment procedures for the leadership of the Committee on National Minorities to ensure its independence. They should also develop precise rules of procedure to enable it to efficiently and effectively carry out its mandate. Further attention should also be paid to the diversity of the membership in terms of gender and age, and to ensure it is reflective of the diversity of opinion within minorities.
Albania, 5th, 2023, para 173
- 1.3.3. The Advisory Committee urges the authorities to reform in close consultation with the national minorities the appointment procedure and composition of the National Minority Advisory Councils, including with a view to ensuring gender equality and the presence of youth, and limiting the length of their members' service. The authorities should also broaden these Councils' competences so as to ensure effective participation of persons belonging to national minorities in public affairs.
Austria, 5th, 2023, para 12
- 1.3.4. The Advisory Committee encourages the authorities to ensure gender balance in the composition of the Council for National Minorities and improve the transparency of its work.
Croatia, 5th, 2021, para 224
- 1.3.5. The Advisory Committee urges the authorities to expand its consultation structures with representatives of national minorities beyond the sphere of culture and provide adequate opportunities for persons belonging to national minorities to have their voice heard and have a substantial influence on all decisions and issues affecting them. Due account should be taken of the diversity of views within minority communities, and of gender and age balance.
Estonia, 5th, 2022, para 18
- 1.3.6. The Advisory Committee urges the authorities to ensure effective, targeted and evidence-based measures to address inequalities faced by persons belonging to national minorities, the Armenians, Azeris, Kists and Roma in particular. This should be done in a sustainable way, and in co-operation with different minority representatives, including women. The authorities should monitor and evaluate outcomes of those measures at all levels.
Georgia, 4th, 2024, para 48
- 1.3.7. The Advisory Committee again asks the authorities to review the procedures for appointment of representatives of linguistic minorities in the work of the Technical Committee to ensure that the legitimate interests of all recognised linguistic minorities are represented, and to ensure gender and intergenerational balance in its composition.
Italy, 5th, 2022, para 194
- 1.3.8. The Advisory Committee strongly encourages the authorities to involve all relevant actors, with particular attention to Roma mayors, as well as Roma women and girls, in the design, implementation, monitoring and evaluation, of the action plans of the National Strategy for Equality, Inclusion and Participation of Roma up to 2030; to simplify, where possible, grant procedures and application forms to access funding; to remove unnecessary administrative barriers and bureaucracy; to increase co-ordination at all levels; and to pay particular attention within Strategy and Action Plans to gender-related aspects and measures addressing antigypsyism in society.
Slovak Republic, 5th, 2022, para 102

1.3.9. The Advisory Committee asks the authorities at all levels to continue to financially support the implementation of the Long-term Strategy for Roma inclusion 2012–2032 based on clearly defined target indicators and to involve Roma representatives and organisations at an early stage in consultation and monitoring processes. The authorities should gradually move from short-term projects to long-term institutionalised support for initiatives that have proven to be effective, whilst paying more attention to the gender and youth dimensions.

Sweden, 5th, 2023, para 61

1.3.10. The Advisory Committee urges the authorities to ensure that their messages and measures to foster societal inclusion explicitly address also concerns of persons belonging to the Serb community in Kosovo. In order to build the basis for interethnic understanding and integration of society as a whole, the authorities are urged to engage in a comprehensive, inclusive, victim-centred and gender-sensitive truth and reconciliation process.

Kosovo, 5th, 2023, para 11*

2. Article 6

2.1. Combating violence against women

1.1.1. The Advisory Committee reiterates that “Article 6(2) contains the obligation of states parties to protect all persons against violence and discrimination on ethnic grounds”. Whilst recognising that gender-based violence against women and children, as well as trafficking in human beings, affects also the majority population, the Advisory Committee emphasises the importance of designing special measures to enable women and children belonging to national minorities to report violence, including trafficking, in view of the potential risks of multiple discrimination and the barriers to justice they face. In this regard, it is not in line with the Framework Convention to accept forms of gender-based violence as cultural customs by law enforcement; rather, building linguistic and cultural competences, as well as gender sensitivity, in police forces and social services is vital in protecting from and preventing such harm. Measures should hence be taken to combat all forms of gender-based violence against women and children with a view to effectively implementing the protection enshrined in Article 6(2) of the Framework Convention.

