

HANDBOOK OF BEST PRACTICES OF ROMA EMPOWERMENT THROUGH IMPLEMENTATION OF INNOVATIVE AND PARTICIPATORY APPROACHES

**DREAM ROAD - DANUBE REGION FOR IMPROVED ACCESS AND
EMPOWERMENT OF ROMA DEVELOPMENT**

DTP3- 383-4.1

Title of the practice (project/activity)	Adult education centre of the Burgenland Roma ROMA 2000 Exhibition (Analogue and digital)
Field	<i>Education, Information</i>
Timeframe (start/end date) and duration of the practice	2000, ongoing
Location	Traveling exhibition (Austria,EU-Parliament)
Involved subjects	<i>Roma Volkshochschule Burgenland University of Vienna University of Graz Technical highschool Pinkafeld</i>
Resources	<i>Around 15 students from the Universities of Vienna and Graz and their academic supervisors were involved, in cooperation with Roma Volkshochschule Burgenland. Duration: approximately one year. For the technical implementation of the digitisation, 5 students from the HTL Pinkafeld were involved: Duration: approximately one year. Financial resources required: 20 000 to 30 000 EUR.</i>
DETAILED DESCRIPTION	
Detailed description of the practice	<p><i>The structures of prejudice against Roma are largely based on information deficits. This project aims to provide objective information to both the majority population and the Roma. The core of the exhibition is the history and current situation of the Roma in Burgenland.</i></p> <p><i>The exhibition is presented on three levels: history, sociopolitical developments, ethnocultural themes. These three levels are embedded in more general, global issues. In order to better explain the history, socio-political developments, ethnic similarities and differences, it was necessary to introduce meta levels which make individual problem areas recognisable in the pan-European context, point out common developments and present differences.</i></p> <p><i>The exhibition ROMA 2000 was set up by means of a modular system consisting of several terminals, each containing a PC with Internet connection in addition to conventional exhibition materials such as objects, photos, text boards, didactic materials, depending on the room situation.</i></p> <p><i>All texts and images as well as other multimedia contributions (sound samples, videos etc.) are digitised and communicated via PCs and published on a website. (http://www.burgenland-roma.at/)</i></p> <p><i>Visitors who do not sit down at a PC are given an overview (exhibition objects, photos etc.) using conventional exhibition techniques.</i></p> <p><i>The scientifically developed travelling exhibition was presented in schools, adult education institutions, cultural and art centres, the Austrian Parliament and the EU Parliament in Brussels. All content is also available online.</i></p> <p><i>The main target audiences are policy makers, teachers and people involved in education, pupils and students, people interested in culture and the arts, anyone interested in the topic.</i></p>

Results and impact achieved	<p>As an exhibition, ROMA 2000 was presented at more than 15 different locations. In schools and adult education institutions accompanied by an educational support programme.</p> <p>The website (with one relaunch) has existed for over 20 years. It was the first exhibition and website of this kind in Austria.</p> <p>Due to easy access, it was possible to provide many people with objective information, which led the majority population to question existing prejudice structures.</p> <p>For many Roma, it was the first time that they were able to find out about the varied and interesting history of their own ethnic group. Among other things, this gave them a basis for argumentation against prejudices and stereotypes.</p>
Difficulties encountered / lessons learned	<p>A travelling exhibition requires a relatively high logistical effort, which is also reflected in the running costs.</p> <p>A website must also be advertised to gain a wide reach. This was initially underestimated and could be compensated for by follow-up projects.</p> <p>The website requires continuous updating, for which personnel reserves with sufficient background knowledge must be provided. Providing the financial resources for this is a constant challenge.</p>
Potential for learning or transfer	<p>General level of information about the history and causes of poor social situation of the ethnic group is relatively scarce both among the respective majority population and among the members of the ethnic group itself.</p> <p>However, objective information is an essential factor in overcoming prejudice structures.</p> <p>With such a project, several target groups are reached: decision-makers as well as multipliers, teachers, cultural workers and younger generations.</p>
Further information	http://www.burgenland-roma.at
Approximate budget	20 000 – 30 000 EUR
Locations where this practice can be implemented	Schools, universities, cultural institutions, adult education institutions.
Experts who can offer support for implementation	Team of Roma Volkshochschule Burgenland
Contact details	a.lehner@mac.com

Title of the practice (project/activity)	Mri Buti
Field	Employment
Timeframe (start/end date) and duration of the practice	2003-2009
Location	Oberwart (Burgenland, Austria)
Involved subjects	Roma from Oberwart and neighbouring municipalities, Caritas
Resources	Hall, work equipment, shop, subsidies to finance the building / equipment / pay the salaries
DETAILED DESCRIPTION	
Detailed description of the practice	In 2003, Caritas Austria created a project that gave unemployed Roma the opportunity to earn an income, in addition to receiving benefits. . The project is titled "Mri Buti" or "My Work". The specific aim of this employment project was to help unemployed Roma from Oberwart and surroundings by offering a flexible work place and the possibility of working by the day or by the hour, at the maximum basis of a minor employment. The "MRI BUTI" project offered male participants to get an additional income through forest and garden work and women through work in a second-hand store. Due to lack of, the employment project was terminated in spite of its successful effects.
Results and impact achieved	The project aimed to promote learning from and with each other and offer the participants the opportunities in the labour market. Furthermore, this project should show that the participating Roma have different competences and these can be expanded through mutual learning.. The project made a positive contribution to the lives of Roma involved in terms of providing income and increasing skills as well as self-esteem.
Difficulties encountered / lessons learned	Main difficulties are related to the dependence on subsidies after the end of the funding period.
Potential for learning or transfer	This project approach can be transferred to other geographical areas, other types of work can also be performed by target groups involved, since reducing unemployment among minority groups such as Roma should be prioritized.
Further information	http://www.burgenland-roma.at/index.php/projekte/mri-buti
Approximate budget	No information given
Locations where this practice can be implemented	In areas with increased unemployment of Roma.
Experts who can offer support for implementation	Caritas Eisenstadt, project manager: Friederike Keindl
Contact details	office@caritas-burgenland.at

Title of the practice (project/activity)	Mentoring Programme
Field	Education
Timeframe (start/end date) and duration of the practice	2012, ongoing
Location of the practice	Marginalized Roma communities (MRC) in Rankovce, Stará Lubovňa, Veľká Ida, Košice – Luník IX (Slovakia).
Involved subjects	Implemented by: ETP Slovakia – Centre for Sustainable Development; involved: primary and secondary school students from MRC and mentors.
Resources	Financing provided by: ETP Slovakia, The VELUX Foundations, Orange Foundation, Hollen, Ltd., LDS Charity, People to People crowdfunding, Ministry of Interior of the Slovak Republic – OP HR ESF. Resources: program coordinator, assistant, mentors meeting the criteria (responsibility, independence, receptivity, maintaining a long-term relationship with the protégé). Activities provided in the community centres and out of the centres (trips, camps, museum visits, cultural and sport events).
DETAILED DESCRIPTION	
Detailed description of the practice	The aim of the Mentoring Program, including online mentoring, is to inspire students from socially excluded communities to learn and broaden their horizons, the vision of their future and to have a positive impact on their community. It was created with the aim to break down stereotypes and prejudice, as well as to create a better future for Roma children from MRC and to give them a chance to fulfil their dreams. The aim is that students from MRC successfully complete primary school and move smoothly to study at secondary school, in order to improve their educational success and employability. Currently 20 mentors and 54 protégés from 4 MRCs have been involved in the Mentoring Program. They attend educational activities in the community centres. A big motivation for children to be a part of this Program is the inclusion of a broad range of experiential activities. Mentors devote themselves to protégés so much so that sometimes they replace the role of the children's parents. The main beneficiaries of the Mentoring Program are children from MRC.
Results and impact achieved	The interest in participation in the Mentoring Program by children and youth in individual localities is high. Inclusion in the Program means that the protégés have achieved a certain status. The increased interest and support of parents for the participation of their children in the Mentoring Program is also positive (good attitudes of parents towards the study of children in secondary schools). Successes: improved school performance of the mentored students, communication skills, confidence and motivation to reach their aims, and development of their talents. The Program has helped to break down the prejudices and stereotypes of the majority population about Roma.
Difficulties encountered / lessons learned	Involvement of the new mentors and new protégés is sometimes connected with some communication problems (regularity of meetings). To avoid this, trainings for mentors are very useful. Several protégés left the program from different reasons – starting a family, going abroad, weak motivation. These cases

	have been resolved by communication among the program coordinator, the mentors and the protégé and by appropriate selection of the mentor for the protégé and by specific training of the mentors.
Potential for learning or transfer	Protégés participating in the Mentoring Program have demonstrated a commitment to educate, they regularly attend educational activities in community centres, they have gained internal motivation and show better academic results compared with others who are not Program participants. The Program also undoubtedly has the potential to be utilized globally, especially for children from low-income families, as the relationship between the mentor and protégé helps protégés to overcome obstacles, including the place, where they have been born and raised. The Program helps the mentor-protégé pairs to achieve specific goals they set together, the protégé to reach their full potential and become valuable members of the society.
Further information	www.schopnedeti.sk www.etp.sk
Approximate budget	Approximately 100 EUR/mentee per month, which covers the educational training activities, aids, coordination, salary of the mentor, and outings (cinema, theatre, sports, museums, etc.) of mentors with their protégés. Mentors spend at least 8 hours a month with their protégé, usually 2 hours each week.
Locations where this practice can be implemented	MRCs, low-income communities
Experts who can offer support for implementation	Veronika Poklembová, Slávka Mačáková
Contact details	ETP Slovakia, Zemplínska Street No 15/A. Košice, 04001, Slovakia https://etp.sk/?lang=en etp@ke.etp.sk

Title of the practice (project/activity)	Public administration actively supporting second chance education
Field	Education
Timeframe (start/end date) and duration of the practice	June 2018 - March 2021 (originally planned for 24 months, extended because of COVID, implementation concluded)
Location of the practice	Local target communities in the region of East Slovakia (4 localities with marginalized Roma communities): <ol style="list-style-type: none"> 1. Košice – a borough (cityward) Luník IX, segregated quarter of the larger town Košice (East Slovakia), urban character, "Roma ghetto" 2. Veľká Ida, segregated Roma settlement in the village (East Slovakia), rural character 3. Rankovce, segregated Roma settlement in the village (East Slovakia), rural character 4. Podšadek, segregated community of a small Slovak town Stará Ľubovňa (East Slovakia), rural character
Involved subjects	Young Roma early school leavers and other disadvantaged groups Slovak Governance Institute (SGI) ETP Slovakia - Centre for Sustainable Development (ETP) Partners: Local Primary and Secondary Vocational Schools Department of Education at Prešov Self-Governing Region Department of Social Affairs at Košice Self-Governing Region Local Municipalities Labour Offices
Resources	Funded from the Effective Public Administration Program, ESIF Funds (ESF). Researchers – analysts. Teachers, mentors and their coordinator implementing pilot educational activities and providing support social services to Project beneficiaries for one school year. Lecturers of New Horizons™, Core-Purpose™, and Bridges out of Poverty™ trainings. External consultants representing Project stakeholders and complementing the research team.
DETAILED DESCRIPTION	
Detailed description of the practice	The Project included research and intervention activities. It addressed the problem of insufficient opportunities for early school leavers, who come from socially excluded poor Roma communities to complete their secondary education. The main goal of the Project was to set up a second chance education model, by inviting active participation of: <ul style="list-style-type: none"> - relevant public administration actors (e.g. local and regional authorities, primary and secondary schools, labour offices, social pedagogues and social workers), - young Roma early school leavers and other disadvantaged groups that would assist unemployed, low-educated young Roma (16-35) to complete lower secondary or/and upper secondary education, and thus increasing their chances to actively participate in the labour market. The Project piloted the innovative model of providing social

	<p>assistance and educational services in a holistic manner. It has recognized the multiple barriers the early school leavers need to overcome (financial, material, cultural, psychological etc.) when they return back to school.</p> <p>Key Project phases:</p> <ol style="list-style-type: none"> 1. Mapping and analyses of second chance education models 2. Design of innovative second chance education models 3. Support of second-chance education in practice by pilot implementation: the participants were enrolled in mainstream Secondary Schools 4. Evaluation and modification of models, development of recommendations <p>Key Project stakeholders: two experienced and professional NGOs: 1) research, 2) holistic social and educational services; self-governing regions; secondary and primary schools; labour offices; and local municipalities.</p> <p>Project beneficiaries: young early leavers from education and training from marginalised Roma communities.</p>
<p>Results and impact achieved</p>	<p>[500 characters]</p> <ol style="list-style-type: none"> 1. 72 early leavers from education and training from marginalized Roma communities returned to secondary schools during 2018/2019. They were offered with tailor-made educational and social services provided by teachers and mentors. 2. At the end of the school year, 16 successful participants achieved lower or upper secondary education. 3. Raised awareness among relevant actors about the challenges of the current second chance education system. 4. Improved understanding of relevant actors of how the current second chance education framework needs to be reformed.
<p>Difficulties encountered / lessons learned</p>	<p>A multi-partner cooperation would have benefitted from higher awareness about second chance education and genuine interest of all actors in changing existing models of second chance education.</p> <p>The mentors and teachers established friendly relationships, gained trust from the participants, ensured their motivation to stay in the project. They also regularly visited the participants at home and were in contact with their school teachers.</p> <p>The project organized a variety of supportive activities to keep the participants interested in the project activities (camps, trips, outings, training).</p>
<p>Potential for learning or transfer</p>	<p>Elements of transferable good practice include:</p> <ul style="list-style-type: none"> - addressing the problem of the necessity to build the capacities of public administration, including breaking down stereotypes and prejudices via specific experiential training activities - tailor-made solutions provided to the participants of the project from different locations, as opposed to offering one-fit-for-all model - training offered to mentors, teachers, and the schools principals, including: New Horizons™, Core-Purpose™,

	<p>Bridges out of Poverty™</p> <ul style="list-style-type: none"> - supervisions offered to mentors and teachers - awareness raising about second chance education among relevant actors, incl. target group - recognition of the multi-faceted character of educating early leavers from education and training from socially excluded poor Roma communities - mentoring and tutoring to be the key elements in supporting project participants <p>There is a strong potential for future cooperation and follow-up learning, pilot activities at regional and cross-border/international levels.</p>
Further information	https://www.governance.sk/gov_project/verejna-sprava-aktivne-podporujuca-druhosancove-vzdelavanie/
Approximate budget	380000 EUR
Locations where this practice can be implemented	The Project was piloted in highly deprived marginalized Roma communities, in both rural and urban areas. In the future, this practice can be implemented under similar circumstances, but also in less distressed conditions.
Experts who can offer support for implementation	Edita Rigová, Slovak Governance Institute Slávka Mačáková, ETP Slovakia
Contact details	Edita Rigová: https://www.governance.sk/en/ Veronika Poklembová, Slávka Mačáková: https://etp.sk/?lang=en

Title of the practice (project/activity)	Self-help home construction and reconstruction of housing utilizing non-profit microloans
Field	Participation of Roma, Employment, Education
Timeframe (start/end date) and duration of the practice	2013, ongoing
Location of the practice	Rankovce, Šimonovce, Košice – Luník IX and 15 other municipalities in Eastern and Central Slovakia
Involved subjects	Main coordinator NGO: ETP Slovakia – Centre for Sustainable Development. Secondary involvement: local municipalities and other local partners (non-profits, church, etc.).
Resources	The project has been financially supported by several institutional partners and individual donors. A small family house, or reconstructed house – is co-financed by a family's own savings an interest-free micro-loan. The micro-loan cost for materials per self-help-built house is approx. 15 000 EUR, and for reconstruction works is approx. 5 000 EUR.
DETAILED DESCRIPTION	
Detailed description of the practice	The practice of self-help home construction and reconstruction utilizing interest free micro-loan has been developed to improve the quality of housing in marginalized Roma communities and to support the acquisition of working skills, habits and employment opportunities. The main target groups are young families from marginalized Roma communities inhabiting segregated locations with deprived housing stock. Low-income families have been selected based on recommendations from municipal authorities, local social field workers and other local partners (church, non-profits, schools, labour offices, etc). The practice aims at renovation and legalization of existing homes, construction of houses through self-help activities with legal building permits. The land lots for new houses are provided by local municipalities, and families purchase them. Construction costs are financed by future home-owners through their own families' savings plus interest free microloans. The main coordinator of this practice, ETP Slovakia, provides training for selected candidates in the rules of the program, in financial literacy, and life skills. The participants have also been regularly trained in construction and home maintenance; professional supervision is also provided. The final product – a family house – becomes a property of the participating family.
Results and impact achieved	The programme reinforces work skills and improves financial literacy, and, in communication with authorities and businesses, personal responsibility and their relationship to their property, as well as that of others. Participants have also become role models, motivating other residents to improve their living conditions. The majority of builders have found and kept a permanent job in construction with a local municipality or elsewhere. A side effect of the mutual cooperation between Roma and construction supervisors has been the deconstruction of negative barriers and racial prejudices.
Difficulties encountered / lessons learned	The biggest obstacle is the lack of families who fulfil programme criteria of 1) having their own initial savings, 2) abiding to rules of the savings scheme, 3) ability to build themselves, via self-help. There is also the lack of suitable land from local municipalities or private owners. Delays can inhibit the realisation of the programme for several years.

