

SPAIN

Country Fiche

Assessment of the progress in the NRSF implementation
between 1 June 2023 and 30 March 2025

APPROACH OF THE NATIONAL ROMA STRATEGIC FRAMEWORK (NRSF)	Spain adopted its NRSF on 2 November 2021, aligning it with the EU Roma Strategic Framework 2020–2030. The NRSF is organised around four horizontal axes and five sectoral objectives, implemented through the 2023–2026 Operational Plan ¹ . Coordination is led by the National Roma Contact Point (NRCP) within the Ministry of Social Rights, Consumption and Agenda 2030. The NRCP convenes thematic working groups with regional administrations, ministries and Roma civil society organisations (CSOs) to monitor and evaluate progress, mainly through the Spanish State Council of Roma People.
ESTIMATED ROMA POPULATION	Council of Europe estimates and national data place the Roma population in Spain between 800,000 – 1,000,000. A precise figure is lacking due to the prohibition on collecting ethnic data in the census.
National Roma Contact Point (NRCP)	Ministry of Social Rights, Consumption and Agenda 2030

HORIZONTAL OBJECTIVES

1. FIGHT AND PREVENT ANTIGYPSYISM AND DISCRIMINATION

PROGRESS MADE	AREAS FOR IMPROVEMENT
<ul style="list-style-type: none"> Integration into national anti-racism strategy: The Strategic Framework for Citizenship and Inclusion against Racism and Xenophobia 2023–2027 (OBERAXE)² incorporates antigypsyism indicators, obliging all ministries and regions to report on Roma-specific discrimination measures. Council for the Elimination of Racial and Ethnic Discrimination (CEDRE) “Impact of Racism in Spain 2024” report³: Published in late 2024, this flagship report—prepared with a Roma expert advisory group—mapped hate-incident trends, identified legal gaps, and issued 22 recommendations on prevention, victim support and data collection. 	<ul style="list-style-type: none"> Weak enforcement and monitoring: Despite new legal tools, there is no unified national database of antigypsyism incidents, due to the delay in appointing the Independent Authority for Equal Treatment and Non-Discrimination. Reporting remains voluntary, and follow-up on CEDRE’s recommendations lacks deadlines or budget lines. Uneven regional implementation of anti-antigypsyism measures: Four autonomous communities have not adopted complementary anti-antigypsyism measures or tailored training programmes, resulting in poor coverage and enforcement gaps.

¹ https://www.dsca.gob.es/sites/default/files/derechos-sociales/poblacion-gitana/docs/PLAN_OPERATIVO_2023-2026.pdf

² https://www.inclusion.gob.es/oberaxe/EstrategiaContraRacismoXenofobia_2023-2027.pdf

³ https://igualdadynodiscriminacion.igualdad.gob.es/wp-content/uploads/2025/03/El_impacto_del_racismo_en_Espana_Accesible.pdf

<ul style="list-style-type: none"> • Expansion of the State Victim Assistance and Guidance Service: Coordinated by Fundación Secretariado Gitano (FSG), the Service⁴ added new regional desks in 2023, increasing its capacity to handle racial discrimination complaints • State Pact against Antigypsyism: Ratified by Congress in March 2023 with cross-party support, the Pact enshrined over 160 measures—ranging from education campaigns, school curricula reforms, to specialised police training—. 	<ul style="list-style-type: none"> • Persistent underreporting: Surveys indicate that over 65 % of Roma victims do not file formal complaints, citing mistrust of authorities and fear of reprisal; victim-support outreach remains insufficient in remote settlements⁵. • Limited focus on online hate: According to the Report on the Evolution of Hate Crimes in Spain 2023⁶, hate crimes against Roma increased by 68 % compared to the previous year, reflecting a troubling rise in antigypsyist sentiment. In addition, while social-media campaigns raise awareness, no dedicated monitoring or takedown protocols exist for antigypsyism on digital platforms, leaving online hate largely unaddressed.
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2. REDUCE POVERTY AND SOCIAL EXCLUSION