Albania, 5th, 2023, para 101

1.1.2. The Advisory Committee calls on the authorities to systematically collect data on trafficking and other forms of violence against children and women, disaggregated by minority affiliation, and develop comprehensive policies and measures to prevent and combat these forms of violence in collaboration with Roma women organisations and representatives. To this end, authorities should ensure training of frontline law enforcement and social services. They should also aim at providing the necessary support, whether through social care or other measures, for those in situations of vulnerability, and in particular aim to strengthen trust between persons belonging to national minorities and law enforcement – including through ensuring effective investigation and prosecution of alleged offences of violence against women.[...] It is also important to raise awareness among persons belonging to the Roma minority about the risks posed by early and forced marriages to girls, and the linkage between this and low educational outcomes.

Bosnia and Herzegovina, 5th, 2024, paras 110 and 111

1.1.3. Whilst recognising that gender-based violence against women does not only arise in the Sami population, the Advisory Committee is concerned by the comparatively high levels of gender-based violence against Sami women. The persistent cultural and linguistic barriers between the

Sami and the police are a particular concern, as they may leave persons belonging to the Sami people, especially women and children at risk, beyond the reach of the law and at heightened risk of violence. In this regard it welcomes the new strategy on 'violence in close relationships' which includes a chapter on the Sami. The Advisory Committee wishes to underline that, whilst training and increasing linguistic and cultural competences across the police force is a necessary step, along with increasing the numbers of Sami employed by the police, especially Sami women, there is also a need, as the Samediggi itself states, to talk about such issues more openly in Sami schools, in the Sami language, to ensure that children have the awareness and the linguistic knowledge to report any abuse.

Norway, 5th, 2022, para 161

- 1.1.4. The Advisory Committee calls on the authorities to work with Roma representatives and organisations to address gender-based violence against Roma women in a non-stigmatising way; the Advisory Committee calls on the authorities to continue working with the Samediggi and Sami to combat gender-based violence against Sami women in a non-stigmatising way.

Norway, 5th, 2022, para 30

- 1.1.5. The Advisory Committee calls on the authorities to develop comprehensive policies and measures to prevent early marriages and combat domestic and sexual violence and support awareness-raising efforts among parents, in schools, and in communities. The authorities should train officials in social and child welfare services and law enforcement to ensure they react appropriately to reports from persons belonging to the Roma, Ashkali and Egyptian communities without any bias and in a gender-sensitive way. Such policies should be developed in close co-operation with persons belonging to the communities concerned, take an evidence-based approach and address the underlying social and economic drivers of these issues.

Kosovo, 5th, 2023, para 18*

3. Article 11

3.1. Use of personal name

- 3.1.1. The Advisory Committee asks the authorities to bring the legislation governing names in line with Article 11 of the Framework Convention so suffixes can be appended to female last names.

Germany, 5th, 2022, para 170

4. Article 12

4.1. Intercultural education

- 1.1.1. In light of the reported lack of in-depth knowledge about national minorities in Albania, besides the numerically larger ones, the provision of adequate intercultural education is all the more important. The Advisory Committee therefore welcomes the inclusion of specific outcomes in the National Action Plan on the presence of both Roma and Egyptian minorities in school curricula and looks forward to seeing the results. Care should be taken to ensure this is implemented with the involvement of persons belonging to the Roma and Egyptian minorities, and to ensure that the contribution of women belonging to national minorities is also included in the curricula.