<i>Potential for learning or transfer</i>	The self-help housing construction and reconstruction programme is suitable for low-income families globally, due to three major reasons: 1) appropriate housing is an essential condition for improving the quality of life in every aspect; 2) the programme has its educational dimensions, involved individuals acquire working skills, financial literacy and societal habits; 3) the programme has its moral dimension from the social justice perspective: Roma involved in the programme, who construct and finance their own houses, are strong individuals, role models, worthy of following, therefore they prove wrongness of racial prejudices in mentalities of the majority population.
<i>Further information</i>	https://etp.sk/building-hope-project/?lang=en
<i>Approximate budget</i>	15.000 EUR per house (costs of construction) and approximately 10.000 EUR per family for the costs of the social field work, educational activities for all members of the family, construction supervision, and other professional social services provided over the period of about 5 years, until the family will have reached self-sufficiency.
<i>Locations were this practice can be implemented</i>	Anywhere, but preferably suited for segregated locations with deprived, not legalized, housing stock and available land to be sold to future builders.
<i>Experts who can offer support for implementation</i>	Veronika Poklembová, Slávka Mačáková
<i>Contact details</i>	ETP Slovakia, Zemplínska Street No 15/A. Košice, 04001, Slovakia https://etp.sk/?lang=en etp@ke.etp.sk

Title of the practice (project / activity)	EmPa – empowerment and promotion of participation of third country nationals (follow-up projects EmPa ² 2016-2017 and EmPa ³ 2017-2019)
Field	Empowerment, participation, education
Timeframe (start/end date) and duration of the practice	2009-2011 – 3-year project (follow-up projects EmPa ² 2012-2015 and EmPa ³ 2017-2019)
Location of the practice	Brandenburg, Germany
Involved subjects	The project was implemented by: Regional offices for education, integration and democracy, Brandenburg (RAA Brandenburg), https://raa-brandenburg.de
Resources	Intercultural team of 8 persons implementing the trainings during the project duration of 3 years. Financing provided by: European Integration Fund and the states of Brandenburg and Saxony-Anhalt.
DETAILED DESCRIPTION	
Detailed description of the practice	<p>In order to be able to take on the role as a participating socio-political actor, many migrant organizations lack the competencies for self-organization, public relations and external representation. The project EMPA offered practice-oriented qualification programs based on a differentiated understanding of civil society engagement for the following target groups: migrant organizations, religious communities, young adults of the second generation of migrants as future multipliers.</p> <p>In terms of a self-determined learning process, the thematic priorities were determined in dialogue with the participants. Both the use of lecturers with a migrant background and the “protected space”, which enabled an exchange between people with comparable experiences, represented important framework conditions for the empowerment process. 65 migrants from all East German federal states took part in these training courses (in the first EmPa project). Strengthening the public presence of migrant initiatives was another objective of EMPA. The regional events in 12 German cities gave EMPA participants the opportunity to gain experience in the field of event management, to contribute to debates on migration policy with their own points of view, to network with local actors involved in integration work and to win new cooperation partners.</p> <p>Finally, the development of quality standards in the area of further training offers for migrants represented a third pillar of the EMPA project. The empirical value from the three series of advanced training courses and the regional events were evaluated and developed into an empowerment concept for migrants and published as guidelines.</p>
Results and impact achieved	65 migrants from all East German federal states took part in these training courses (first EmPa project, follow-up projects not included, they had a similar number of participants)
Difficulties encountered / lessons learned	Not known
Potential for learning or transfer	The project pursued the goal of strengthening a (diverse) disadvantaged group in the population through educational measures, personal development and empowerment strategies and offers, and thereby empowering them as socio-political actors. The variety of offers from association law, public relations, through social skills such as communication, moderation and conflict training to reflecting on experiences of discrimination and developing new strategies for action could also provide fruitful impulses for the Roma target group. Roma in Austria are also a diverse group of people with both immigrants and autochthonous population.
Further information	https://raa-brandenburg.de/Portals/4/media/UserDocs/Dokumente_2015/RAA_EmPaII_Abschlussbericht.pdf
Approximate budget	Cannot be provided
Locations where this practice can be implemented	In any municipality where the target groups live and where training infrastructure are available.
Experts who can	Steffen Kanis, intercultural trainer and mediator, was project leader of EMPA ¹

<i>offer support for implementation</i>	Dina Ulrich, project leader of EmPa ²
<i>Contact details</i>	Steffen.kanis@gmx.de

Title of the practice (project/activity)	Guiding My Own Career
Field	<i>Employment, education, participation</i>
Timeframe (start/end date) and duration of the practice	2 nd September 2019 End date: 1 st October 2021 Project total duration: 25 months.
Location of the practice	Poland, Czech Republic, Ireland, Cyprus, Portugal, Romania, Hungary
Involved subjects	<i>Reintegra, z.s, Future in Perspective Limited, Centre for Advancement of Research and Development in Educational Technology LTD-Cardet, Rightchallenge – Associação, Asociația de Dezvoltare Economico-Socială, EMINA Pályaorientáció</i> Alapítvány (Implemented by: OSRODEK SZKOLENIOWOBADAWCZY INNEO)
Resources	characters] <i>Required financial resources:</i> <ul style="list-style-type: none"> - <i>project management and implementation: 50 000 EUR</i> - <i>intellectual outputs (including IGUIDE E-learning portal, technicians, researchers, In-service induction training programme for guidance professionals) : 87 616 EUR</i> - <i>learning, teaching, training: 7 076 EUR</i> (Financing provided by: Erasmus+)
DETAILED DESCRIPTION	
Detailed description of the practice	<i>The IGUIDE project supports vulnerable adults in career guidance. The project supports target group members (workers, low-skilled workers, minorities, migrants, disabled people, people with learning difficulties and those in precarious employments) to develop the core skills necessary to plan and manage their own career progression pathways. Developing basic skills like how to conduct research, analyse information, communicate with employers of labour market experts, assess your own skills, competences and interests in the context of a career planning exercise provides an innovative and beneficial way to develop these skill-sets that are also relevant to a variety of non-career related areas. Using the latest technology environments and media-rich learning resources is a good way to develop innovative teaching methods to enhance the learning experience of target group members. The Cedefop European Skills and Jobs survey revealed that one in five adults are likely, and 27% moderately likely that their skills will be outdated in the next medium-term. The survey also revealed that 43% of EU adult employees recently experienced new technologies at work, such as introduction of machines and ICT systems”; and approximately “seven in ten EU workers require at least moderate digital skills to do their job.” These outcomes are to be achieved by taking a new approach to career development by proposes harnessing the ubiquity and potential of the latest technologies to develop career planning and support frameworks that are cost neutral to service provider. The impact of the project will be that target groups make better, more informed and more appropriate career choices.</i>
Results and impact achieved	The impact of the project is that target groups made better,

	<p>more informed and more appropriate career choices. They have a better chance of achieving their career goals and will be more aware of what to expect in the rapidly evolving labour market. Most importantly, learners who use the introductory and advanced career planning resources developed as part of the iGUIDE project bring a considerable skill-set with them wherever they go in their career and have those skills to call on when the opportunity for career change presents itself.</p>
Difficulties encountered / lessons learned	<p>[Difficulties encountered include: (A) unexpected technical difficulties or unexpected scientific findings; (B) Poor communication or co-operation between the partners; (C) Resource shortage; (D) Goals set are unachievable for reasons related to budget or feasibility; (E) Human operational errors like planning errors, poor quality of outputs, tasks left unfinished and incomplete.</p>
Potential for learning or transfer	<p>The threat of unemployment of vulnerable people is faced in every country. Career guidance can provide a key contribution to achieve policy goals in lifelong learning, social inclusion, labour market efficiency and economic development is increasingly understood and acknowledged. Guidance builds confidence and empowers individuals, as well as making people aware of learning, work, civic and leisure opportunities. It promotes employability and adaptability by assisting people to make clear decisions both on entering the labour market and on moving within it. Guidance also helps improve the effectiveness and efficiency of education and training provision by promoting a closer match to individual and labour market needs.</p>
Further information	
Approximate budget	29 390 EUR
Locations where this practice can be implemented	Anywhere
Experts who can offer support for implementation	EMINA
Contact details	eminaalapitvany@gmail.com

Title of the practice (project / activity)	ZAUPAJ SI - PATJA ANDI TUTE (TRUST YOURSELF - PATJA ANDI TUTE) - Social activation of Roma women
Field	Employment
Timeframe (start/end date) and duration of the practice	2019 - 2022
Location of the practice	Lendava, Beltinci (Slovenia)
Involved subjects	Research and Education Center Mansion Rakičan (Raziskovalno izobraževalno središče Dvorec Rakičan), Adult Education Center Lendava (Ljudska univerza, zavod za izobraževanje odraslih in mladine Lendava)
Resources	<p>To implement this practice experts from the field of psychology, social work and education are needed. In total around 6 people were involved in the implementation of project activities.</p> <p>Basic equipment is needed – equipped space with chairs, tables, board, computers, projector, speakers. Regarding the budget, Research and Education Center received 687078 EUR in total from public funds (Ministry of Ministry of Labour, Family, Social Affairs and Equal Opportunities, European Social Fund) for the duration of the project.</p>
DETAILED DESCRIPTION	
Detailed description of the practice	<p>The project seeks to reduce social exclusion and enable marginalized individuals (Roma women) to participate in various education and training programs. The main aim is to provide quality social activation programs, with measures and activities that address the problems of social exclusion and poverty of participants and to improve their employability through training and access to the labour market.</p> <p>Roma women are often secluded to their homes and have very limited possibilities of establishing contacts outside the community, which makes integration into society in terms of employment and participation very difficult. This effects their position in society and family as well as the position of their children, which leads to crossgenerational transfer of patters of social inclusion. The social inclusion programme enables them to participate in an organized group with a set timetable, deal with everyday life situations and manage their time, become familiarized with public institutions in fields of health, social services, education etc., societal norms and customs, include their families in activities, participate in workshops for increasing communicational skills (communication, conflict resolution, establishing and maintaining contact), improve financial literacy, improve computer literacy, enter the labour market. The approach trained workers take does not merely focus on employment or employability but on all aspects of life. In the final stages of the project, participating Roma women establish contact with potential employers and partake in on the job trainings.</p>
Results and impact achieved	<ul style="list-style-type: none"> - inclusion of around 75 women in different activities throughout the program - providing accessible, diverse and quality social activation programs - raising functional competencies for active solving of social problems - increase the social inclusion of the participants in the local environment - raising motivation and empowerment to enter the labour

	market - strengthening the participation of various stakeholders in the local / regional environment
Difficulties encountered / lessons learned	<i>During this project, there were some difficulties that stemmed from the environment from which Roma women included in this initiative originated. Some of them did not receive enough support from their families that are still deeply rooted in traditional ways. This was solved through mediation of mentors and contact with family members. Most of them had problems with transport as activities were conducted in a remote area where transport connections are poor, so location chosen for this project presented itself as a problem.</i>
Potential for learning or transfer	<i>The project is designed in such a way that can be applied in different settings. The purpose of the program is to eliminate the lack of social skills, knowledge, motivation and functional competencies to solve more complex life and social situations that are characteristic of people from the target groups. To achieve that the activities proposed are tailored to the needs of each individual participant. All activities are conducted in such a way that they pursue the participants' needs in order to achieve the goal of raising social, functional competencies of the individual and work competencies.</i>
Further information	https://www.ris-dr.si/go/578/1467/ZAUPAJ_SI_PATJA_ANDI_TUTE
Approximate budget	687 078 EUR
Locations where this practice can be implemented	Smaller and bigger towns, villages with Roma minorities
Experts who can offer support for implementation	Ana Hozjan, Silvana Brenčič
Contact details	aktivacija@ris-dr.si

Title of the practice (project/activity)	The “Economic Policy Advice to the Moldovan Government” Project ¹ , implemented by the German Agency for International Cooperation (GIZ) with the financial support of the Federal Ministry for Economic Cooperation and Development of Germany (BMZ) and of the Swiss Agency for Development and Cooperation (SDC), resulted in developing a “Handbook for the Community Mediator’s Activities” ² by the National Association of Community Mediators in the Republic of Moldova ³ , with the support of the Office of the UN High Commissioner for Human Rights (OHCHR Moldova) ⁴ .
Field	Intersectoral intervention (Education, Health, Social Protection, Labour): The “Handbook on the Community Mediator’s Activities” provides professional guidance for the work of the Roma community mediators in intersectoral intervention fields which are a priority for solving the social problems faced by the Roma people – a community with a complex vulnerability profile – in terms of access to quality services in such areas as: education, health, social protection, labour.
Timeframe (start/end date) and duration of the practice	2020
Location of the practice	National level: the handbook is being distributed in communities with a compact Roma population, in which over 30 Roma community mediators have been employed ⁵ .
Involved subjects	The National Association of Community Mediators in the Republic of Moldova; competent central and local public administration institutions delegated for the implementation of the “Action Plan to support the Roma people (2016-2020)”; community mediators; relevant stakeholders in managing the Roma public policies and independent experts in Roma issues.
Resources	Human resources involved in project implementation: members of the National Association of Community Mediators in the Republic of Moldova - 2 people; expert/consultant in intersectoral approach to Roma public policies - 1 person; members of the Inter-ministerial Working Group delegated by the central and local public administration institutions in charge of implementing the Action Plan to Support the Roma People in the Republic of Moldova (2016-2020) – 7 people; Estimated budget: 40 000 EUR
DETAILED DESCRIPTION	
Detailed description of the practice	Over the past five years, the work of the Roma community mediators has been limited by the lack of methodological support to guide and facilitate their daily activities in relation with the local public administration officials who often use a “sophisticated administrative” language, which is not “understood” by the Roma community mediators, in order to “easier avoid the intersectoral approach to Roma issues”, thus building an “artificial protective wall” between LPA institutions and the problems faced by the Roma community. With the establishment of a national network of the Roma community