<p>PROGRESS MADE</p> <p>Spain has advanced in addressing the extreme poverty and social exclusion affecting Roma communities through targeted measures aligned with the National Roma Strategic Framework and its 2023–2026 Operational Plan. Key actions include⁷:</p> <ul style="list-style-type: none"> • Expanded outreach and support for Minimum Vital Income (IMV): The government deployed 28 mobile units across 15 autonomous communities to assist Roma families in applying for IMV, helping over 5,200 households access the benefit. • Improved coordination with municipal social services, enabling workers to proactively identify Roma families in extreme poverty and link them to support schemes. • “RomActiva” digital inclusion initiative: This programme provided 3,000 tablets and subsidised internet connectivity to Roma 	<p>AREAS FOR IMPROVEMENT</p> <p>Despite these measures, Roma communities continue to experience disproportionately high levels of poverty and exclusion, with structural and systemic barriers limiting the impact of public policies:</p> <ul style="list-style-type: none"> • Persistently high AROPE (At Risk Of Poverty and/or Exclusion) and severe poverty rates: According to the NRSF Progress Report, 85.9% of Roma remain at risk of poverty or social exclusion, and 76.8% live in severe poverty.⁸ These figures are far above the national average and have not significantly improved since 2019. • Barriers to accessing IMV and social protection remain high: While IMV access has improved, bureaucratic requirements, lack of digital access, and lengthy waiting times continue to exclude many Roma families. Only 29% of eligible Roma households have accessed the benefit.⁹
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⁴ <https://igualdadynodiscriminacion.igualdad.gob.es/menured/servicio-de-asistencia-a-victimas-de-discriminacion/>

⁵ https://igualdadynodiscriminacion.igualdad.gob.es/wp-content/uploads/2024/09/Memoria_Anual_2023_CEDRE.pdf

⁶ https://www.interior.gob.es/opencms/export/sites/default/_galleries/galeria-de-prensa/documentos-y-multimedia/balances-e-informes/2023/Informe_evolucion_delitos_odio_Espana_2023.pdf

⁷ https://www.dsca.gob.es/sites/default/files/derechos-sociales/poblacion-gitana/docs/Informe_progresos_2023_VF.pdf

⁸ https://www.dsca.gob.es/sites/default/files/derechos-sociales/poblacion-gitana/docs/Informe_progresos_2023_VF.pdf

⁹ https://www.gitanos.org/newsroom/minimum_income_in_spain_must_be_better_adapted_to_the_profile_of_beneficiary_families_and_generate_opportunities_for_social_educational_and_employment_inclusion/

<p>families, along with basic ICT training for over 4,500 individuals.</p> <ul style="list-style-type: none"> Public funding mobilised specifically for Roma inclusion and poverty alleviation, amounting to €14.4 million over 2023–2024, with €5.6 million from national funds and €8.8 million from regional allocations. The funding supported comprehensive assistance including psychological counselling, housing stability, food security, and social inclusion activities for over 12,000 Roma families. Focus on child poverty: Conditional support measures were implemented in several regions to address Roma child poverty, linking access to nutritional support, school attendance, and extracurricular engagement as part of integrated municipal strategies. 	<ul style="list-style-type: none"> Lack of benefit compatibility discourages uptake: The IMV and other supports are not designed to be flexible or compatible with temporary or informal income, discouraging households from improving their income situation for fear of losing support. Lack of reliable, disaggregated data: Spain does not yet have a systematic system to collect ethnic or ethnic self-identification data across social protection systems¹⁰. This significantly hampers the ability to measure the real impact of policies on Roma poverty.
<h3>3. PROMOTE PARTICIPATION THROUGH EMPOWERMENT, COOPERATION AND TRUST</h3>	
<p>PROGRESS MADE</p> <p>Spain has strengthened formal Roma participation mechanisms to ensure Roma voices inform policy and foster trust in public institutions:</p> <ul style="list-style-type: none"> Creation of Regional Roma Councils¹¹: Eight autonomous communities (Andalusia, Aragón, Catalonia, Basque Country, Navarre, Valencia, Murcia and Castile and León) have established Regional Roma Councils with consultative mandates, structured secretariats and regular meeting cycles, enabling local adaptation and oversight of national strategies. Enhanced role of the National Roma Council (CEPG): The CEPG, as an advisory body, hosts different thematic working groups, each co-chaired by a ministry official and a Roma CSO representative. Capacity-building for Roma activists: The national government funded three rounds of training (2023–2025) for 120 Roma advocates on project management, as well as the FEIG Project on Roma Strategy 	<p>AREAS FOR IMPROVEMENT</p> <ul style="list-style-type: none"> Lack of binding authority and budgets: Neither the CEPG nor Regional Roma Councils have independent budgetary allocations or decision-making powers, limiting their capacity to monitor the strategies and enforce policy changes. Short-term funding cycles undermine continuity: Participation stipends and CSO grants are project-based (6–12 months), impeding strategic planning and sustained community engagement. Uneven territorial coverage: Nine autonomous communities lack formal consultative bodies, creating gaps and disparities between the regions. Minimal Roma representation within public administrations: No affirmative hiring or quota systems exist; according to qualitative assessments and expert input from Roma civil society organisations, Roma staff make up less than 0.1% of personnel in key ministries and regional bodies.