Albania, 5th, 2023, para 127

4.2. Access to education

- 1.2.1. The Advisory Committee is alarmed at the high drop-out rates affecting Yezidis, and especially at the gender bias with girls dropping out more than boys. Too little effort is going into resolving these problems on the part of the authorities. There is a complex web of factors which each contribute to this situation, which cannot be addressed in isolation. A comprehensive strategy designed with and for Yezidis is necessary to tackle this problem.
Armenia, 5th, 2022, para 10
- 1.2.2. The Advisory Committee calls on the authorities to provide incentives to boost attendance at secondary and university level education, such as through scholarships aimed at Roma students, in particular women and girls.
Bosnia and Herzegovina, 5th, 2024, para 22
- 1.2.3. The Advisory Committee strongly encourages the authorities to identify and implement long-term sustainable solutions to ensure equal opportunities for pupils and students belonging to the Roma minority at all levels of education, including by enacting a quality learning assistance project, supported by adequate funding. The authorities are invited to conduct a comprehensive study on challenges faced by Roma women and girls in education and, on that basis, to develop and implement targeted measures.
Georgia, 4th, 2024, para 137
- 1.2.4. The Advisory Committee urges the authorities to guarantee equal access of Roma children to quality inclusive education within the mainstream school system by undertaking annual monitoring, including from a gender perspective, of the enrolment and attendance of Roma children in preschools and schools. Furthermore, it is necessary to provide a sufficient number of qualified and adequately paid Roma mediators and teaching assistants, and to ensure that Roma children are appropriately supported.
Latvia, 4th, 2023, para 124
- 1.2.5. The Advisory Committee strongly encourages the authorities to guarantee compulsory education for all children and further reduce school absenteeism and early dropouts among Roma children, including through increasing the number of Roma school guides and ensuring they are employed on secure, long-term contracts; to this end, the Advisory Committee strongly encourages the authorities to conduct an in-depth, gender-sensitive study on both internal and external causes of early dropouts and absenteeism, closely involving members of the Roma communities, as well as all competent authorities at state and municipal levels, with a view to adjusting educational policies and measures.
Norway, 5th, 2022, para 226
- 1.2.6. The Advisory Committee urges the authorities to undertake additional efforts to address educational inequalities between Roma and non-Roma children relating to pre-school education, early dropouts and attainment levels, and the effects of the Covid-19 pandemic, taking a gender-sensitive approach.
Romania, 5th, 2023, para 12
- 1.2.7. The Advisory Committee calls on the authorities to take priority measures to tackle racist bullying in schools, in particular against Gypsies, Roma and Travellers, including through making recording instances of racist bullying mandatory in schools in Great Britain, adding ethnic identifiers on such recording in Northern Ireland, strengthening mechanisms and remedies in

cases of racist bullying, and collecting data disaggregated by gender, geographical location and ethnicity on absenteeism. More targeted measures are needed to improve outcomes for persons belonging to minorities and positive measures are required to facilitate the itinerant way of life whilst still ensuring access to education.

United Kingdom, 5th, 2022, para 30

- 1.2.8. The Advisory Committee reiterates that ensuring access of all persons belonging to national minorities to good quality education means that authorities need to act resolutely to, inter alia, ensure that all children (including Roma) are duly enrolled in schools and to monitor school attainments, including absenteeism and drop-out rates, literacy, completion of studies, grades, gender disparities, access to higher educational levels and subsequently access to employment.

Kosovo, 5th, 2023, para 147*

5. Article 15

5.1. Inclusion of minority women / Consultative bodies and participation in public affairs

- 5.1.1. The Advisory Committee reiterates that for the credibility of consultative bodies, it is essential that their appointment procedures are transparent and designed in close consultation with national minorities. State parties are encouraged periodically to review the appointment procedures to make sure that the bodies concerned are as inclusive as possible, maintain their independence from governments, and genuinely represent a wide range of views amongst persons belonging to national minorities. It is important to ensure that women belonging to national minorities are involved in consultative bodies.

Austria, 5th, 2023, para 202

- 5.1.2. The Advisory Committee urges the authorities to strengthen the status of national minority councils, granting them statutory powers in different parliamentary bodies, according to persons belonging to national minorities' needs and to ensure persons belonging to national minorities take part in appointing members to minority councils. [...] Membership of such councils should reflect also the diversity within minorities, with a particular focus on gender and age balance. They should also ensure political and other concerned actors are aware of scope and mandate of national minority councils.

Bosnia and Herzegovina, 5th, 2024, para 17

- 5.1.3. The Advisory Committee recalls that persons belonging to national minorities should be given real opportunities to influence decision-making, the outcome of which should adequately reflect their needs. Particular attention should be paid to equal participation of women and men belonging to national minorities, as well as youth perspectives.