¹ <https://www.giz.de/en/worldwide/67611.html>

² https://www.academia.edu/44223194/Manual_cu_privire_la_activitatea_mediatorului_comunitar_in_comunitatile_de_romi_din_Moldova

³ <https://www.facebook.com/mediatori.md/>

⁴ <https://www.ohchr.org/EN/countries/ENACARegion/Pages/MDIndex.aspx>

⁵ https://www.academia.edu/12191642/Lista_mediatori_comunitari_romi_din_Republica_Moldova

<https://www.facebook.com/mediatori.md/photos/pcb.844146522790501/844146489457171/>

<https://www.facebook.com/mediatori.md/photos/pcb.841632849708535/841632803041873/>

<https://www.facebook.com/mediatori.md/photos/pcb.841501959721624/841501696388317/>

<https://www.facebook.com/mediatori.md/photos/pcb.836821636856323/836821430189677/>

	<p>mediators, as a result of setting up a National Association of Community Mediators in the Republic of Moldova (December 2016)⁶, its members have addressed the urgent need to develop a National Guide meant to facilitate the work of the mediators at the local level, by providing accessible tools to work with LPA institutions, and to reduce the rate of cognitive dissonance created by the civil servants in their relations with the community mediators.</p> <p>The main beneficiaries of the "Handbook for the Community Mediator's Activities" are over 30 Roma community mediators, employed in communities with a compact Roma population in the Republic of Moldova⁷. At the same time, the community mediator's handbook has built a bridge between the community mediators and the state institutions.</p> <p>The handbook contains information in an accessible format on the mediator's role in Roma communities from the perspective of the intersectoral functions, the professional skills that a mediator shall have and develop, including issues related to ensuring equality and non-discrimination, promoting the Roma culture and traditions.</p>
<p>Results and impact achieved</p>	<p>At present, this practice can be considered as positive, due to: the working tools meant to facilitate the activities of the Roma community mediators from an intersectoral approach to Roma issues being presented in an accessible language: access to quality education services, to public healthcare services, to labour market, to provision with personal documents, etc.</p> <p>As a result of developing and publishing the "Handbook for the Community Mediator's Activities", the Roma community mediators have strengthened their status at the local level as public persons committed to improve the living standards of the Roma population by facilitating their access to quality public services.</p>
<p>Difficulties encountered / lessons learned</p>	<p>The main difficulties faced during project implementation: the lack of an institutionalized authority within the central public administration in charge of coordinating the process of employment, training, counselling, monitoring and evaluating the activities of the Roma community mediators⁸.</p> <p>Lessons learnt: the need for nationwide cohesion of the Roma community mediators in order to strengthen the dialogue with the competent central and local public administration institutions in terms of coordinating the process of implementation of the Roma intersectoral public policies at the local level⁹.</p>
<p>Potential for learning or transfer</p>	<p>The export potential of this good practice is applicable in those European countries where Roma Mediators exist¹⁰.</p> <p>The project can be applied from the perspective of guiding and facilitating the activity at the local level and strengthening the public status of the Roma community mediators, as a result of a practical approach to solving the intersectoral social issues faced by the Roma people - access to quality services in the field of Education, Health, Social Protection, Labour. The professional guidance for the Roma community mediators is a continuous activity, because their work is focused on the human dimension, which is always changing, including within the Roma community - a community with a complex profile of vulnerability. In order to facilitate the interaction with the LPA institutions, the Roma mediators need to be enabled to know the general principles for the activity of public institutions and their competences at the local level. The "Handbook on the Community Mediator's Activities" can be used as a methodological support for the interaction with the local decision makers by the Roma mediators</p>

⁶ https://www.academia.edu/37975843/Asociatia_Nationala_a_Mediatorilor_Comunitari_din_Moldova_Raport_anual_2017

⁷ https://www.academia.edu/12191642/Lista_mediatori_comunitari_romi_din_Republica_Moldova

⁸ https://www.academia.edu/40466491/Lista_185_de_localitati_compact_locuite_de_250_000_Romi_in_Republica_Moldova_2010

⁹ <https://www.facebook.com/mediatori.md/photos/pcb.820702911801529/820702711801549>

¹⁰ <https://coe-romed.org/romed1/map>

	working in communities with a compact Roma population.
Further information	https://www.facebook.com/mediatori.md
Approximate budget	Estimated budget: 40 000 EUR Expenditures for: conducting working meetings with the relevant stakeholders in managing the Roma public policies and with independent experts in Roma issues; developing and publishing the "Handbook for the Community Mediator's Activities"; on-site trips to distribute the "Handbook for the Community Mediator's Activities".
Locations where this practice can be implemented	The export potential of this good practice is applicable in those European countries, where Roma mediators facilitate integration processes ¹¹ .
Experts who can offer support for implementation	Valeriu Căldăraru , Executive Director National Association of Community Mediators in the Republic of Moldova
Contact details	valeriu.caldararu@mail.ru

¹¹ <https://coe-romed.org/romed1/map>

Title of the practice (project / activity)	The "Civil society advocacy for inclusive and fair elections in the Republic of Moldova in line with the EU and OSCE/ODIHR recommendations and with human rights commitments" project, implemented by East Europe Foundation (EEF) in Moldova ¹² , jointly with the Partnership for Development Centre (CPD), Pilgrim Demo and „Tărnă Rom” Union of Young Roma of the Republic of Moldova ¹³ , with the financial support of the European Union, co-funded by Sweden.
Field	Participation
Timeframe (start/end date) and duration of the practice	2018-2019
Location of the practice	National level: 185 communities with a compact Roma population of 250.000 people in the Republic of Moldova ¹⁴ .
Involved subjects	East Europe Foundation (EEF) in Moldova; "Tărnă Rom" Union of Young Roma in the Republic of Moldova; community mediators; the Roma community leaders.
Resources	The project activities were carried out by: 3 employed experts/consultants in the field of involvement/ participatory mobilization of the Roma people from the perspective of the political inclusion; 300 participants/Roma people trained/enabled to conduct participatory mobilization activities; 1 expert employed to monitor the degree of participatory mobilization and the level of political inclusion of the Roma people. Estimated budget: 50 000 EUR.
DETAILED DESCRIPTION	
Detailed description of the practice	<p>The involvement of the Roma community in the election political process is the main tool for social inclusion into the contemporary democratic society. The degree of the Roma people representation to the decision-making institutions at the local and central level is directly proportional to the facilitation of the process of solving Roma issues which is focussed on the four pillars inherent to the socially vulnerable groups: access to education, employment, social housing and public healthcare system. Given that the Roma represent the largest ethnic minority in Europe (with an estimated population of 10-12 million on the European continent) – the debates on the Roma issues shall be included in the local, regional, national and international public policy agenda. At the same time, in order to facilitate the implementation of the Roma public policies aimed at improving the living standards of this marginalized ethnic community, there is a pressing need for the direct involvement of the Roma people in political processes at the local, regional, national and international levels. In this context, the project has focused on political training, participatory motivation and monitoring of the political inclusion of the Roma people in the Republic of Moldova in parliamentary elections held on 24th of February 2019 and in general local elections held on 20th of October 2019.</p> <p>The monitoring of the political inclusion of the Roma people in the Republic of Moldova has focused on 4 main issues: political representation of the Roma people in the lists of candidates for the elections; inclusion of the Roma people as voters/members of the electoral offices of polling stations; coverage of the problems faced by the Roma people by the political platforms/programmes of the candidates in the elections; involvement of the Roma people as</p>

¹² <https://www.eef.md/index.php?l=ro>

¹³ <https://www.facebook.com/tarna.rom.9>

¹⁴ https://www.academia.edu/40466491/Lista_185_de_localitati_compact_locuite_de_250_000_Romi_in_Republica_Moldova_2010_

	voters/participants in public gatherings held by the candidates in the elections in the 185 communities with compact Roma population in the Republic of Moldova.
Results and impact achieved	At present, this practice can be considered as positive, due to it: – 9 nationwide training programmes for over 300 Roma people on participatory mobilization from the perspective of the political inclusion were conducted within 3 training modules: "Political leadership" ¹⁵ , „Effective election campaign” ¹⁶ ; „Successful public communication” ¹⁷ ; As a result of the high participatory mobilization of the Roma people, for the first time in the political history of the Republic of Moldova, a Roma person was elected as a Member of Parliament ¹⁸ and 12 – as local counsellors ¹⁹ (including 6 Roma women ²⁰).
Difficulties encountered / lessons learned	The main difficulties faced in the process of project implementation: - lack of assertive actions by the candidates in the elections aimed at including the Roma women and girls in the lists of candidates for the parliamentary elections ²¹ . Lessons learnt: - the need to ensure a process of continuous training of the Roma people aimed at enabling them towards the participatory mobilization in the political/election process.
Potential for learning or transfer	The export potential of this good practice is applicable in European countries, in which there is a low rate of Roma people involvement in the political/election process. During the election processes, the Roma civil society has the imperative mission to lobby for putting into the election programmes of the political stakeholders the issues focused on analysing the problems faced by the Roma people, identifying the causes of such problems and targeted planning of the strategic interventions to deal with the Roma issues. The central and local public authorities have an essential role to play in ensuring the political inclusion of the Roma people in elections - by delegating them as staff of the electoral offices of polling stations located in the communities with a compact Roma population. This practice can be considered as positive and relevant for being implemented in other Eastern European countries, as the project was focused on enhancing the level of political involvement of the Roma people as a result of three consecutive/stepped actions: political training, participatory motivation and monitoring of the level of political inclusion of the Roma people in election processes.
Further information	http://www.stiripozitive.eu/libview.php?l=ro&idc=77&id=4945&t=%2FStiri-Pozitive%2FComunicate-de-presa%2FCat-de-Incluzive-sunt-Alegerile-locale-generale-din-20-octombrie-2019%2F
Approximate budget	Estimated budget: 50 000 EUR. Related expenditures: Political training for the Roma people (costs for travel, food, accommodation for 300 participants); Remuneration of the experts/consultants in assertive Roma public policies; Developing and public dissemination of 6 monitoring reports on the parliamentary elections of 24 th of February 2019 and general local elections of 20 th of October 2019 from the perspective of the political inclusion of the Roma people in the Republic of Moldova.
Locations where this practice can be implemented	The export potential of this good practice is applicable in Eastern European countries (non-EU).

¹⁵ https://www.academia.edu/40339362/Liderism_politic_pentru_persoanele_de_etniie_roma_din_Republica_Moldova

¹⁶ <https://www.facebook.com/photo?fbid=2317983461863395&set=a.1398151967179887>

<https://www.facebook.com/photo?fbid=2316996805295394&set=pcb.2316996915295383>

¹⁷ <https://www.facebook.com/photo?fbid=118244795776805&set=pcb.118245112443440>

¹⁸ <https://stiri.md/article/politica/radu-marian-primul-deputat-de-origine-roma-din-istoria-republicii-moldova>

¹⁹ <https://moldova.europalibera.org/a/la-scrutinul-local-au-fost-ale%2Fale%2FCat-de-Incluzive-sunt-Alegerile-locale-generale-din-20-octombrie-2019%2F>

²⁰ <https://moldova.unwomen.org/ro/noutati-si-evenimente/noutati/2019/11/women-in-politics-25-nov>

²¹ https://www.ipn.md/index.php/ro/nicio-femeie-roma-nu-candideaza-la-alegerile-parlamentare-din-24-februarie-7965_1047151.html

<i>Experts who can offer support for implementation</i>	Marin Alla, President „Tărnă Rom” Roma Youth Union in the Republic of Moldova
<i>Contact details</i>	allamarin7@yahoo.com

Title of the practice (project/activity)	The "Joint Equal Opportunity Initiative - Phase II: Step by Step We Find Solutions for the Roma in the Republic of Moldova" Project - implemented by East Europe Foundation, in cooperation with the Partnership for Development Centre ²² .
Field	Roma participation / intersectoral:
Timeframe (start/end date) and duration of the practice	2016, ongoing
Location of the practice	At the national level: 185 communities in the Republic of Moldova with compact Roma population of 250,000 people ²³ .
Involved subjects	35 Roma NGOs in the Republic of Moldova ²⁴ (coordinated by the Secretariat of "Voice of the Roma" Coalition ²⁵); Competent central (Ministry of Education, Culture and Research, Ministry of Health, Labour and Social Protection, Interethnic Relations Agency) and local public administration institutions (level I and II) delegated to implement the "Action Plan to support the Roma people (2016- 2020)"; Community mediators ²⁶ .
Resources	The "Joint Equal Opportunity Initiative - Phase II: Step by Step We Find Solutions for the Roma in the Republic of Moldova" Project is financially supported by the Swiss Agency for Development and Cooperation and the Government of Sweden. The project activities are coordinated at the national level by the Secretariat of "Voice of the Roma" Coalition, which consists of 4 Roma people/Roma public policy experts focused on the following fields: <i>Education, Labour/Social Protection, Health and Community Mediators</i> . Estimated budget: 50 000 EUR/year.
DETAILED DESCRIPTION	
Detailed description of the practice	The ethnocultural diversity is a unique feature of the Republic of Moldova; at the same time, unlike other national/ethnic minorities, the Roma community representatives have been marginalized in accessing the social-economic development services, becoming thus a community with a complex profile of vulnerability. The "Voice of the Roma" Coalition (VRC) national platform was established in 2016 ²⁷ , aiming at the direct involvement of the Roma civil society representatives in the process of monitoring of the implementation of Roma public policies by the competent central and local public administration institutions in the 185 communities with compact Roma population, in line with the development partners' recommendations related to human rights enforcement ²⁸ . At the initial stage of the project, the Roma NGOs were trained for developing the following skills: legislative framework review, identifying the social equity gaps and developing recommendations in the political decision-making process focussed on improving the living standards of the Roma ethnics. At the same time, in order to coordinate the intersectoral participatory mission of the Roma NGOs, a Secretariat of VRC was set up to conduct lobby and advocacy actions related to the implementation of the institutional commitments set in the "Action Plan to Support the Roma People in the Republic of Moldova (2016-2020)", from the perspective of the priority areas of intervention: <i>Education, Labour/Social Protection, Health and Community Mediators</i> . In order to effectively reach this desideratum, the necessary tools (methodologies, working tools and mechanisms) have been developed for the Roma NGOs to exercise their monitoring, advocacy and counselling role in relation to the decision-makers at the local and central levels ²⁹ .
Results and	The period that preceded this practice was dominated by a formal approach to Roma public policies

²² <https://eef.md/index.php?pag=page&id=1150&l=ro>

²³ https://www.academia.edu/40466491/Lista_185_de_localitati_compact_locuite_de_250_000_Romi_in_Republica_Moldova_2010_

²⁴ https://www.academia.edu/43699383/Lista_35_ONG_Rome_membri_ai_Platformei_CVR_din_Republica_Moldova_anul_2020_

²⁵ <https://www.facebook.com/Coali%C8%9Bia-Vocei-Romilor-CVR-2041163402870393>

²⁶ Community mediator – a Roma person from a community with compact or mixed Roma population who is in charge of ensuring the efficient access of the users to social assistance, education, healthcare services, employment, provision with personal documents, improvement of living conditions, other services, as may be needed, through efficient communication with the relevant institutions in the community.