¹⁰ <https://fra.europa.eu/en/news/2023/spanish-equality-data-survey-debate-capturing-ethnic-information>

¹¹ https://www.dsca.gob.es/sites/default/files/derechos-sociales/poblacion-gitana/docs/Informe_progresos_2023_VF.pdf

<p>monitoring and civil society capacity building¹².</p> <ul style="list-style-type: none"> Pilot of Roma self-identification in statistics: INE and the NRCP conducted joint pilot surveys in two provinces in 2024, paving the way for a Roma self-identification question in the 2026 EU-SILC module, a critical step for data-driven participation monitoring. 	<ul style="list-style-type: none"> Absence of outcome indicators for participation: The State Council and Regional Councils track inputs (e.g., number of meetings) but omits measures of policy impact driven by Roma engagement, hindering assessment of empowerment quality.
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SECTORAL OBJECTIVES	
4. INCREASE EFFECTIVE EQUAL ACCESS TO QUALITY INCLUSIVE MAINSTREAM EDUCATION	
<p>PROGRESS MADE</p> <ul style="list-style-type: none"> Curricular inclusion of Roma history and culture: The 2021 LOMLOE amendment obliges all autonomous curricula to integrate Roma history, language and culture¹³. By mid-2024, didactic guides were published in six regions (Basque Country, Navarre, Valencia, Catalonia, Murcia, Andalusia), reaching over 1,200 schools and 18,000 teachers with practical modules and lesson plans. Teacher training on inclusive pedagogy: INTEF (National Institute for Educational Technologies and Teacher Training) rolled out its “Educational Attention to Roma Schoolchildren” course (30 hours), certifying primary and secondary teachers across Spain in 2023–2024¹⁴. Regional education authorities have embedded the course in their continuous professional development catalogues. PROA+ “Successful Trajectories” component¹⁵: Under the Recovery and Resilience Mechanism, PROA+ awarded 1,050 grants to schools with high Roma enrolment, funding tutoring, mentoring and 	<p>AREAS FOR IMPROVEMENT</p> <ul style="list-style-type: none"> Persistent school segregation: Despite these measures, 28% of Roma pupils remain concentrated in schools where less than 20% of classmates complete compulsory education, perpetuating resource deficits and low expectations.¹⁸ High early school leaving and grade repetition: Roma early school leaving stands at 62.8% (vs. 18.5% national average) and grade repetition rates exceed 45 % in several regions, indicating that current retention measures are insufficient.¹⁹ Uneven regional implementation: Only 8 of 17 autonomous communities have fully aligned their education plans with the NRSF, leading to large disparities in access to mediators, training and curricular materials.²⁰ Insufficient funding predictability: Most Roma-focused education initiatives depend on annual competitive calls; there is no multi-annual budget line dedicated to sustaining mediators, scholarships or training beyond 2024.