Estonia, 5th, 2022, para 200

- 5.1.4. The Advisory Committee urges the authorities to ensure that the legislative framework contains effective mechanisms for persons belonging to national minorities, including women, to be adequately represented in elected and executive bodies at all levels so that they may participate fully in public affairs. The authorities should carry out awareness-raising campaigns, including in minority languages to raise awareness about their right to political participation.

Georgia, 4th, 2024, para 163

- 5.1.5. The Advisory Committee strongly encourages the authorities to further improve the equitable representation of persons belonging to national minorities in the public administration with a view to upholding the principle of merit and increasing the representation of numerically smaller minorities and women belonging to national minorities at the managerial level.

North Macedonia, 5th, 2022, para 130

- 5.1.6. The Advisory Committee calls on the central authorities to set up a formal, permanent and inclusive consultative platform at state level where Frisian non-governmental organisations could regularly meet and address issues relevant to persons belonging to the Frisian minority, including women and youth and regardless of their place of residence, and issues beyond cultural and linguistic aspects.

The Netherlands, 4th, 2023, para 173

- 5.1.7. The Advisory Committee encourages the authorities to increase the effective representation and participation of all national minorities in decision-making processes at the central, regional and local levels, and to pay more attention to gender mainstreaming in the promotion of the participation of Roma in decision-making processes.

Slovak Republic, 5th, 2022, para 246

- 5.1.8. The Advisory Committee was informed that each of the 19 national minority organisation has three seats in the Council of National Minorities. In 2021, only 12 out of the 57 members were women. [...] The Advisory Committee considers the example of the Timișoară minority council good practice that may inspire other local councils and possibly also the central authorities. [...] The Advisory Committee calls on the authorities to address shortcomings in the system of allocation of preferential seats in the Parliament. It further calls on the authorities to review, in co-operation with minority representatives, the appointment procedures of the Council of National Minorities and of local minority councils with a view to making them more representative of the diversity within national minorities.

Romania, 5th, 2023, paras 193, 196 and 197

5.2. Effective participation in socio-economic life

- 5.2.1. The Advisory Committee strongly encourages the authorities to ensure that the Albanian Development Fund is open for investment to areas inhabited by persons belonging to national minorities, and that such funds provide effective possibilities to participate in socio-economic life, with a particular focus on women and young people belonging to national minorities and with their full and effective participation.

Albania, 5th, 2023, para 200

- 5.2.2. Denmark places much emphasis on gender equality, equal opportunities for persons with disabilities, and the rights of children and youth. Nevertheless, intersectional issues continue to negatively affect access to full enjoyment of rights by persons belonging to minority communities. Adding intersectional and multiple discrimination to the non-discrimination legal framework would help to render intersecting forms of discrimination such as against Greenlandic or Muslim women more visible, also allowing to identify specific barriers hampering their societal inclusion.

Denmark, 6th, 2024, para 9

- 5.2.3. The Advisory Committee calls on the authorities to gather disaggregated data, in accordance with the European standards on data protection, regarding the socio-economic situation of persons belonging to national minorities, especially in the fields of employment, healthcare and

access to infrastructure. Positive measures to address the disparities identified should be designed on this basis and in close co-operation with persons belonging to national minorities, including women, with a view to actively promoting participation in socio-economic life. The authorities should also provide targeted support for minority women and youth to ensure their effective participation in social and economic life. Participation of Roma in socio-economic life through targeted measures, such as increased adult education, improvement of the housing situation and better access to healthcare should also be ensured by the authorities.

Georgia, 4th, 2024, para 174

- 5.2.4. The Advisory Committee calls on the authorities to strengthen participation of Roma in socio-economic life through targeted measures such as increased adult education, improvement of the housing situation, and better access to sexual and reproductive health care, developed in close co-operation with Roma representatives, including women. Roma mediators should be employed with a long-term employment perspective in all municipalities with a significant Roma population, and with dedicated funds from the state budget.