See: Decree no. 557 of 17.07.2013 of Government of the Republic of Moldova „On the Approval of the Framework Regulations for the Organization of the Activity of Community Mediators”. **Link:** https://www.legis.md/cautare/getResults?doc_id=11419&lang=ro

²⁷ <https://eef.md/index.php?pag=news&id=929&rid=1215&l=ro>

²⁸ https://www.justice.gov/sites/default/files/eoir/legacy/2013/06/10/Moldova_6.pdf

²⁹ <https://www.eef.md/index.php?pag=page&id=1049&l=ro>

impact achieved	at the national and local levels, from the perspective of the institutional application of a post-Soviet vision of the problems faced by the Roma community; a number of Roma were approached just once a year, being invited as "singers and dancers" at the Ethnocultural Festival ³⁰ . At present, the practice can be considered as positive, because it has led to: - launching the permanent activity of a National Platform for Dialogue between the representatives of the Roma civil society in the Republic of Moldova and the competent central and local public administration institutions; - carrying out assertive actions towards the participatory empowerment of the Roma NGOs at the local level ³¹ . - strengthening the participatory capability of the Roma civil society through direct involvement in the process of monitoring of the Roma public policies, shifting from an "ethnocultural" approach of the Roma people to - <i>social inclusion</i> .
Difficulties encountered / lessons learned	The main difficulties related to project implementation: - Fragmentation of the Roma public policies (the implementation of the Roma public policies lacks intersectoral institutional coherence both at the central and at the local level); - Limited information transparency of the project - lack of an official website for posting current information about good practices, lessons learnt, difficulties encountered during project implementation. Lessons learnt: - The need for the Roma civil society cohesion at the national level to strengthen the dialogue between the Roma NGOs and the Moldovan competent central and local public administration institutions in terms of coordinating the process of implementation of the Roma public policies.
Potential for learning or transfer	This practice is adaptable to the those European countries, in which there is a lack of coherent dialogue and intersectoral partnership between the Roma NGOs and the public institutions at the local and central levels. As a result of setting up a national network of Roma NGOs, the "Roma Community Voice" will be strengthened and the potential of the Roma civil society to establish and operate a sustainable working partnership with the central and local public administration institutions in charge of implementing the Roma public policies will increase. At the same time, the interventions of the Roma civil society in dealing with the Roma issues at the local and central levels shall be underlined as a priority.
Further information	http://www.stiripozitive.eu/libview.php?l=ro&idc=21&id=5420&t=%2FLucruri%2FSocietate%2FPas-cu-Pas-Gasim-Solutii-pentru-Romii-din-RM-proiect-de-abilitarea-societatii-civile-rome
Approximate budget	Estimated initial budget: 15 000 EUR, including: remuneration of the members of VRC Secretariat; conducting regular meetings at the national and local levels; expenditures for training of the representatives delegated by the Roma civil society.
Locations where this practice can be implemented	Countries facing similar challenges
Experts who can offer support for implementation	Silviana FERARU, General Secretary of "Voice of the Roma Coalition" Public Association of the Republic of Moldova
Contact details	silviana.feraru@gmail.com

³⁰ „La curtea romilor a fost chef și veselie mare. Și asta pentru că aproape toată ziua s-a dansat țigănește” („Great feast and fun at the Roma’s court. And that’s because they have been dancing gypsy dances almost all day”). See: <https://point.md/ru/novosti/obschestvo/vezi-cum-au-sarbatorit-etniile-festivalul-unitate-prin-diversitate>

³¹ <http://balti.md/planul-municipal-de-actiuni-pentru-sustinerea-populatiei-de-etnie-roma-a-fost-sustinut-si-de-romii-din-moldova/>
<http://www.stiripozitive.eu/libview.php?l=ro&idc=21&id=5420&t=%2FLucruri%2FSocietate%2FPas-cu-Pas-Gasim-Solutii-pentru-Romii-din-RM-proiect-de-abilitarea-societatii-civile-rome>

Title of the practice (project / activity)	(Pilot) Roma Business Camp (RBC)
Field	Employment, education
Timeframe (start/end date) and duration of the practice	September 2018 - March 2019
Location of the practice	Moravian-Silesian Region, Czech Republic
Involved subjects	Institute of Social Innovations Ostrava University BEC Coop – Business and Employment Cooperative Social Innovation and Enterprise Cluster NGOs, Roma community leaders, self-government
Resources	Meeting premises with the necessary equipment to conduct RBC. Business start-up experts (evaluation of the business plans, mentoring of the participants in the follow up stage). Financial resources: Pilot RBC was supported from the public funds (ERDF). Further follow-up support (mentoring, coaching, testing the business ideas on the market) for the participants was provided from ERDF and ESF. Second annual of the RBC is under preparation for the end of year 2020 (at the moment it is pending due adopted COVID-19 restrictions).
DETAILED DESCRIPTION	
Detailed description of the practice	The target group were the Roma from northern Moravia, especially from the city of Ostrava and the region around. In Moravia, Roma people live mostly in concentrated local communities, often in isolated urban areas of larger cities. RBC was focused on the creation, promotion and development areas (acceleration & start-up) of individual small business activities of Roma. The result of these activities should be economic independence and freedom of the Roma, to be a separate businessman, sole trader, small (self) entrepreneur. Becoming self-entrepreneur also helps to overcome discrimination against Roma people in the labour market, where a large proportion of employers treat Roma candidates discriminately - either because of their own prejudices or because of concerns about disrupting the false coherence of the working collective. Self-employment bypasses this problem in a way that makes jobseekers non-dependent on the decision of the HRs. They decide about their job and work for themselves. The aim of the pilot RBC was to find, train and help enrolled Roma participants to prepare their own viable business

	<p>plans, evaluate and test them and implement their business plans in the environment of real market.</p> <p>After finding the candidates, the RBC was organized in three parts (sessions) of training for two separated groups up to 15 participants. The trainings had a similar structure in both cases and consisted of the most important parts:</p> <ul style="list-style-type: none"> - work on a business plan - business environment, - self-presentation - business plans validation, feedback, networking, learning from each another (joint session for both groups). <p>The graduates of this training have been preparing in three stages to start their business, and were upholding their business plans at the end of the training in front of jury and other business competitors. RBC participants who have proven their ability to prepare a viable business plan, have the opportunity to take advantage of a counselling service as well as a partial work contract to test their business intent in a real-life test phase of business enterprise.</p>
Results and impact achieved	<p>The most important impact of the project was the promotion of the idea of entrepreneurship as career path form Roma as well as sorting out of business ideas and progress in specification and improvement of business plans. For the future of to-be Roma entrepreneurs, the important benefits were also the creation and support of the community (participants came up not only with the business ideas addressing their business future and potential income but also solving different needs of their community), which became an informal network of mutual support for Roma entrepreneurs.</p>
Difficulties encountered / lessons learned	<p>This administrative burden, related to compliance with the various project rules and obligations, is increasingly reflected in the work with clients from Roma communities. The reason for this is the increased mistrust of Roma in communicating with representatives of public institutions, which cannot be avoided when starting a business. And vice versa, the administrators of public institutions often doesn't trust Roma to be able to start their business and treats them dismissively.</p> <p>Organizing the entrepreneurship training for the target group was difficult from time to time, because their approach with the regard of the training attendance and in general wasn't always enough accountable and the participants from the target group were not used to study (including preparation for the training) for such long periods of time. On the other hand, it made the training more effective, focused on the most important issues and results oriented.</p>
Potential for learning or transfer	<p>Active citizens of Roma communities are able to define the areas suitable for business as well as needs and gaps in their community to be tackled by their projects. They can also design the solutions that can be the basis for business plans and social innovations for the current and appropriate activities in these Roma communities.</p>

	<p>The attention needs to be paid to transparency in the preparation of business plans, as some participants have been time-to-time prone to find purpose-based abbreviations aimed at circumventing legal conditions and requirements. They considered these requirements as unnecessarily bureaucratic and restrictive.</p> <p>For the Roma, multiple bureaucratic governmental restrictions pay for starting a business. Therefore, it is advisable to think very well whether the start of business plans should be not started as a non-profit organization. There are less restrictive administrative conditions applied to these organizations in some countries. Of course, this decision needs to be carefully thought out because obviously a very profitable business cannot be hidden behind the non-profit activity and may also cause many problems if really starts to generate significant income for its founders.</p> <p>Important aspect of such activity is a stimulation of networking among RBC participants and the creation of a network of mutual support.</p>
Further information	www.roma-business-camp.cz
Approximate budget	Approx. 10 thousand EUR to organize the camp itself. Further financial resources are needed for future support of the participants (coaching, testing on the real market).
Locations where this practice can be implemented	Anywhere (with the appropriate meeting facilities)
Experts who can offer support for implementation	Jiří Daneš, danes@vellum.cz , tel. +420 739 511 306
Contact details	info@socialni-inovace.cz info@bec-coop.cz

Title of the practice (project / activity)	Getting Ahead (Program Progress)
Field	Employment Education
Timeframe (start/end date) and duration of the practice	July 2018 - June 2020
Location of the practice	City of Hranice, Olomouc Region, Czech Republic
Involved subjects	Centre for Community Organizing Eastern Moravia City of Hranice Network "Circle" of supporting & protecting organizations: public authorities, educational institutions, NGOs, Roma community leaders
Resources	Meeting premises with the necessary equipment to conduct the training. Financial resources: the implementation of the project was supported from Operational Programme Employment (financed from ESF).
DETAILED DESCRIPTION	
Detailed description of the practice	<p>The target group was the Roma from central Moravia, especially from the city of Hranice and the surrounding region.</p> <p>The aim of the project was to transfer and implement with the Roma from the city of Hranice methodology Bridges out of Poverty, which helps disadvantaged people in the labour market to increase their chances of recruitment and employment.</p> <p>The "Getting Ahead" project brings inspiration and new solutions to those who are looking for a way to effectively deal with poverty and its impact on all levels of society. Using project methods, employers, social service providers and other participating organizations can work with the phenomenon of poverty in a comprehensive way. Ideally, people from all socio-economic classes are joined to improve job opportunities, sustainability, resource generation and support for those who are trying to get rid of poverty.</p> <p>There were three two rounds of the training during organized in which 31 participants took part. These are people whose job position is deteriorated for whatever reason. During 15 group meetings the trained facilitators worked with Roma, they have tried to understand the causes of their current situation, to assess the external and internal resources and to create a plan for improving the future.</p> <p>These are people whose job position is deteriorated for some reason. During the 15 group meetings, they try to understand the causes of their current situation, to assess the external and internal resources and to create a plan for improving the future.</p> <p>The Circles support system includes non-governmental non-profit organizations, social service providers, community planners, and other stakeholders. Their representatives are trained in the Bridges of Poverty method to provide adequate support to people who choose to change their poor socio-economic situation.</p>

Results and impact achieved	All 31 subscribed Roma participants has completed whole training. They are seeking a job with the support of Centre for Community Organizing Eastern Moravia and the Circles support system. Their wages for up to 12 months are supported from the European Union funds through the project.
Difficulties encountered / lessons learned	The composition of the group is essential. It is important to make up the group from both men and women, employed and jobless - to have a varied composition of the group, thus they can positively influence and motivate each other.
Potential for learning or transfer	<p>The methodology as well as the project proved to be successful and were implemented also in several other Moravian cities (Brno, Přerov).</p> <p>The methodology Bridges out of Poverty has been transferred to many countries worldwide (however Centre for Community Organizing Eastern Moravia was the first organization implementing the methodology at continental Europe).</p> <p>For the successful implementation of the programme, it is important to set up an appropriate support network of organizations and people who have opportunities to help people get out of poverty.</p>
Further information	<p>http://cpkp.cz/index.php/vm</p> <p>www.mostyzchudoby.eu</p> <p>https://www.youtube.com/watch?v=ffwAm7HDSwU</p>
Approximate budget	<p>Approx. 20 thousand EUR was needed to organize 15 training sessions.</p> <p>The methodology is available in the form of franchise model (the fee for using the model is negotiable and depends on the local conditions / needs for implementation).</p>
Locations were this practice can be implemented	Anywhere (with the appropriate meeting facilities)
Experts who can offer support for implementation	Gabriela Fellingierová
Contact details	<p>gabriela.fellingerova@cpkp.cz</p> <p>cpkp@cpkp.cz</p> <p>tel. +420 777 793 719</p>

Title of the practice (project / activity)	Support for pre-school and primary education in the city of Brno
Field	Education Participation of Roma
Timeframe (start/end date) and duration of the practice	January 2020 - December 2022
Location of the practice	City of Brno, Southern Moravia Region, Czech Republic
Involved subjects	City of Brno DROM, Roma centre IQ Roma service Petrov association – Children’s house Zábřovice Home of St. Margaret for mothers with children in need RATOLEST Brno Teen Challenge International CZ All kindergartens and primary schools in Brno, Brno-city boroughs, NGOs, Roma community leaders, citizens
Resources	All kindergartens and primary schools in Brno are involved (second largest city of the Czech Republic, 400 thousand inhabitants). Financial resources: Approved budget from the Operational Programme Research, Development and Education financed under ESF is approx. 100 million CZK (4 M Million EUR, own contribution of the City of Brno is approx. 200 000 EUR).
DETAILED DESCRIPTION	
Detailed description of the practice	<p>The necessary starting point of the project was the elaboration of the so-called Local Inclusion Plan for the period 2020 - 2022. The Local Inclusion Plan includes specific measures to support equal opportunities for children and pupils in the city of Brno, which are based on the real needs of the schools. Based on the proposed measures, the project systematically supports schools with a higher number of pupils from disadvantaged environment.</p> <p>As part of the project, school counselling workplaces are supported in schools by socially excluded localities through the positions of school special pedagogues, school psychologists and social pedagogues. In the area of pre-school education, the positions of kindergarten school assistants, who educate a larger number of disadvantaged children are strengthened. Furthermore, the project supports a cooperation of kindergartens and primary schools in the transition of children from kindergarten to primary school. In kindergartens, the so-called educationally stimulating groups for pre-schoolers are financially supported, which are currently paid for by the children's parents from their own resources.</p> <p>The implementation of the project is divided into several activities. The most extensive activity is tutoring pupils, successfully following on from the mentoring work that has been taking place in Brno schools since September 2014. The tutoring is highly appreciated and valued by schools, parents and the pupils themselves. Tutoring and mentoring with</p>

	<p>pupils take place at the participating primary schools and in four non-formal education organizations.</p> <p>Another significant activity is organization of social development and active citizenship clubs in primary schools. The clubs are open to pupils of all grades – according to the age and skills of the pupils, different methods of group work are used: discussion, role-playing, work with text, negotiation, development of written argumentation, presentation, critical thinking etc.</p> <p>Within the project, teachers of participating schools have the opportunity to be educated and learn new methods of work with children and pupils. The staff of school counselling workplaces is supported by the positions of school special pedagogues, school psychologist and social pedagogue. Schools and participating organizations will be also provided with the equipment, material and tools for working with children and pupils. The project partner organizations organize educational activities for parents, such as educating parents in the field of early care, and support home activities of parents with their children.</p>
Results and impact achieved	<p>Involving as many children as possible in pre-school education (especially from excluded communities of Brno) and supporting children and pupils advancing between different levels of education.</p> <p>All kindergartens and primary schools established by the city of Brno and its city boroughs, three partner schools of other founders and six non-formal education organizations are involved in the implementation of the project.</p>
Difficulties encountered / lessons learned	<p>High number of partners and stakeholders involved presents a challenge for the project management.</p>
Potential for learning or transfer	<p>Active citizens of Roma communities were able to set priorities and push the project forward.</p> <p>The problems of Roma community were discussed during the Local Stakeholders Group's meetings (LSG) organized within the RARE project supported in the first round of DTP. LSG was a platform for discussion about Roma issues and problems of the city among Roma community representatives, local self-government and NGOs.</p> <p>Based on the LSG outcomes, Mr. Robert Kerndl, the deputy mayor of the city of Brno, has initiated preparation of the project focusing on the support of Roma children and children from socially excluded environment in Brno. Following the LSGs meetings the city of Brno has prepared the project for the Operational Programme Research, Development and Education. The project was approved by the Brno city council in 2019 and submitted to the programme administrator.</p>
Further information	<p>www.iqrs.cz/cs/projekty/podpora-predskolniho-a-zakladniho-vzdelavani-ve-meste-brne</p>
Approximate budget	<p>Undefined (based on available resources).</p>
Locations where this practice can be implemented	<p>Anywhere</p>
Experts who can offer support for implementation	<p>Jiří Daneš</p>
Contact details	<p>info@socialni-inovace.cz info@bec-coop.cz danes@vellum.cz tel. +420 739 511 306</p>