¹² https://www.presenciagitana.org/2024_12_31%20Informe%20FEIG%202024.pdf

¹³ <https://www.educacionfpydeportes.gob.es/mc/sgctie/educacion-inclusiva/poblacion-escolar-gitana.html>

¹⁴ <https://www.educacionfpydeportes.gob.es/dam/jcr:fda2ce1e-0da5-4df8-9afd-707d8b135daa/ficha-atenci-n-escolar-a-la-poblaci-n-gitana-b.pdf>

¹⁵ <https://www.educacionfpydeportes.gob.es/mc/sgctie/cooperacion-territorial/programas-cooperacion/proa/proa-21-24.html>

¹⁸ <https://federacionkamira.com/wp-content/uploads/2024/09/SegregacionEducativaPG.pdf>

¹⁹ https://www.gitanos.org/newsroom/inequality_in_education_among_roma_students_has_increased_in_the_last_decade_in_spain

²⁰ https://www.dsca.gob.es/sites/default/files/derechos-sociales/poblacion-gitana/docs/Informe_progresos_2023_VF.pdf

<p>cultural liaison staff. Participating schools reported a 22 % reduction in unexplained absences among Roma pupils in the first year.</p> <ul style="list-style-type: none"> • Deployment of educational mediators: Municipal and regional authorities hired 260 Roma mediators (up from 150 in 2022) who operate in 540 primary and secondary schools, assisting over 14,500 pupils and their families with enrolment, attendance monitoring and parental engagement activities¹⁶. • Monitoring and data collection improvements: The 2023–2026 Operational Plan¹⁷ introduced disaggregated reporting on enrolment, attendance and attainment for Roma pupils in the annual Ministry of Education statistics, a first step towards evidence-based policy adjustment. 	<ul style="list-style-type: none"> • Limited parental and community engagement: While mediators assist families, systematic programmes to involve Roma parents in school governance and decision-making are scarce, reducing community ownership of schooling processes.
5. INCREASE EFFECTIVE EQUAL ACCESS TO QUALITY AND SUSTAINABLE EMPLOYMENT	
<p>PROGRESS MADE</p> <ul style="list-style-type: none"> • Vocational training and mentoring: ESF+ funds under the Operational Plan supported 120 training actions in 2023, reaching over 5.200 Roma participants with combined technical and soft-skills modules delivered by Fundación Secretariado Gitano (FSG) and other CSOs.²¹ • “TándEM” youth internship programme: The SEPE–various NGOs “TándEM” initiative provided a significant number of paid placements for Roma youth (18–24 years) in public and private entities during 2023. The first edition of the programme achieved a 68% success rate among participants.²² • First Specific Employment Plan for the Roma Population²³ (2025–2028): On 	<p>AREAS FOR IMPROVEMENT</p> <ul style="list-style-type: none"> • Fragmentation of measures: Until the adoption of the First Specific Employment Plan for the Roma Population (2025–2028), employment initiatives remain project-based, lacking a comprehensive, state-driven employment strategy or a dedicated multi-annual budget line within the NRSF. • High informality and job insecurity: Approximately 64% of employed Roma work in informal or self-employed roles—nearly three times the national average—reflecting barriers to entering formal labour markets.²⁴ • Data and monitoring gaps: Absence of disaggregated, real-time employment data for Roma hinders evidence-based policy adjustment; the planned 2026 INE

¹⁶ https://www.dsca.gob.es/sites/default/files/derechos-sociales/poblacion-gitana/docs/Informe_progresos_2023_VF.pdf

¹⁷ https://www.dsca.gob.es/sites/default/files/derechos-sociales/poblacion-gitana/docs/PLAN_OPERATIVO_2023-2026.pdf

²¹ https://www.dsca.gob.es/sites/default/files/derechos-sociales/poblacion-gitana/docs/Informe_progresos_2023_VF.pdf

²² <https://www.europapress.es/epsocial/infancia/noticia-mas-100-jovenes-gitanos-finalizan-exito-nueva-edicion-programa-formacion-tandem-20241106110303.html>

²³ <https://www.sepe.es/HomeSepe/es/que-es-el-sepe/comunicacion-institucional/noticias/detalle-noticia?folder=/SEPE/2025/Junio/&detalle=presenta-primer-plan-especifico-empleo-pueblo-gitano-objetivo-fomentar-integracion>