Latvia, 4th, 2023, para 195

- 5.2.5. The Advisory Committee calls on the authorities, in close cooperation with Roma representatives, to increase the participation of Roma in the labour market through programmes that are specifically tailored towards the respective target groups, including Roma women, and to ensure that the Covid-19 pandemic does not disproportionately affect the socio-economic participation of Roma.

North Macedonia, 5th, 2022, para 141

- 5.2.6. The Advisory Committee encourages the authorities at all levels to pursue measures aimed at improving access of persons belonging to national minorities, and of persons belonging to the Roma minority in particular, to healthcare, employment and social services. The authorities should also consider assessing the outreach, effectiveness and impact of measures taken in respect of the Covid-19 pandemic as regards persons belonging to national minorities and creating the specific position of 'Roma health mediators', bearing in mind gender balance.

Republic of Moldova, 5th, 2023, para 195

- 5.2.7. The Advisory Committee calls on the authorities to carefully analyse the socio-economic participation of persons belonging to linguistic minorities living on islands, in rural or mountainous areas, and to tackle any problems identified through investing in infrastructure and employment opportunities and targeted support for women and youth. Efforts should be made to remove barriers in accessing sexual and reproductive healthcare services for women belonging to national minorities.

Italy, 5th, 2022, para 202

- 5.2.8. The Advisory Committee calls on the authorities to step up their efforts in improving socio-economic participation of Roma, including through the full implementation of the "Strategy for the inclusion of Romanian citizens belonging to the Roma minority 2022-2027" in close co-operation with Roma representatives. To this end, the authorities should earmark sufficient funding for the implementation of all measures outlined in the Strategy, develop quantifiable baseline and target indicators to be regularly evaluated, and focus particularly on the specific needs of Roma women and girls.

Romania, 5th, 2023, para 23

5.3 Access to employment

- 5.3.1. The Advisory Committee asks the authorities to collect disaggregated data on the participation of persons belonging to national minorities in economic life, notably employment, and design targeted, gender-sensitive measures in response which would take into account other social needs, including the provision of preschool education.

Bosnia and Herzegovina, 5th, 2024, para 188

- 5.3.2. The Advisory Committee calls on the authorities to intensify their efforts to address the high unemployment rate affecting persons belonging to national minorities, and to take special measures to improve the position of minority women. The authorities should facilitate access to adequate training which goes beyond language proficiency and equips those concerned with the skills necessary in the current and future labour market. It further calls on the authorities to ensure that the regions affected receive the support necessary to address the specific effects of the economic crisis at municipal level.

Estonia, 5th, 2022, para 215

- 5.3.3. The Advisory Committee calls on the authorities to increase their efforts in promoting sustainable employment opportunities and employability of persons belonging to Roma and Sinti communities, with a focus on women and youth, including in the public sector, to support social co-operatives and to review the Law No. 337/1968 on equestrian circuses and traveling entertainment so as to take into consideration the specific needs and cultural and economic interests of persons belonging to these communities.

Italy, 5th, 2022, para 206

- 5.3.4. The Advisory Committee strongly encourages the authorities to commission or conduct studies on the effective participation of the Sami and national minorities in economic life, in particular concerning Roma on the labour market, and gather disaggregated data, especially taking into account gender and age, cooperating closely with persons belonging to national minorities to assess the level of unemployment, and tackle any disparities on this basis.

Norway, 5th, 2022, para 273

- 5.3.5. The Advisory Committee praises the authorities for their targeted approach towards Roma youth and for some preferential employment measures benefiting most vulnerable persons belonging to the Roma national minority. A more gender-focused approach would also be necessary to address disparities between men and women in access to employment, whilst then also considering the gender-related factors more in general hampering the access of Roma women to the labour market such as possible impact of early marriages within the Roma communities.

Slovak Republic, 5th, 2022, para 262

- 5.3.6. Despite favourable policy measures, the Advisory Committee remains nevertheless concerned by the overall still precarious employment situation of persons belonging to the Roma national minority, in particular women, and their over-representation in unemployment figures.

Slovak Republic, 5th, 2022, para 264

- 5.3.7. The Advisory Committee strongly encourages the authorities to pursue their efforts in promoting employment opportunities and employability of persons belonging to the Roma national minority, targeting also women and youth, whilst progressively moving from a project-based to a structural, long-term, sustainable state funding approach.