<i>Title of the practice (project / activity)</i>	Project: "Changing Discourses, Changing Practices: The Roma as Human Resource –RARE" Activity: Elaboration of the Action plan for public services delivery improvements and restructuring related to the Roma labour market activation in AP Vojvodina
<i>Field</i>	<i>Employment</i>
<i>Timeframe (start/end date) and duration of the practice</i>	Elaboration: January 2018 - July 2020 Implementation: 2019 - 2020
<i>Location of the practice</i>	Autonomous Province of Vojvodina, Republic of Serbia
<i>Involved subjects</i>	Implemented by: Roma Inclusion Office Involved subjects: range of the key stakeholders responsible for providing services relating to the Roma employment - representatives nominated by national employment service, vocational institutions, civil society organizations, Roma organisations, provincial and municipal administrations, public authorities, association of employers, employers, Coordination Body for monitoring of the implementation of the Strategy for Inclusion of Roma Men and Women, local mechanisms for Roma inclusion, donors.
<i>Resources</i>	Chair of SG group, expert, meeting place, administrative support, technical equipment Budget: approx. 10000 EUR Financing provided by: INTERREG Danube Transnational Programme
DETAILED DESCRIPTION	
<i>Detailed description of the practice</i>	<p>The status of Roma on the labour market (low share of able-bodied members of the Roma national minority in the formal labour market, low level of education ...) indicates that there is a need to define the ways to enhance the effectiveness of the employment policy and achieve social cohesion, especially at local level.</p> <p>The stakeholder group of RARE project in Serbia (SG-RARE) was established in December, 2017, chaired by Roma Inclusion Office, public body. SG-RARE was established with the aim to facilitate the development of the Action plan for public services delivery improvements and restructuring related to the Roma labour market activation in AP Vojvodina. Its members were involved right from the beginning in the process of development of Action plan and because of that the Action plan is the coherent expression of a different views, knowledge and experience. This document should be the starting point of an established partnership for integrated action on improving status of Roma on the labour market in the following year at the regional and local level.</p> <p>The key stakeholders are: representatives of institutions and organizations responsible for providing services relating to the Roma employment - representatives nominated by national employment service, vocational institutions, civil society organizations, Roma organisations, provincial and municipal administrations, public authorities, association of employers, employers, Coordination Body for monitoring of the implementation of the Strategy for Inclusion of Roma Men and Women, local mechanisms for Roma inclusion.</p> <p>SG-RARE members have strengthened their capacities for design and implementation of integrated and inclusive policy. Finally, beneficiaries are unemployed Roma people and their families.</p>

Results and impact achieved	<p>Action Plan is the result of participative process. During the process of preparation of the Action Plan, participants have developed or improved their capacities for design and implementation of integrated and inclusive policy. Lessons learned from the pilot action on the RARE project and from other projects were incorporated into the Action Plan.</p> <p>Representatives/organizations that participated in the work of the SG-RARE and contributed in the preparation of the Action Plan will play a significant role in its implementation, monitoring and evaluation.</p>
Difficulties encountered / lessons learned	<p>Lessons learned:</p> <ul style="list-style-type: none"> - in order to ensure financial and institutional sustainability it is important to start the process of Action plan elaboration with official appointment of the regional body – decision maker that will be responsible for the implementation of the Action Plan at the regional level. -The lack of relevant data indicated the need to strengthen the data collection, monitoring and reporting system. -The activities required additional time and financial resources for consultations with municipalities and finally beneficiaries.
Potential for learning or transfer	<p>Active involvement of all members of SG-RARE was important for good participative process during the development of the Action plan. This was ensured by good design and facilitation of each meeting. Presented model could be good practice of good organization and facilitation of participatory based decision making, preparation and implementation of the planning process on the local and regional levels.</p>
Further information	<p>https://www.inkluzijaromavojvodina.org/projekti</p>
Approximate budget	<p>Budget: approx. 10 000 EUR</p>
Locations where this practice can be implemented	<p>At local, district and regional level.</p>
Experts who can offer support for implementation	<p>Miloš Nikolić, project manager, RIO director, chair of SG-RARE Vesna Piperski Tucakov, social inclusion expert</p>
Contact details	<p>Roma Inclusion Office Bul. M.Tita 25. 21000 Novi Sad Contact person: Miloš Nikolić, project manager Phone:+381/21 488 17 23 Email: inkluzija.roma@gmail.com Website: www.inkluzijaromavojvodina.org</p>

Title of the practice (project/activity)	CLUB "CATCH THE CHANCE"
Field	Improving employability and social activism of young Roma men and women aged 15-30 years
Timeframe (start/end date) and duration of the practice	September 2019 - december 2020
Location of the practice	Municipality of Zabalj, AP Vojvodina, Republic of Serbia
Involved subjects	Municipality of Zabalj, Association of Women "Romena", Local Roma inclusion office
Resources	Space, infrastructure and program prerequisites for the functioning of the Club, space host, facilitator, experts support Physical infrastructure: desks, chairs, laptops, projector, Wi-Fi, etc Equipment: 6000 EUR Experts support for start phase: 3000 EUR Space host and facilitator: 6000 EUR per year Financing provided by: European Union through IPA 2016
DETAILED DESCRIPTION	
Detailed description of the practice	<p>The issue of Roma inclusion in the formal labour market is inextricably linked to their emancipation in terms of education, housing conditions and participation in public affairs. The project envisages the development of mechanisms and the improvement of the accessibility of services in the territory of the municipality of Žabalj, which promote the employability and social activism of young Roma and Roma women aged 15-30 years.</p> <p>The Catch the Chance Club is based on the idea that the problem of young Roma population labour market activation is solved through not only measures that directly contribute to employment, but primarily through a whole set of measures aimed at strengthening their capacity through activism, skills improvement, strengthening affiliation and cohesion within the community; it is based on strengthening of public-private partnership and active contribution and participation of relevant actors.</p> <p>Target groups of this project are: young unemployed Roma men and women aged 15-30 in the Municipality of Zabalj, young activists from Roma national communities, NGOs working to improve the position of Roma and public and private sector representatives included in the local support group "CATCH CHANCE", representatives of the Office for Inclusion of the Roma</p>
Results and impact achieved	<p>The project contributed to the empowerment of young Roma men and Roma women for active participation in the labour market by developing local mechanisms and improving the availability of services on the territory of Žabalj Municipality by establishing the CLUB "CATCH THE CHANCE "</p> <p>Results achieved by the project are:</p> <ul style="list-style-type: none"> - Provided space, equipment and developed work program of the CLUB " CATCH THE CHANCE"; - Strengthened knowledge of representatives of the public,

	<p>private and non-governmental sector for the creation, implementation and monitoring of local policies in the field of employment of young people from vulnerable groups;</p> <p>-Provided information and education services aimed at acquiring knowledge, skills and competencies of young Roma people within the program of the CLUB "CATCH THE CHANCE"; in order to improve their competitive appearance on the labour market;</p> <p>-Young members of the Roma and non-Roma population and NGOs involved in the organization and implementation of social, cultural and inclusive activities and events.</p> <p>Impact: Developed model for the improvement of the accessibility of services at local level, which promote the employability and social activism of young Roma and Roma women aged 15-30 years.</p>
Difficulties encountered / lessons learned	<p>Lessons learned:</p> <ul style="list-style-type: none"> - Before defining the program of the club, it is necessary to conduct consultations with final beneficiaries -NGOs in the territory of the municipality, especially small NGOs that deal exclusively with local issues, do not have sufficient knowledge to initiate advocacy initiatives, citizen activation for participation in decision-making or fundraising for the implementation of projects in the field. -There is a need to use innovative methods and tools for information and motivation young people to actively participate in the program <p>Person who is facilitator of Club activities has very important role, he or she must have deep knowledge of the needs and interests of community members and maintain regular contact with them.</p>
Potential for learning or transfer	<p>The transferability elements within the projects –</p> <ul style="list-style-type: none"> - Catch the chance Club concept development (operational and functional aspects) - Cooperation model between local authorities, local mechanisms for Roma inclusion and civil society for the successful functioning of the Club
Further information	http://romena.org.rs
Approximate budget	<p>Equipment - 6000 EUR</p> <p>Experts support for start phase: 3000 EUR</p> <p>Space host and facilitator: 6000 EUR per year</p> <p>Additional budget for training, events and promotion</p>
Locations where this practice can be implemented	At local level
Experts who can offer support for implementation	Ljiljana Mihajlovic, thematic expert
Contact details	<p>Udruženje žena Romena</p> <p>Bul. Oslobođenja 46. 21000 Novi Sad</p> <p>Contact person: Ljiljana Mihajlovic, thematic expert</p> <p>Phone: +381/63 811 15 31</p> <p>Email: zabaljromena@gmail.com</p>

Title of the practice (project / activity)	Early Childhood Development Program (ECEC) in Function of Preventing Drop-Out and Increase Of Education Attainment of Roma Children in Novi Sad
Field	Education
Timeframe (start/end date) and duration of the practice	6.6.2017. – 5.12.2018.
Location of the practice	Republic of Serbia, Autonomous Province of Vojvodina, City of Novi Sad
Involved subjects	Lead applicant: Centar za proizvodnju znanja i veština (Know How Center) Co-Applicants: Center for Social Work of the City of Novi Sad City of Novi Sad, Department for Education
Resources	The resources needed for implementation, beside high expertise in Roma inclusion issues, are found in intersectoral cooperation at the local level. Financial resources were provided by EU IPA 2013: development of Effective community services in area of education and social protection at local level and the Government of Autonomous Province of Vojvodina.
DETAILED DESCRIPTION	
Detailed description of the practice	<p>Early development support program for children from informal Roma settlements is implemented from June 2017, for a period of 18 months. Project is funded by the European Union through the IPA 2013 program: Development of effective community services in the field of education and social protection at the local level. The aim of the project is to contribute to the reduction of inequality and promoting the educational and social inclusion of the most vulnerable groups, primarily Roma, in Serbia. The project was based on the idea of comprehensive support to prevent dropouts from the system of education, which takes into account both the importance of supporting early development for the purpose of dropout prevention, and support during school attendance, as well as mobilizing the capacity of stakeholders, which deal with children's issues, through broader, intersectoral cooperation.</p> <p>First target group are Roma girls and boys age 3-5, 5 and their parents living in substandard settlements (50 families with at least 100 children), in Novi Sad. The project targeted 7 elementary schools in Novi Sad with highest percent of Roma pupils and involved 9 elementary schools.</p> <p>School age Roma girls and boys at risk of dropping out and those not enrolled in schools and their families in Novi Sad (50 families, 50 children).</p> <p>Local authorities in Novi Sad: department for education, department for Social and Children Protection, Assistant Mayor in charge for social protection, members of the city council in charge for education and social protection, Roma inclusion mobile team, the office for local economic development.</p> <p>Local civil society organizations (Novi Sad Humanitarian Centre, Association of Roma Students, Ecumenical Humanitarian Organization, Small Happy Colony, Play Centre...) health, social, educational institutions: Health Centre Novi Sad, Preschool institution "Radosno detinjstvo", one private kindergarten, Faculty of Philosophy (departments for Psychology and Social</p>

	<p>Work), Faculty of Medicine, private Faculty "Lazar Vrkatić", High school for education of preschool teachers in Novi Sad, Novi Sad Department of the Ministry of Education (Školska uprava Novi Sad).</p>
<p>Results and impact achieved</p>	<p>Results achieved:</p> <ul style="list-style-type: none"> - Up to 15 Roma girls and boys age of 3-5.5 years enrolled in preschool institution. - Up to 50 Roma families directly provided with ECEC support. - Inter sectoral (e.g. social, health, education sectors) cooperation in the areas of ECEC and dropout prevention at local level developed in Novi Sad. <p>The project has fully realized the planned number of reached beneficiaries, in case the schools have also exceeded the number, ie out of the planned 7 there are 9 schools involved, and the number of families enrolled in support is also higher by about 7% than planned. The project has significantly contributed to the changes in the lives of Roma families. The approach used in public advocacy was good, and a lot of significant people were involved in dealing with Roma issues from different sectors.</p> <p>Project relevance: The project is entirely relevant to the needs of all user groups, and there is an intense need to increase the scope of activities in the local community and structure it in the way that this model offers. The way in which the needs of the target group of children and parents of Roma people are identified is indicative of the fact that the organization responsible for the project has thoroughly examined the needs before the beginning of the project realization, and has a considerable experience in working with this population. Also, a systematic examination of the needs of volunteers for trainings was carried out. When it comes to access to work with schools and network members, it can also be concluded that the project strategy adequately responded to community needs. In the realization, the project promoter provided training for which interest was shown among the beneficiaries of the project. The main gaps are related to the circumstances in the community in terms of relatively low participation and commitment of local self-government. The project duration was 18 months.</p>
<p>Difficulties encountered / lessons learned</p>	<p>The main gaps are related to community circumstances in terms of relatively low participation and commitment of local government. Furthermore, the project lasted 18 months and covered one school year and a half, which influenced the fact that it is difficult to monitor the effects of interventions made by the project - it was necessary for the project to last longer in order to follow the generation of children involved in the project by the end of the school year. Obstacles faced by the project team are extreme poverty (which unfortunately is very often the main reason for leaving the education system), parental illiteracy (many parents do not they know how to use public transport, they do not know how to get to the institutions they need, they do not understand the instructions given to them, some do not know the dates of birth of their children, and they do not have documents, etc.), lack of sensitivity of the preschool institution to Roma issues, ie failure to give priority to Roma children, cases of returnee families who do not have a resolved status in the Republic of Serbia (do not have a residence, social protection, etc., and cannot exercise the right to free kindergarten), etc.</p>
<p>Potential for learning or transfer</p>	<p>This is the first project in our country that has comprehensively</p>