²⁴ https://www.gitanos.org/newsroom/we_celebrate_the_approval_of_the_first_state_employment_plan_for_the_roma_population_a_pioneering_reference_point_for_public_policies/

<p>4 June 2025 the Council of Ministers approved the Plan of Action for the Improvement of Employability of the Roma Population 2025–2028, an unprecedented, differentiated strategy comprising 14 targeted measures—from personalised labour orientation, dual training with hiring commitments, youth outreach, mobility support and digital skills acquisition, to entrepreneurship promotion and anti-discrimination campaigns—aimed at accompanying 107 000 Roma towards decent employment.</p>	<p>self-identification module will be too late to address urgent needs.</p> <ul style="list-style-type: none"> Recent reports indicate that Roma applicants in Spain face significant discrimination in the labour market. Approximately 48% of Roma individuals report feeling discriminated against in employment contexts, highlighting systemic barriers to equal opportunities.²⁵ Insufficient gender-sensitive programming: Roma women’s employment rate (18–64 years) stands at 34 %, trailing Roma men (51 %) and general population averages; tailored support for reconciliation of care and work is minimal.²⁶
<p>6. IMPROVE ROMA HEALTH AND EFFECTIVE EQUAL ACCESS TO QUALITY HEALTHCARE AND SOCIAL SERVICES</p>	
<p>PROGRESS MADE</p> <ul style="list-style-type: none"> Expansion of health mediation services: Regional health authorities, in coordination with NRCP, have hired and trained 320 Roma health mediators (up from 200 in 2022) deployed across 120 primary care centres in several autonomous communities. These mediators assisted over 18,000 Roma patients in 2023, facilitating appointments, translation, and follow-up on treatment plans. Publication and dissemination of the “Equi-Sastipen-Roma” manual²⁷: In 2023 the Ministry of Health updated and reissued the manual for health promotion in the Roma community—originally developed in 2010 by a network of 19 Roma associations under the State Roma Council—and distributed it to over 500 primary and community health centres. The manual is now a core resource in mediator and social-work training, reaching 	<p>AREAS FOR IMPROVEMENT</p> <ul style="list-style-type: none"> Persistent health disparities: Roma life expectancy remains 6 years below the national average, with chronic conditions (diabetes, hypertension) showing higher prevalence. Preventive-care uptake (mammograms, child vaccinations) is 25 % lower than for non-Roma populations.²⁹ Fragmented and unsustainable mediation funding: Mediation contracts are renewed annually via competitive grants; lack of a dedicated national budget line threatens continuity and retention of trained mediators. Insufficient cultural competence training: A limited number of primary care staff in regions with mediators have completed anti-discrimination and intercultural health courses, limiting effective collaboration and trust-building.³⁰ Data gaps hinder evidence-based policy: Beyond the pilot survey, there is no systematic collection of

²⁵ https://igualdadynodiscriminacion.igualdad.gob.es/wp-content/uploads/2025/05/Executive_summary_ING_Accesible_2024.pdf

²⁶ <https://www.sepe.es/HomeSepe/es/que-es-el-sepe/comunicacion-institucional/noticias/detalle-noticia?folder=/SEPE/2025/Junio/&detalle=presenta-primer-plan-especifico-empleo-pueblo-gitano-objetivo-fomentar-integracion>

²⁷ <https://www.sanidad.gob.es/areas/promocionPrevencion/promoSaludEquidad/equidadYDesigualdad/comunidadGitana/equiSastipenRoma.htm>

²⁹ <https://www.sanidad.gob.es/areas/promocionPrevencion/promoSaludEquidad/equidadYDesigualdad/comunidadGitana/encuestasNacionales/encuesta2023.htm>

³⁰ https://www.dsca.gob.es/sites/default/files/derechos-sociales/poblacion-gitana/docs/Informe_progresos_2023_VF.pdf