Slovak Republic, 5th, 2022, para 267

- 5.3.8. The Advisory Committee encourages the authorities to step up efforts to increase employment of Roma, including through programmes that improve access of Roma women to the labour market.

Slovenia, 5th, 2022, para 192

- 5.3.9. The Advisory Committee strongly encourages the authorities to collect disaggregated data on employment of Gypsies and Travellers, and drawing from a successful pilot project, to adopt a programme with clear targets, indicators and outcomes promoting access to employment, for those communities, including women and youth. Authorities should ensure consultation and effective participation of Gypsies and Travellers in the design, implementation and monitoring of such programmes.

United Kingdom, 5th, 2022, para 226

5.4. Access to healthcare

- 5.4.1. The Advisory Committee calls on the authorities to step up their efforts to provide effective access to healthcare services for persons belonging to the Roma and Egyptian minorities, including sexual and reproductive healthcare services. They should also provide training to healthcare professionals on avoiding antigypsyism and explore ways to provide healthcare for persons without relevant documentation or provide ways to access such documentation cost-free.

Albania, 5th, 2023, para 192

- 5.4.2. The Advisory Committee calls on the authorities to implement the measures contained in the Roma Action Plan without further delay and ensure all persons belonging to the Roma minority in particular have access to health insurance, in particular women and girls. Adequate attention should be paid to gender-biased healthcare outcomes. The authorities should also ensure that health mediators are employed in order to foster trust between institutions and Roma individuals.

Bosnia and Herzegovina, 5th, 2024, para 193

- 5.4.3. The Advisory Committee further points out to the necessity to ensure an adequate, effective and non-discriminatory access to healthcare, including to sexual and reproductive health services for women belonging to national minorities. Regional circumstances and lacking infrastructure need to be addressed so as to provide for equal and effective access to healthcare for persons belonging to national minorities, in particular persons belonging to the Armenian minority in Samtskhe-Javakheti and persons belonging to the Kist minority in Pankisi Gorge.

Georgia, 4th, 2024, para 172

- 5.4.4. The Advisory Committee is concerned that women belonging to national minorities who live in rural areas with high level of “conscientious objectors” and fewer facilities providing sexual and reproductive healthcare may be disproportionately impacted by additional barriers in accessing these services.

Italy, 5th, 2022, para 201

- 5.4.5. The Advisory Committee observes that community mediators partly contribute to the improvement of the health situation within the Roma community. It considers, however, that their scope of activities is quite extensive and would suggest the authorities to consider creating specific positions of ‘Roma health mediators’, including for women, using the longstanding experience of such mediators in other member states.

Republic of Moldova, 5th, 2023, para 194

- 5.4.6. Republic of Moldova, 5th, The Advisory Committee urges the authorities to ensure Roma have in practice access to the legally guaranteed free health care services, including to diagnosis, treatment and vaccination related to Covid-19. Particular attention should be paid to access to reproductive health services and information for Roma women. The authorities should invest more in recruiting and training Roma health mediators and medical practitioners, especially from among women.

North Macedonia, 5th, 2022, para 151

- 5.4.7. The Advisory Committee urges the authorities to investigate cases of forced sterilisation of Roma women and compensate without further delay women who have undergone forced sterilisation

Slovak Republic, 5th, 2022, para 284

- 5.4.8. The Advisory Committee was informed that there is a gender gap meaning that Roma women tend to have even lower outcomes in terms of their socio-economic situation than Roma men; [...] that Roma women and girls often experience additional gender bias in access to health care services [...] and that they also face greater barriers in accessing relevant support services and shelters.

Romania, 5th, 2023, paras 199, 201 and 202

- 5.4.9. The Advisory Committee calls on the authorities to ensure effective access to healthcare and a healthy standard of living for persons belonging to national minorities, in particular Gypsies, Roma and Travellers. Further data gathering in partnership with them should be carried out, with a view to designing long term gender-sensitive measures to address health inequalities. The Advisory Committee calls on the authorities in Northern Ireland to design adequate measures in response to the All-Ireland Traveller Health Survey.

United Kingdom, 5th, 2022, para 33