	<p>addressed the problem of educational inclusion of Roma children at the local level - from early development through prevention of dropouts, intersectoral cooperation and advocacy for LAP for Roma. This approach can be repeated in the same or similar context completely. However, the long-term effects cannot be said to be a recurrence, but a continuity of support for families and intensive, continuous and coordinated intersectoral cooperation. The enthusiasm and expertise of the CSO are not enough for change because other institutions also participate in the ensuring sustainability of project activities. The formation of school teams for the prevention of child dropout and the implementation of dropout prevention action plans could be presented as an example of good practices, as well as field work in informal settlements. Finally, the manual we have published, it is the first in the region in the Roma language, and perhaps in Europe, to deal with these topics in several aspects and contain examples that practically help other organizations to launch similar programs, so the project has a significant potential for replication.</p> <p>The cooperation and support of the Center for Social Work contributed to the high quality of support for families ie children at risk of dropouts, as well as the strengthening of the capacities of the Center for Social Work and sensitization for the issues that they have so far dealt exclusively with their own perspective - through this project they better understood school perspective, and vice versa-schools have seen the CSR perspective and highly appreciate its contribution.</p>
<p>Further information</p>	<p>In Serbian language: Manual: http://cpzv.org/cpzv_uploads/ECEC_manual_srpski_www.pdf Project info: http://cpzv.org/cpzv_uploads/ECEC_publ_srpski_www.pdf In Romani language Manual: http://cpzv.org/cpzv_uploads/ECEC_manual_romski_www.pdf Project info: http://cpzv.org/cpzv_uploads/ECEC_publ_romski_www.pdf</p>
<p>Approximate budget</p>	<p>158.654 EUR</p>
<p>Locations were this practice can be implemented</p>	<p>The practice can be implemented in any community with significant percentage of Roma population, or population of other vulnerable/socially excluded groups.</p>
<p>Experts who can offer support for implementation</p>	<p>Tatjana Lazor Obradović, Project Manager tatjana.lazor@gmail.com</p>
<p>Contact details</p>	<p>Know How Centre (Centar za proizvodnju znanja i veština) Address: Bulevar Jovana Dučića 25, 21000 Novi Sad, Serbia Phone: +381213006664; +381605650111 E-mail: cpzvns@gmail.com Website: http://cpzv.org/ Facebook: https://www.facebook.com/CPZVNS</p>

Title of the practice (project / activity)	Inclusion of Roma and other marginalized groups in Serbia – Novi Sad
Field	Employment
Timeframe (start/end date) and duration of the practice	2 nd March 2020 to 1 st March 2021
Location of the practice	Republic of Serbia, Autonomous province of Vojvodina, Municipalities of Kula, Šabac, Sombor, Apatin, Backa Palanka, Zabalj and Titel.
Involved subjects	GFA Consulting group, GIZ and Know How Centre Private sector companies
Resources	GFA Consulting Group GmbH, Germany Budget: 34 980 EUR and GFA costs for equipment (aprox. 20 000 EUR) Resources: expert fees, travel costs, operational costs, training costs, fees for trainees and private companies implementing on the job trainings, equipment costs.
DETAILED DESCRIPTION	
Detailed description of the practice	<p>Executive summary/Project description:</p> <p>Serbia is facing many challenges in its transition and EU accession period. The Government of the Republic of Serbia has adopted the Employment and Social Policy Reform Programme (ESRP) in June 2016, setting key challenges amongst other. High overall inactivity rate and low employment rate accompanied by Roma exclusion from the formal labour market and the need to strengthen the role of employment policy. Serbia has aligned the majority of the national legislation and strategic plans with the international standards, lacking implementing and monitoring mechanisms and effective distribution of budget funds. The risk-at poverty rate of 25,4% in Serbia in 2015 is the highest in Europe. A total of 42,1% of the population (three million people) is at risk of poverty or social exclusion as a combination of three different factors (risk of poverty, low work intensity and severe material deprivation). There are 147.604 Roma registered in the last Census 2011 in Serbia, while the estimates calculate a multiple times higher number. The unemployment of Roma is significantly higher than the general population in Serbia. Only 51% out of 74.9% of Roma population able to work is employed. The number of unemployed Roma women is four times higher than the number of unemployed Roma men.</p> <p>Just over one-fifth of Roma aged 15 to 64 were employed in 2017 and only one third of them participated in the labour market. Employment rate of Roma women was even smaller, at just 9 percent. NEET rates for young Roma (18-24) are very high, at 73 percent for men and 88 percent for women.³²</p> <p>Standard labour market measures offered by the National Employment Service to Roma employment have not yielded</p>

³² UNDP and WB Roma Regional Survey, 2017

	<p>expected results. In addition, too many Roma men and women have been trained for vocations that did not necessarily lead to employment.</p> <p>The latest research places employment as the number one priority for sustainable Roma inclusion and for reducing inequalities between Roma and non-Roma in Serbia.</p> <p>Moreover, following the COVID 19 outbreak, around 5300 Roma families (25 000 people) in Serbia reported that they do not have access to safe running water and basic hygienic conditions, which presents serious risks for their health and security, as well as for national epidemic prevention measures. In addition, the economic consequences for the vulnerable Roma communities are enormous, as due to state of emergency, they are prevented to earn their daily income. Moreover, Roma are underrepresented in local and national governments and thus, often omitted within the local crisis response plans.</p> <p>This project is in line with the Strategy and action plan for Social Inclusion of Roma in Serbia, Action Plan for Chapter 23, The operational conclusions of the Social Inclusion Seminar: Roma Issues in the Republic of Serbia (2015 and 2017).</p> <p>The project will break obstacles and barriers of the institutional systems by developing joint actions, providing innovative solutions and building up mutual trust among key stakeholders of labour market inclusion, including the young and mobile Roma population.</p> <p>Final beneficiaries of the action are Roma and Returnees in targeted locations. They are long-term unemployed and are lacking psychological capacities, education, basis skills and knowledge to approach the labour market. They need tailored services with personalized approach to improve their education level and personal capacities in communication, self-esteem, motivation, fundamental rights, etc. in order to bring them closer to the employment.</p> <p>Following extensive work and experience gained regarding Roma inclusion and particularly examining the opportunities to improve their living conditions, Know How Centre is implementing intervention with the focus on skills development of Roma and Returnees and on securing their livelihoods. The purpose of the project is to increase of income generation for Roma returnees' men and women through self-employment, new employment within known companies and cooperation/association of informally employed. The project proposal is developed with the focus on: on the job trainings to develop skills as well as on creating opportunities for employment of Roma and Returnees. The proposal opened opportunities for cooperation with the private sector.</p> <p>Purpose: To support increase of income generation for Roma returnees' men and women through self-employment, new employment within known companies and cooperation/association of informally employed.</p> <p>Target group:</p>
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	<p>Unemployed Roma and returnees, 18 to 45 years of age (30 beneficiaries)</p> <p>Expected results: R1: Enhanced cooperation among civil and private sector; R2: Roma people in Senta, Kula, Sabac and Titel have better access to employment.</p>
<p>Results and impact achieved</p>	<p>Main focus of implemented activities was on preparation of conditions for on-the-job trainings to develop skills as well as on creating opportunities for employment of Roma and Returnees.</p> <p>Methodology and activities that are applied are as follows:</p> <ul style="list-style-type: none"> - establishing partnership with private sector companies and engaging them in on the job trainings; - needs assessment of identified beneficiaries and selection of 30 of them who would be supported to develop the Competence Passport (methodology for needs assessments); - direct work and mentorship during the on-the-job training programs was provided; - motivating and supporting unemployed Roma, working in the grey zone to register their own companies and start entrepreneurship; - business plans development and support in equipment needed for the company development; - support in market positioning and promotion. <p>The project is seen as best practice example as the activities led to the registration of 9 entrepreneurship and one Roma cooperative dealing with baskets production and containing of 6 members. Moreover, after the on-the-job trainings component out of 10, three beneficiaries were offered employment within private companies.</p> <p>The project methodology and case by case approach resulted in high level of result achievement with sustainability potentials to newly registered companies, owned by Roma.</p>
<p>Difficulties encountered / lessons learned</p>	<p>The main lessons learnt during the project implementation period is mostly in relation to high importance of extensive work and previous experience of experts and contacts on Roma inclusion in targeted locations. The implementation methodology provided a framework that helps all stakeholders involved in the project to carry out planned activities and achieve rapid measurable successes and it's based on years of experience in providing support to communities, civil associations, local self-government and other stakeholders in the same areas of activities as those proposed herein.</p> <p>To successfully involve private sector companies in activities on Roma employment, there is a need to put great emphasis on motivation of stakeholders, as their level of compromise and enthusiasm is determining our success in pursuing the ultimate objectives of the project.</p> <p>Moreover, a comprehensive selection process that is being undertaken in order to reach out individuals with appropriate profiles adjusted to the nature of the activities (unemployed and motivated Roma) is of most importance as</p>

	<p>well. Therefore, strong cooperation with the Roma community is most crucial, as well as already established cooperation with the interested private companies.</p> <p>A careful case-by-case approach is being followed, stimulating the potential beneficiaries to find the most appropriate solution for their own families. Each beneficiary support is tailored according to the identified needs, wishes and capacities of individual.</p>
Potential for learning or transfer	<p>Programmes of education, informing and linking various community actors, such as this project is, can in great deal contribute to improvement of position of the Roma in the labour market, increase their participation and positively influence democratic changes in the region.</p> <p>Using a multidimensional approach this Action goals endeavour to offer social inclusion and employment opportunities with a special attention to extremely vulnerable groups and individuals within Roma population. The main specific problem that is addressed is high unemployment and lack of specific market-oriented skills that generates poverty and prevents steady economic stabilization and further development. The goal is to bridge the gap generated by several factors deeply rooted not only in Serbia: formal educational programs without the link to the labour market, lack of qualification adjusted to the labour market, difficulties in accessing formal education or vocational training, lack of access to support instruments, lack of information, lack of networks needed to reach information; ignorance of the professional profiles demanded by the companies. For sustainable change with those problems should be coped simultaneously. The methodology provides response to this gap by putting in contact the target group with potential employers.</p> <p>The project also provided adequate approach to the recognized needs of targeted Roma. Their capacities for active inclusion are strengthened and possible barriers in the process of social integration into new communities overcome. The action is ensuring equal gender access to all proposed solutions.</p> <p>The action has explicit sustainable character by breaking the cycle of deprivation from generation to generation among marginalized Roma communities facing discrimination, intolerance and exclusion from labour market and bringing employment opportunities into their communities.</p>
Further information	<p>http://cpzv.org/poziv-za-ucesce-na-obuci-na-radnom-mestu/</p> <p>https://www.giz.de/en/worldwide/81535.html</p>
Approximate budget	34 980 EUR
Locations were this practice can be implemented	All municipalities in Serbia, with Roma population.
Experts who can offer support for implementation	Dragana Rajic, Know How Centre Miodrag Shrestha, GFA Marijana Simic, GFA

Contact details	draganarajic01@yahoo.com
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Title of the practice (project / activity)	ROMACTED, "Promoting good governance and Roma empowerment at local level"
Field	Participation of Roma
Timeframe (start/end date) and duration of the practice	May 2017 - December 2020
Location of the practice	Albania, Bosnia and Herzegovina, Kosovo*, Montenegro, North Macedonia, Serbia, and Turkey
Involved subjects	The target groups of the project are local public administrations (the elected representatives and relevant officials) and the Roma communities from selected municipalities.
Resources	For Serbia: 150 000 EUR
DETAILED DESCRIPTION	
Detailed description of the practice	<p>Romacted, "Promoting good governance and Roma empowerment at local level", is a Joint Programme between the European Union (DG NEAR) and the Council of Europe.</p> <p>The programme is implemented by the Council of Europe's Roma and Travellers Team and the Office of the Directorate General of Programmes in Albania, Bosnia and Herzegovina, Kosovo*, Montenegro, Serbia, "the former Yugoslav Republic of Macedonia" and Turkey.</p> <p>The aims of the programme are to:</p> <p>Engage local authorities in creating sustainable policies and actions that will help stimulate (Empower) Roma Ashkali communities to contribute in the design, implementation and monitoring of plans prepared for improving the overall situation.</p> <p>2. Empower Roma Ashkali communities in a) practicing their basic rights (individual level) and b) getting organized and voice their interests in the community problem-solving.</p> <p>3. improve and expand the institutions' commitment, capacities, knowledge and skills in working for Roma inclusion, putting into practice the concepts of good governance.</p> <p>The specificity of the actions is to assist the local authorities to integrate Roma specific dimension/measures into the mainstream local policies, budgets and public service delivery on their agenda, while enhancing the participation of the Roma citizens in the design, implementation and monitoring of those policies and projects.</p> <p>As a result of the implementation of the programme, it is expected that the participating municipalities remain with consolidated features to continue serving the needs of the Roma population such as sustainable local action plans and one-stop-shops that facilitate the access of Roma to the public services.</p> <p>The target groups of the project are local public administrations (the elected representatives and relevant officials) and the Roma communities from the selected municipalities. They are also the first short-term beneficiary groups of the project. Overall, the project will target 59 municipalities.</p> <p>The mid- to long-term beneficiaries are the Roma</p>

	population and the population of the municipality in general.
Results and impact achieved	The programme is designed to build up political will and sustained policy engagement of local authorities, to enhance democratic local governance, develop capacity and stimulate the empowerment of local Roma communities in order for them to contribute to the design, implementation and monitoring of plans and projects concerning them.
Difficulties encountered / lessons learned	<p>During the period of implementation of ROMACTED program, the main challenges were: change of local government authorities, allocation of funds from municipalities and COVID 19.. Also, during the summer period, due to the seasonal work it was challenging to gather all members of Community action groups.</p> <p>Working closely with marginalised communities requires deep understanding of their position and developing ways to appropriately tackle the causes of marginalisation. These are always inter-related and require actions based on an integrated approach. Therefore, instead of running several isolated activities, a well-thought out set of actions and activities must be developed together to make a positive impact.</p> <p>Involvement of community members is crucial for the empowerment process. Without direct participation of disadvantaged groups, the needs assessments will be neither reliable nor acceptable to those that are targeted by this action. However, to avoid stigmatisation of Roma and buttress the social cohesion, it is also necessary to include non-Roma in the process, in order to develop interaction between the two parties.</p>
Potential for learning or transfer	The scale and complexity of the issues affecting Roma inclusion require long-term processes and objectives. Consequently, the measures to be developed and introduced under the project must by necessity be sustainable.
Further information	https://pip-eu.coe.int/en/web/roma-local-governance/about-the-project
Approximate budget	For Serbia 150 000 EUR
Locations where this practice can be implemented	Can be applied in different countries and municipalities
Experts who can offer support for implementation	Dragan Gracanin, Association of Roma Coordinators in Serbia
Contact details	gracanindragan@gmail.com