<p>approximately 400 health and social professionals.</p> <ul style="list-style-type: none"> Roma health survey module (planned): In preparation for the 2026 EU-SILC integration, the Spanish National Statistics Institute (INE), in coordination with the NRCP, is developing a pilot module to gather baseline health data from Roma populations.²⁸ Integrated social determinants projects: Cross-sectoral initiatives in Andalusia and Catalonia linked housing renovation grants with health checks, resulting in home environment assessments for 1,200 households and referrals for respiratory and dermatological conditions. 	<p>ethnicity-disaggregated health data in administrative records, delaying identification of emerging health risks and targeted responses:</p> <ul style="list-style-type: none"> Limited mental health and social care integration: Roma users report long waits for public mental health services and community-based psychosocial support; no specific protocols exist for trauma-informed care.³¹
7. INCREASE EFFECTIVE EQUAL ACCESS TO ADEQUATE DESEGREGATED HOUSING AND ESSENTIAL SERVICES	
<p>PROGRESS MADE</p> <ul style="list-style-type: none"> Regional renovation and infrastructure grants³²: Between 2022 and 2024, eight autonomous communities (Andalusia, Cantabria, Galicia, Murcia, Valencia, Castilla-La Mancha, Extremadura and La Rioja) deployed targeted housing renovation programmes in over 60 identified Roma settlements. These grants subsidised façade repairs, water-and-sanitation upgrades and energy-efficiency improvements for 2,400 dwellings, benefiting some 9,600 inhabitants Mapping of segregation and service gaps: The NRSF Operational Plan commissioned a microterritorial study in 2023–2024, later expanded by Federación KAMIRA’s “Segregación Educativa” report³³, which identified 72 Roma settlements on the urban periphery lacking continuous access to potable water, sewage systems and public 	<p>AREAS FOR IMPROVEMENT</p> <ul style="list-style-type: none"> Persistent overcrowding and substandard conditions: 12% of Roma households continue to live in overcrowded or severely substandard housing (average density 2.8 persons/room vs. 1.8 national average), reflecting uneven impact of renovation schemes.³⁵ Segregation remains entrenched: Despite renovations, 65% of settlements remain geographically isolated (more than 1 km from mixed-use neighbourhoods), perpetuating social exclusion and limiting access to schools and workplaces.³⁶ Discrimination in social-housing allocation: Survey data show 42% of Roma applicants report denial or delay of social-housing applications due to ethnic discrimination, and 63% face obstacles during tenancy (rent increases, eviction threats).³⁷

²⁸<https://www.sanidad.gob.es/areas/promocionPrevencion/promoSaludEquidad/equidadYDesigualdad/comunidadGitana/encuestasNacionales/encuesta2023.htm>

³¹https://www.sanidad.gob.es/va/areas/promocionPrevencion/promoSaludEquidad/equidadYDesigualdad/comunidadGitana/docs/Equi_sastipen_roma.pdf

³²https://www.dsca.gob.es/sites/default/files/derechos-sociales/poblacion-gitana/docs/Informe_progresos_2023_VF.pdf

³³<https://federacionkamira.com/wp-content/uploads/2024/09/SegregacionEducativaPG.pdf>

³⁵https://www.gitanos.org/resources/research/study_of_the_characteristics_and_circumstances_of_people_living_in_slum_and_substandard_housing_settlements_in_spain/

³⁶<https://federacionkamira.com/wp-content/uploads/2024/09/SegregacionEducativaPG.pdf>

³⁷https://igualdadydiscriminacion.igualdad.gob.es/wp-content/uploads/2025/05/Executive_summary_ING_Accesible_2024.pdf

<p>transport. This mapping now underpins new site-specific interventions.</p> <ul style="list-style-type: none"> Emergency relocation and rental subsidies³⁴: The 2023–2026 Operational Plan allocated €4 million for temporary rental support and relocation assistance, enabling hundreds of Roma families to move from high-segregation settlements into mixed-income social-housing developments. 	<ul style="list-style-type: none"> Short-term funding and pilot-only programmes: Most innovative neighbourhood projects are financed on a 2–3-year pilot basis, without secured continuation funds, undermining community trust and long-term sustainability. Lack of integrated monitoring framework: Current reporting tracks input indicators (number of homes refurbished, households relocated) but omits outcome metrics such as long-term social mixing, school-neighbourhood integration or health impacts of improved housing
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PARTNERSHIPS AND INSTITUTIONAL CAPACITY

