

## CALL FOR A CONSULTANT

**ERGO Network is seeking a consultant to contribute to research and activities related to the RIPE (Roma Inclusion, Participation & Equality) Index & Map. The consultancy will span six months and require comprehensive study and coordination across multiple thematic areas, covering several European countries. The work will integrate data from both desk research and grassroots-level surveys.**



### ERGO Network

ERGO Network ([www.ergonetwork.org](http://www.ergonetwork.org)) brings together 30 members from across Europe and supports organisations with a common perspective on Roma grassroots empowerment and equal citizenship to combat antigypsyism. We mobilize and connect organisations and individuals that share and express our values – active citizenship, shared responsibility, and passion – to strengthen and empower Roma civil society involvement in decision-making at local, national and European level and to address existing shortcomings of policies targeted at Roma.

Our office is based in Brussels.

### Background

The RIPE (Roma Inclusion, Participation & Equality) Index & Map is a vital tool currently being developed by the ERGO Network to tackle the pervasive discrimination against the Roma community within various European States. RIPE offers a unified framework to assess and compare the conditions of Roma populations across diverse political, social, and economic contexts.

Inspired by established human rights mechanisms, the RIPE Index & Map will systematically assess a wide array of rights and social indices, ensuring comprehensive coverage from human rights to socio-economic conditions. RIPE leverages empirical data to advocate for policies that prevent discrimination and promote Roma inclusion, equality, and participation and at the same time invests on Roma grassroots levels.

### Historical Context and Ongoing Challenges

The Roma are Europe's largest ethnic minority and have faced severe persecution and marginalization historically and in modern times. Despite various national and international frameworks, many Roma live in poverty, lack basic amenities, and have much more limited access to employment, education and healthcare than the average population. Discrimination persists in multifaceted forms, from direct violence to subtler social and economic exclusion.

Discrimination against Roma must be understood within the scope of Antigypsyism, a persistent, violent, recurring form of racism linked to an ideology of racial superiority. It involves dehumanization and institutional racism, expressed through violence, hate speech, exploitation, stigmatization, and overt discrimination.

Recent surveys highlight ongoing challenges faced by Roma, underscoring the necessity of the RIPE Index. The European Union Agency for Fundamental Rights (FRA) reports significant discrimination in housing, employment, education, hate speech, and hate crimes against the Roma, exacerbated by

deep-seated issues of antigypsyism. According to Eurobarometer 535, more than half of respondents say there is widespread discrimination in their country based on being Roma (65%), followed by skin colour (61%), ethnic origin (60%), gender identity (being transgender - 57%) and sexual orientation (54%).

## Importance of the RIPE Index

The RIPE Index systematically captures and analyzes data on the social conditions of Roma, their experiences of discrimination, and their access to opportunities across European States. This tool:

- **Standardizes Measurement:** Facilitates comparisons and tracking progress across countries.
- **Shapes Policy:** Provides detailed data to inform national and international policies.
- **Promotes Inclusion and Rights:** Identifies areas where Roma rights are inadequately protected, advocating for inclusive policies.
- **Raises Awareness and Engagement:** Enhances dialogue and cooperation among Roma communities, civil society, and governments.
- **Directs Resource Allocation:** Ensures investments in Roma inclusion projects are targeted effectively.
- **Creates Policy Nexus:** Correlates instances of discrimination with policy outcomes, refining strategies for future policies.

## Methodology for RIPE Index

The RIPE Index methodology addresses the unique complexities of Roma discrimination. It employs a 1-10 grading system for each thematic area, allowing for detailed assessments of performance. Categories within the index are assigned specific weights reflecting their relative importance, contributing to a cumulative score that sums to 100%.

## Indicative Categories in RIPE Index

- Legal Framework
- Policy Measures
- Funding
- Data Collection and Monitoring
- Civil, Political Participation & Decision-Making
- Access to Justice
- Hate speech & Hate Crimes
- Truth & Reconciliation: Antigypsyism, transitional justice processes, memorialization and historical recognition.
- Additional Considerations (eg. Roma from Ukraine, asylum and migration policies)
- Media and Public Perception

The States covered by the consultancy services requested are **Albania, Bulgaria, Czechia, Greece, Germany, Italy, North Macedonia, Romania, Spain & Slovakia.**



## Key Tasks

- **Implementing an Action Plan & Timeline:** Conduct research and contribute to the compilation of an analysis report based on the methodology developed by ERGO Network.
- **Overseeing National Data Collection:** Oversee Roma civil society representatives functioning as National Focal Points for data collection.
- **Conducting Surveys:** Provide data on the implementation of standards related to antigypsyism and discrimination.
- **Data Collection and Analysis:** Conduct desk research and synthesize findings with input from national focal points.
- **Compilation of a Report:** Compile monitoring results into a comprehensive report.

## Timeframe and Budget

- **Duration:** August 5, 2024 - January 31, 2025
- **Budget:** Up to € 8,000 (including VAT)

## Application Requirements

- Detailed CV demonstrating clearly that the tenderer has relevant experience.
- Sample of previous relevant work.
- Price offer for the total duration of the consultancy services.

## Consultant Profile

- Proven experience in research and methodology development.
- Strong analytical and report writing skills.
- Knowledge of relevant Human Rights standards for this call and awareness of Romani civil society.
- Fluency in English (speaking and writing) is essential.

## How to Apply

Send your application to [info@ergonetwork.org](mailto:info@ergonetwork.org) by July 29, 2024, 23:59 CET. For further questions and more information on the methodology and deliverables, contact Georgios Tsiakalos at [g.tsiakalos@ergonetwork.org](mailto:g.tsiakalos@ergonetwork.org)