Title of the practice (project / activity)	<i>Project financed by the Human Resources Development Operational Programme</i>
Field	<i>Creating opportunities and helping people catch up. The target group includes Roma people, women, children, elders and people with disabilities.</i>
Timeframe (start/end date) and duration of the practice	<i>1 November 2017 – 31 October 2020</i>
Location of the practice	<i>Zala County, Hungary</i>
Involved subjects	<i>3 local municipalities, 3 local Roma minority self-governments, civil organisations dealing with Roma people, public institutions and authorities, economic actors in the county, religious institutions</i>
Resources	<i>Human resources needed for the implementation: three project team members, one instructor and one financial manager. The project was implemented with the financial assistance of the European Social Fund, namely HUF 75 000 000.</i>
DETAILED DESCRIPTION	
Detailed description of the practice	<i>The main aim of the project was to create a cooperation between disadvantaged groups and relevant economic actors in Zala County. The proportion of Roma people is high in the county; that is why the focus was put mainly on them. These families live in extreme poverty, they have limited access to services, jobs and opportunities, so they lag behind the other layers of the society. Consequently, creating opportunities, improving their situation on the labour market, supporting them and reducing inequalities are most essential. During the project, 6 forums, 12 work group meetings and 12 community-building events were organized. Additionally, 2 work groups were formed, one of them targeted Roma people. The leader of this work group was the president of the Roma Minority Self-Government of Zala county. When organizing community-building events, the wide public was also involved. The topics were selected specifically taking into account the main problems of the Roma target group: talent management, difficulties in managing financial arrears and everyday health threats. At another event organized in the Csapi Primary School, a significant number of Roma children were present. For them, the invited experts gave presentations on drug and alcohol prevention, health and hygiene. During the project, other topics were also discussed. These include life management counselling, family life education, debt management counselling and financial integration. The 3-year project resulted in the preparation of 3 important documents: the Map of Services (gives information on the missing services in the county and suggesting solutions for solving the problem), the Pact for Creating Opportunities in the County (helping people catch up with the help of local actors, tools, services and institutions) and the Local and Horizontal Catch-Up Processes (implementing development programs in the county).</i>
Results and impact achieved	<i>3 documents were prepared. In addition, useful knowledge was passed on to the members of the target groups at events that strengthened community cooperation. The Forum allowed the actors to get to know each other's work and to get in closer contact with each other.</i>
Difficulties encountered / lessons learned	<i>In several cases, the target groups showed no willingness to participate in events that were organised for them.</i>
Potential for learning or transfer	<i>Creating opportunities for the disadvantaged and helping them to catch up is essential in each county, as there are social groups who significantly lag behind.</i>
Further information	www.zala.hu

	https://www.youtube.com/channel/UCoJ7x4t5gurCONBctXJVZCA
Approximate budget	HUF 75 000 000
Locations where this practice can be implemented	Towns and villages of Zala County (for example: Zalaegerszeg, Nagykanizsa, Keszthely, Sármellék, Lenti, Csapi, Letenye, Zalasabár)
Experts who can offer support for implementation	-
Contact details	Adrienn Győrvári gyorvari.adrienn@zalamegye.hu +36-92/500-715

Title of the practice (project/activity)	<i>Start Work Program</i>
Field	<i>Disadvantaged Roma families and persons who are registered in the Local Employment Office and receive employment substituting benefit</i>
Timeframe (start/end date) and duration of the practice	<i>2015 – present</i>
Location of the practice	<i>Areas owned / leased by the municipality</i>
Involved subjects	<i>The local municipality and public employees</i>
Resources	<i>The practice is financed by the National Employment Fund.</i>
DETAILED DESCRIPTION	
Detailed description of the practice	<i>At the end of 2014, the call of proposal was announced as the Start Sample Program. After a series of discussions, the local municipality decided to submit the application, hoping that it would be easier for the local Roma and disadvantaged families to catch up. In the first round, 22 people participated in the program, and it started with the cultivation of vegetables and the keeping of laying hens. The production continued in the following years, and some minor innovations were introduced, such as oil pumpkin production. Following this, the program continued under the name Start Work Program. The Roma and disadvantaged employees were responsible for the processing and storage of vegetables. Pickles, syrups, jams and pumpkin seed oil were produced. These goods were sold or used at local events, and distributed as benefits in kind to the families of the village. As a result, the daily meals of the families were ensured. During the program, a processing room was set up and several machines were purchased. The male members of the program took part in the management of the green areas of the village, and in the de-icing process during winter. The program is still going on nowadays, and is enriched with positive feedback from year to year.</i>
Results and impact achieved	<i>The local Roma and disadvantaged families got a glimpse into the world of work, and a catching-up process started. Among the employees, it can be observed that most of them have a kitchen garden, in which they grow vegetables.</i>
Difficulties encountered / lessons learned	<i>In the first year, most employees had difficulty with doing physical work. They got tired quickly, and could not take part in several production phases, as they had not encountered this kind of work before. With the help of the supervisor, these problems have been solved, and now everyone can work independently, and perform the tasks they are assigned.</i>
Potential for learning or transfer	<i>Several trainings were launched during the program, so all employees were given the opportunity to obtain some kind of qualification. All of them made use of this opportunity.</i>
Further information	-
Approximate budget	<i>Financing the wages of the employees – that has been a gross monthly wage of HUF 79,155 per person for several years. Moreover, pieces of equipment were purchased, adjusted to the number of participants.</i>
Locations where this practice can be implemented	<i>Areas owned / leased by the municipality</i>
Experts who can offer support for implementation	-
Contact details	<i>Józsefné Szabó +3630/268-3648</i>

Title of the practice (project / activity)	<i>Complex programs at the local level to strengthen social cooperation in Lenti</i>
Field	<i>Participation of Roma, combatting antigypsyism, (helping the disadvantaged catch up, social integration)</i>
Timeframe (start/end date) and duration of the practice	<i>1 July 2017 – present</i>
Location of the practice	<i>A district of Lenti called Mumor, and a section of one of its streets (Arany János Street – which qualifies as a place of segregation within the district) and its immediate surroundings</i>
Involved subjects	<i>Municipality of Lenti, Roma Minority Self-Government in Lenti, public and civil institutions, social services dealing with family and child welfare</i>
Resources	<i>The total budget of the project is HUF 68,968,310. It is implemented with the financial assistance of the European Social Fund. The human resources include two social workers, one community organiser and one thematic expert.</i>
DETAILED DESCRIPTION	
Detailed description of the practice	<p><i>In the action area of the project, the proportion of those who do not have a regular income is high, approximately 50%. The proportion of employed people aged between 15 and 64 is slightly lower than the town average: 52.9%. In the place of segregation, the proportion of those who only have primary education is 37.03%. In the district, the proportion of people with tertiary education is low: 4.0%. Only 1 person has a degree in the action area.</i></p> <p><i>In the district, the proportion of houses with low comfort is 21.1%, while in the action area it is 46.7%.</i></p> <p><i>The overall goal of the project is to reduce poverty, social and labour market disadvantages in the place of segregation, and to create the conditions for social integration at both community and individual level. As a result of the activities, the living conditions of disadvantaged people will be improved, and programs providing employment, social integration, community development, education, school catch-up, family support, child welfare services, life counselling, individual development and social work will be available.</i></p> <p><i>The list of programs implemented/to be implemented during the project:</i></p> <ul style="list-style-type: none"> <i>- 41 participants aged between 16 and 54 receive individual development trainings.</i> <i>- 36 local community programs (e.g.: Health Day, Gastro Picnic, Theater visits, etc.) take place in order to spend some quality time together, to strengthen the family as the most important social unit, to provide physical and mental health education and environmental awareness education, and to pass on knowledge.</i> <i>- In summer, children from disadvantaged families can attend camps (residential camps and day camps). These camps serve their development, socialization and integration.</i> <i>- Supplementary education and skills development programs have been launched to help children catch up in school.</i> <i>- An action to help the integration of disadvantaged people into the labour market will be implemented once, in order to increase employment opportunities through the development of competencies needed for the job search.</i>

	<ul style="list-style-type: none"> - Life management trainings are held with lifestyle and life management counselling. - With the implementation of the so-called Community Garden program, the goal is to educate children regarding environmental issues and to form their attitudes. Within the framework of the program, a community garden will be created and gardening skills will be passed on.
Results and impact achieved	<p>The initiative is a good practice, as local residents, local NGOs and the town's public institutions work together to find the best solutions to achieve the goals of the project.</p> <p>Results of the project:</p> <ul style="list-style-type: none"> - Number of disadvantaged people reached through the social urban rehabilitation program: 16 persons - Number of disadvantaged people, whose living conditions have been improved in the action area: 16 persons - Number of disadvantaged people involved in local social actions: 78 persons - Number of participants in local social actions: 806 persons
Difficulties encountered / lessons learned	<p>There were periods when residents showed no willingness to cooperate or participate in programs that were organised for them.</p> <p>The Coronavirus pandemic poses a threat to the planned programs, or causes delays in their implementation.</p>
Potential for learning or transfer	<p>As a result of the programs, the health and mental health of the population can be indirectly improved, which can have a positive effect on the employment situation of the working age population.</p> <p>The planned community and employment-related programs will help address the area's social problems.</p> <p>As a result of the programs, the attitude of people living in the action area may take a positive turn, and they may appreciate their homes and workplaces better.</p>
Further information	-
Approximate budget	The budget of the program is HUF 68,968,310.
Locations where this practice can be implemented	Places of segregation, areas at risk of segregation, small and big towns
Experts who can offer support for implementation	Nóra Fekete, thematic expert
Contact details	fekete.nora@tersegfejlesztes.hu

Title of the practice (project / activity)	mEntoring prograMme for young People at risk for Labour fOrce enRY (EMPLOY)
Field	Employment, education, participation of Roma, combatting antigypsyism
Timeframe (start/end date) and duration of the practice	1st October 2019-31st March 2021 Project total duration: 18 months
Location of the practice	Bulgaria, Hungary, Slovenia, Italy, Turkey
Involved subjects	HIGHER INSTITUTE OF INSURANCE AND FINANCE, EMINA Pályaorientációs Alapítvány, CELJSKI MLADINSKI CENTER, JAVNI ZAVOD ZA MLADINSKO KULTURO, IZOBRAZEVANJE, INFORMIRANJE IN SPORT, TDM 2000, PRAVO I INTERNET FOUNDATION, YASAR UNIVERSITESI (Implemented by: HIGHER INSTITUTE OF INSURANCE AND FINANCE)
Resources	Project Management and Implementation 31500 EUR Transnational Project Meetings (Kick-off Meeting, Interim Meetings, Final meeting) 16100 EUR Intellectual Outputs (EMPLOY Mentoring e-Hub, Skills and Competences Handbook, Policy toolkit, teachers) 47161.00 EUR Multiplier Events 20000 EUR Learning, Teaching, Training Activities (Short-term joint staff training events, blended mobility of young people) 17910 EUR Exceptional Costs (software development of e-Hub, hosting and domain for 3 years, overall design and implementation) 2875 EUR (Financing provided by: Erasmus+)
DETAILED DESCRIPTION	
Detailed description of the practice	<p>Youth unemployment has been shown to have lifelong effects on income and employment stability, because affected young people start out with weaker early-career credentials, and show lower confidence and resilience in dealing with labour market opportunities and setbacks over the course of their working lives. The world of work has become an increasingly difficult environment, especially for young people. Youth unemployment in the EU is persistently higher than for other age groups. It becomes a much more serious issue when we are talking about young people who come from groups at risk. They are facing increasingly more obstacles when it comes to entering the labour market. Young people with fewer opportunities, NEETS, economically disadvantaged people, and young migrants are expected to demonstrate strong employability skills in order to get and keep a job. The problem is there are not many options available for these where they can receive career guidance advice, acquire new skills and competences, prepare for the labour market, so that they can be qualified and competitive enough.</p> <p>Our main objectives in reaching EMPLOY's overall aim are:</p> <ul style="list-style-type: none"> - Design and develop an online multilingual mentoring e-Hub; - Elaborate Skills and Competences Handbook; - Organise a 4-day Joint Staff Training to prepare 12 youth workers for piloting the e-Hub; - Deliver a blended mobility to 24 young people at risk; - Promote the online mentoring hub across youth and youth workers' communities in 6 partner countries and across

	<p><i>Europe;</i> - Put forward Policy toolkit to policy- and decision-makers and other key stakeholders in enhancing integration of young people at risk into the labour market.</p>
<p>Results and impact achieved</p>	<p>The main impact dimensions can be summarised as follows:</p> <ul style="list-style-type: none"> - Youth workers in the field of providing mentoring and career guidance will improve their awareness on the issues faced by young unemployed people and benefits of online connectivity and networking, while also enhancing their motivation to help such young people, especially when they come from groups at risk. - NEETS will benefit from online space for social networking, mentorship, and skills development, which will help them in the process of successful integration into the labour market; - Young with fewer opportunities will receive support regarding specialised trainings, career guidance advice and mentorship from people that understand their challenges and struggles regarding finding and keeping an appropriate job position; - Economically disadvantaged young people will mentoring support how to identify and pursue available jobs or to find and use the most relevant training resources that will contribute to their professional development and realisation; - Young migrants and refugees will receive special training, mentoring and support, providing them with information and advice about: their labour rights and responsibilities; opportunities for skills development and job-focus training. - Other stakeholders - youth training providers, career guidance platforms, mentoring communities - will improve their prospects for cooperation with peer organisations from different countries and sectors, as well as with a vaster number of organisations, which can help them in their activities
<p>Difficulties encountered / lessons learned</p>	<p><i>[300 characters]</i> Please specify any difficulties encountered / lessons learned during the implementation of this practice. -Delay in performance- good planning will be a prerequisite for avoiding delays in the future -Internal conflicts- one of the preventive actions to avoid conflicts is the delivery of detailed partnership agreements at the beginning of the project that clearly sets the obligations of each partner</p>
<p>Potential for learning or transfer</p>	<p><i>[1000 characters]</i> Please explain why you consider this practice (or some aspects of this practice) as being relevant for other regions. Unemployment today is considered as one of the most important economic and social issues in the European Union. The world of work has become an increasingly difficult environment, especially for young people. Youth unemployment in the EU is persistently higher than for other age groups. It becomes a much more serious issue when we are talking about young people who come from groups at risk. They are facing increasingly more obstacles when it comes to entering the labour market. Young people with fewer opportunities, NEETS, economically disadvantaged people, and young migrants are expected to demonstrate strong employability skills in order to</p>

	<i>get and keep a job. The problem is there are not many options available for these where they can receive career guidance advice, acquire new skills and competences, prepare for the labour market, so that they can be qualified and competitive enough</i>
Further information	<i>Provide a link to where further information on the good practice can be found.</i>
Approximate budget	<i>What budget was needed to implement the activity. 135546.00 EUR</i>
Locations where this practice can be implemented	<i>Any country</i>
Experts who can offer support for implementation	<i>EMINA</i>
Contact details	<i>Provide contact information if available. eminaalapitvany@gmail.com</i>

Title of the practice (project / activity)	Can I come in? Sharing tools for effective inclusion of young migrants
Field	<i>Category of the good practice.</i> [migrants issues, social dialogue, and integration of refugees]
Timeframe (start/end date) and duration of the practice	Start date: 01-08-2017 End date: 28-02-2018 Project total duration: 7 months
Location of the practice	Hungary
Involved subjects	<i>Specify main institutions involved.</i> Institute for Cultural Relations Policy, TDM 2000, Association for Cultural Relations ry, ASOCIACION PROJUVEN, EANIKOI ORIZONTES M.K.O., Dare to take your chance, MEZHDUNARODEN CENTAR ZA RAZVITIE NA OBRAZOVANIETO I OBUCHENIETO, HORIZONT e.V., European Union Politics Society, OUTH EUROPE YOUTH FORUM MALTA
Resources	[300 characters] Provide information about human resources, equipment or other resources needed to implement this practice. Resources dedicated to funding for travel, organisational support for the participant organisations and individual support. [Financing provided by: Erasmus+]
DETAILED DESCRIPTION	
Detailed description of the practice	[1500 characters] Please provide information on the practice itself. In particular: <ul style="list-style-type: none"> - What is the problem addressed and the context which triggered the introduction of the practice? - How does the practice reach its objectives and how it is implemented? - Who are the main stakeholders and beneficiaries of the practice? <p>The acute economic crisis affecting Europe over the past few years, especially the Mediterranean shores which represent the area which is more involved in the phenomenon of mass immigration, has visibly affected the socioeconomic integration of immigrants as well due to significant budget cuts in welfare provisions, health and education. In this context, the arrival of the immigrants is often seen more as worsening the already existed problem, rather than a possible enrichment of the country. To this, we can add the evident issues in the management of what has been defined as a real migrant crisis, that brought to uncertainty, discontent, and even violent reactions by the population, resulting in an escalation of discrimination and xenophobia, and supporting the rising of extremist movements all over Europe.</p> <p>In order to achieve that, we believe that is fundamental to change negative attitudes, as social exclusion is often a cause of poverty, conflict and insecurity, bringing more issues or amplifying the existing ones. To transform them into positive behaviours, such as tolerance and dialogue towards the building of a sustainable inclusion and social cohesion we have to start our work with the young people. For this reason NGOs and youth organisations are called to play a very important role more than ever before.</p> <p>The main theme of the seminar will be raising European awareness of the realities and possibilities for more inclusive society towards migrants and youth with immigrant background, and providing youth workers with tools to work</p>