Spain's National Roma Strategic Framework is coordinated by the National Roma Contact Point (NRCP) within the Ministry of Social Rights. The NRCP chairs the State Council for the Roma People (CEPG), composed equally of 20 Roma NGOs and 20 ministry representatives. Roma civil society actively participated in the design, monitoring and review of the NRSF through CEPG and its thematic working groups on education, housing, health, employment, anti-discrimination and culture. A formal monitoring mechanism is in place: the NRCP compiles autonomous community reports and publishes progress reviews (latest in 2023)³⁸. Roma CSOs are involved in delivering and evaluating activities under the Operational Plan. Regarding hate crimes, Fundación Secretariado Gitano (FSG) leads victim support services and documents antigypsyism incidents through its national assistance network, contributing data and supporting reporting and redress procedures³⁹.

PROMISING PRACTICES

State Pact against Antigypsyism:⁴⁰ On 30 March 2023 the Plenary of the Congress of Deputies approved the Report of the Subcommittee. The final text comprises over 160 specific proposals, organised across six thematic axes—horizontal measures, sectoral policies, anti-discrimination, gender perspective, research and data, and financing & follow-up—This Pact represents the first time Spain has codified a comprehensive, binding roadmap against antigypsyism at the highest parliamentary level, building on the 2022 Penal Code reform and the NRSF's Operational Plan. Its implementation is now being materialised through institutional developments and coordination across levels of government.

First Specific Employment Plan for the Roma Population (2025–2028): SEPE's June 2025 Plan marked the first time Spain deployed a comprehensive, long-term employment strategy exclusively for Roma

³⁴ https://www.dsca.gob.es/sites/default/files/derechos-sociales/poblacion-gitana/docs/PLAN_OPERATIVO_2023-2026.pdf

³⁸ https://www.dsca.gob.es/sites/default/files/derechos-sociales/poblacion-gitana/docs/Informe_progresos_2023_VF.pdf

³⁹ https://www.gitanos.org/actualidad/la_fsg_entidad_coordinadora_del_servicio_para_la_asistencia_y_orientacion_a_victimas_de_discriminacion_racial_o_etnica_del_cedre_informa_del_lanzamiento_de_los_nuevos_folletos_informativos/

⁴⁰ https://www.congreso.es/es/notas-de-prensa?p_p_id=notasprensa&p_p_lifecycle=0&p_p_state=normal&p_p_mode=view¬asprensa_mvcPath=detalle¬asprensa_notId=44751

inclusion. Its 14 measures—ranging from personalised job coaching, dual-training schemes with hiring commitments, mobility grants, digital upskilling, to entrepreneurship support—are designed to accompany over 107 000 Roma jobseekers over four years, with built-in evaluation milestones.

Scaling ESF+ implementation through Fundación Secretariado Gitano:⁴¹ FSG’s proven model for administering €45 million of ESF+ funding in digital literacy, vocational training or mediation has delivered strong outcomes. The RCM report recommends extending this model to other accredited Roma CSOs to diversify leadership, enhance territorial reach and build broader organisational capacity.

Appointment of the Independent Authority for Equal Treatment and The No-Discrimination:⁴² On 27 May 2025 the Council of Ministers approved Real Decreto 420/2025, naming María Teresa Verdugo Moreno as President of the newly created Independent Authority for Equal Treatment and The No Discrimination, fulfilling the “Ley Zero” mandate. With a five-year tenure, this authority now has the power to investigate systemic discrimination—including antigypsyism—, offer victims legal guidance, and initiate judicial actions, marking a significant step toward enforceable equality safeguards in Spain

⁴¹ https://www.mites.gob.es/UAFSE/ficheros/FSE21_27/programas/inclusion/pro_inclusion.pdf

⁴² <https://www.igualdad.gob.es/comunicacion/sala-de-prensa/maria-teresa-verdugo-toma-posesion-como-presidenta-de-la-autoridad-independiente-para-la-igualdad-de-trato-y-la-no-discriminacion/>