	<i>on it</i>
Results and impact achieved	<p><i>[500 characters]</i> <i>Why is this practice considered as good? Please provide information that demonstrates its success or failure (outputs/results).</i></p> <p>The participants developed knowledge and skills on migration issues, challenges for inclusion of young migrants, current situation in different European countries and get new ideas and inspiration for action; they got new tools, competences and motivation to be able to implement new actions in their work; they had the chance to contribute with their knowledge and developed best practices, contributing to the shaping of a sustainable process, the building of a new network and platform for discussion and action on migration in Europe.</p>
Difficulties encountered / lessons learned	<p><i>[300 characters]</i> <i>Please specify any difficulties encountered / lessons learned during the implementation of this practice.</i></p> <ul style="list-style-type: none"> -Delay in performance- good planning will be a prerequisite for avoiding delays in the future -Internal conflicts- one of the preventive actions to avoid conflicts is the delivery of detailed partnership agreements at the beginning of the project that clearly sets the obligations of each partner
Potential for learning or transfer	<p><i>[1000 characters]</i> <i>We expect to be able, through the renewed competences of the youth workers and the new actions by them created, that more youth from migrant background will be able to participate in other actions of Erasmus + programme as well as other EU funded activities. We noticed that the number of migrant youth able to participate in these actions is quite limited and we are aiming at bringing a change through our course and the empowerment of the youth workers and leaders involved. We do believe that the network of organizations active in migration issues that we want to create will be able to impact the European societies and rapidly grow in relevance in their work in Europe. We will start planning actions for the most important international days (International migrant day and World Refugee Day) to be realized in different countries in a concerted way, impacting the local communities.</i></p>
Further information	<i>Provide a link to where further information on the good practice can be found.</i>
Approximate budget	<i>What budget was needed to implement the activity.</i> 21320.00EUR
Locations where this practice can be implemented	<i>Any location</i>
Experts who can offer support for implementation	<i>Institute for Cultural Relations</i>
Contact details	<i>Institute@culturalrelations.org</i>

Title of the practice	Local action Group Resita
Field	Participation
Timeframe of the practice (start/end date)	2007- present (on going)
Location of the practice	Resita
Involved subjects	Local actors, public institutions, companies, municipality, schools/ university, and simple citizens from the Roma/ disadvantage community Implemented by: Local action Group Resita
Resources	Financing source: European Social Fund, Romanian Government. At the beginning you need 10000 euro to employ a good facilitator who to facilitate the process and manage to attract all actors in the structure and after to create the NGO. After this he needs to facilitate the strategy making process.
DETAILED DESCRIPTION	
Detailed information on the practice	The Resita Local Action Group (LAG) it's a structure which Gathered all actors who can have a role in Roma inclusion. The LAG it's an NGO who have as members all local actors public institutions, companies, municipality, schools/ university and also, simple citizens from the Roma/ disadvantage community. Each of the member have same power in the NGO (one vote). This NGO developed a local development strategy targeting the most disadvantage areas of the city and applied for funding to implement that strategy. In this moment the strategy is under implementation. Initially was a consultation/ informing process which lasted almost two years (can be done faster) after we created the NGO. After the NGO was established, we worked together and create the strategy. After we had the strategy was made a team form from members who applied for funding to implement the strategy
Results and impact achieved	The improvement of the living conditions in the local Roma communities.
Difficulties encountered / lessons learned	Reluctance of the authorities.
Potential for learning or transfer	This practice can be implemented in all Regions, Smaller or bigger towns.
Further information	https://galresita.ro/ https://ec.europa.eu/esf/home.jsp
Contact details	Grebeldinger Daniel grebeldingerdaniel@yahoo.com Tel- 0040723202756

Title of the practice	Volunteering a tool to promote inclusion and develop tolerance
Field	volunteering/ participation
Timeframe of the practice (start/end date)	2011- Ongoing activity in Nevo Parudimos
Location of the practice	Resita
Involved subjects	<i>Municipality, volunteers, locals</i> <i>Implemented by: Nevo Parudimos</i>
Resources	Initially you can start without any budget maybe 1000 euro for coordinator and materials but it can develop and become really big, up to 300000 Eur/year financed through projects by European Solidarity Corps, Municipality and private funds.
DETAILED DESCRIPTION	
Detailed information on the practice	We started by renovating different public spaces/ institutions (schools, kindergartens, parts of the hospital) using as volunteers young people from the community, Roma and nonroma. Our message was that Roma can also give to the community and contribute to the development of a community not just ask and receive. The project started with small local actions and slowly slowly developed being one of our most important activities supported with projects which all together are more than 300000 EUR/ year and with participation of thousands of volunteers each year
Results and impact achieved	The image of the Roma community at local level improved constantly.
Difficulties encountered / lessons learned	
Potential for learning or transfer	It can be implemented in any local community, important is to involve volunteers from both sides (Roma and non Roma)
Further information	https://nevoparudimos.ro/?lang=en
Contact details	Claudiu Pamfil - pamfil_claudiu@yahoo.com

Nr. 27 GENERAL INFORMATION	
Title of the practice nr.3	We have paper, we exist
Field	Housing/ community development
Timeframe of the practice (start/end date)	2008 (from 9 months to 2 years)
Location of the practice	Bocsa and Resita
Involved subjects	Public authorities and local community <i>Implemented by: Nevo Parudimos</i>
Resources	<i>Budget:</i> 25000 EUR <i>Financing provided by:</i> Municipality.
DETAILED DESCRIPTION	
Detailed information on the practice	It was a project in which we worked together with the public authority and the local community and managed to solve the housing papers for 137 houses from the Roma community in Bocsa and Resita.
Results and impact achieved	We managed to organise the community to have a common voice in the discussions with the local municipality.
Difficulties encountered / lessons learned	[300 characters] <i>Please specify any difficulties encountered / lessons learned during the implementation of this practice.</i>

Potential for learning or transfer	It can be implemented in any small or big communities
Further information	Provide a link to where further information on the good practice can be found.
Contact details	Grebeldinger Daniel grebeldingerdaniel@yahoo.com Tel- 0040723202756

Title of the practice (project / activity)	The special grant program for Roma culture and social life assistance for 2020 in Harghita County
Field	Category of the good practice. Education and active participation of Roma
Timeframe (start/end date) and duration of the practice	Each year
Location of the practice	Harghita county
Involved subjects	Harghita County Council own grant program with the collaboration of the NGOs from Harghita county
Resources	The program is implemented with the human resources from our institution, in collaboration with the specialized institutions and NGOs from Harghita county. The annual budget provide for the implementation of this program is 20.000 lei, approximately 4.000 Euro, from the own budget of the institution.
DETAILED DESCRIPTION	
Detailed description of the practice	<p>The implemented program aims to obtain good results within the actions that are focusing on the improvement of inter-social relations in the localities of Harghita county with a high percentage of Roma population, on the identification, prevention and operative solving of the conflictual situations, which generate violence in the family, community or inter-ethnic level.</p> <p>Another objective of this program is the promotion of the collaboration concept between the local public authorities and Roma people from Harghita county.</p> <p>The foreseen objectives by this program are:</p> <ul style="list-style-type: none"> - Involvement of the local public authorities in the approval of measures that intend the improvement of the Roma people situation - Assistance of the education in order to have an intellectual and economical elite, that can be a facilitator of the social integration and modernization policies - Elimination of stereotypes and prejudices among civil servants - Promoting the principles of tolerance and social solidarity - Stimulation of the Roma people participation in economic, social, educational, cultural and politic life, through the sectorial assistance and community development programs - Prevention of institutional and social discrimination and assuring access for services - Assuring the necessary conditions for equal chances for a decent life quality - Elaboration of a development strategy addressed to Roma people of Harghita county
Results and impact achieved	<p>In the last year, within this program there were undertaken two gala events, with artistic performances, dedicated to the International Roma Day in the localities of Miercurea Ciuc and Simonesti.</p> <p>In Cozmeni village the Roma children were involved in artistic education programs, having practical and theoretical classes of violin play. There were several meetings with the educational mediators and health mediators from the localities of Harghita county, besides were assisted people facing social disadvantages.</p>
Difficulties encountered / lessons learned	During the implementation of the program there were

	<p>examined also the main difficulties that are encountered in Harghita county related Roma people. It would be necessary to have other similar programmes, the existing ones should be extended and continued.</p>
Potential for learning or transfer	<p>The findings of this initiative and program implementation could be implemented also in case of other local public authorities. The results can be achieved through the collaboration of the different actors from various fields and active participation of the Roma community members.</p>
Further information	www.harghitacounty.ro
Approximate budget	20.000 lei (equivalent with approximately 4000 Euro)
Locations where this practice can be implemented	The whole territory of Harghita county
Experts who can offer support for implementation	Ioni Gheiza – program responsible
Contact details	Ioni Gheiza – program responsible, E-mail: ionigeza@hargitamegye.ro , Tel: 0040-266-207700

Title of the practice (project / activity)	“Roma folklore classes”
Field	<i>Category of the good practice.</i> [education, participation of Roma, combatting antigypsyism]
Timeframe (start/end date) and duration of the practice	started in the school year 2002/2003 until now
Location of the practice	Bulgaria, Schools from the network „every student will be a winner“
Involved subjects	<i>Specify main institutions involved. Schools</i> [Implemented by:] CIDT “Amalipe”
Resources	[300 characters] <i>Use of local teachers – Everywhere the teachers teaching Ethnic Folklore in Bulgaria – Roma Folklore were “local”, ie. teachers working in the respective school. This proved to be important for the successful formation and functioning of the groups, because it used the authority that teachers already had among students.</i> <i>Inclusion of teachers of different ethnic backgrounds – From the beginning, most teachers were ethnic Bulgarians. Two Roma teachers (the only Roma teachers in the Veliko Turnovo region) and two Turks were also involved. The non-Roma ethnicity of most teachers is not a problem for the successful passing of the classes. Compliance with full voluntariness in the study of the subject “Ethnic Folklore in Bulgaria – Roma Folklore” – This was determined not only by the freely selectable classes format in which the classes were held. It was embedded in the very idea of the program. All students involved attended the classes voluntarily, on the basis of their wishes and wishes on the part of the parent, expressed in a model application..</i> [Financing provided by:] Ministry of Education and Science, the Open Society Institute and other foundations and institutions.
DETAILED DESCRIPTION	
Detailed description of the practice	[1500 characters] <i>Please provide information on the practice itself. In particular:</i> - <i>The appearance of freely selectable classes “Ethnic Folklore in Bulgaria – Roma Folklore” was conditioned by three reasons. First, a worrying fact over the last few years is the high percentage of Roma children not being attracted or dropped out of the school system. This is a problem not only for the Roma community itself, but also for the Bulgarian society as a whole. Secondly, under the influence of others (parents, loved ones, neighbors, or just random people), non-Roma children often have deep prejudices against the Roma, prejudices based on their ignorance. Once formed in children, these prejudices interfere with their normal communication with their Roma classmates, and this further reinforces the stereotypes. Third, one of the main problems facing the Bulgarian education system, and in particular the educational content, is the low overlap of multicultural elements.</i> - <i>How does the practice reach its objectives and how it is implemented? - The program started pilot in 2002 at two schools in the villages of Vodoley and Balvan in the Veliko Turnovo region. The results were positively evaluated by Mr. Yosif Nunev, an expert at</i>

	<p><i>the Ministry of Education and Science, and in the 2002/2003 academic year the Roma Folklore was introduced in 15 schools throughout the Veliko Turnovo region. The successes of the 2002/2003 school year gave rise to the Ministry of Education and Science and the Open Society Foundation – Sofia to continue their support and funding for the program. Minister Igor Damyanov’s recommendation was to extend the program to more schools and regions. Since the 2003/2004 school year, 55 Ethnic Folklore in Bulgaria – Roma Folklore groups have been formed in 32 schools in Veliko Turnovo, Targovishte, Razgrad and Shumen regions. The expansion was made possible by the consent of the municipalities of Veliko Turnovo, Pavlikeni, Lyaskovets, G. Oryahovitsa, Popovo, Razgrad, Samuil, Kubrat, Shumen and V.Preslav to finance the running of the classes of 25 groups of their own budgets – a fact that shows their real involvement in addressing the most pressing educational problems of Roma children. Thus, since the 2003/2004 school year, the number of students studying Ethnic Folklore in Bulgaria – Roma Folklore exceeds 1000.</i></p> <p>- <i>Who are the main stakeholders and beneficiaries of the practice? – Children, students</i></p>
<p>Results and impact achieved</p>	<p><i>[500 characters]</i></p> <p><i>Why is this practice considered as good? Please provide information that demonstrates its success or failure (outputs/results). According to the information received from the teachers who taught “Ethnic Folklore in Bulgaria – Roma Folklore”, by the headmasters of the respective schools, as well as by the students themselves, the educational process is characterized almost everywhere by the following features:</i></p> <ol style="list-style-type: none"> <i>1. Increased interest and activity on the part of students: Yesterday’s passive and seemingly indifferent Roma children show that they are not inferior to their other classmates in the intellectual process, as well as in terms of diligence. In this respect, it is significant that none of the students covered dropped out of school during the school year. In some places, something that we did not expect even happened – students dropped out in previous years participated in the festivities organized by the “Ethnic Folklore in Bulgaria – Roma Folklore” groups. Increased interest and activity characterize both Roma and non-Roma students. Bulgarian and Turkish children are keenly interested in Roma folklore classes and are active participants in them.</i> <i>2. In most of the schools covered, Folklore of Bulgaria – Roma Folk Classes become a bridge between the school</i> <i>3. and parents. For the first time, Roma parents are actively engaged in school-related activities.</i> <i>4. Everywhere, the educational process of EPA “Ethnic Folklore in Bulgaria – Roma Folklore” is complemented by “outside the classroom” activities. These are mainly concerts and celebrations – on the occasion of Vasilitsa (Bango Vasili) – Roma New Year, April 8 – International Roma Day, Easter, St. George’s Day, May 24 and the end of the school year. These extracurricular activities become central</i>

	<p>events in the cultural life not only of the respective school but also of the village or town.</p> <p>5. In many places, the successful conduct of “Ethnic Folklore in Bulgaria – Roma Folklore” classes leads to increased activity and conscious responsible attitude towards the whole learning process by the students involved. This is the result that is achieved most slowly and difficultly. But it is inevitable for the longer successful work of teaching Roma folklore. By actively participating in the classes, being willing to participate in them and in extracurricular activities, the students gradually change their overall attitude to the school and the teaching process.</p>
Difficulties encountered / lessons learned	<p>[300 characters] Please specify any difficulties encountered / lessons learned during the implementation of this practice. It could be noted that the project “Roma Folklore in the Bulgarian School” has served a twofold purpose: On the one hand, it has had a role in promoting Romani culture and the right of Roma to develop their own culture. On the other hand, this project prepared the ground for the more profound reform in the education system that the Bulgarian government has committed to pursue in the decade to come, i.e. the elimination of the segregated education of Roma.</p>
Potential for learning or transfer	<p>[1000 characters] Please explain why you consider this practice (or some aspects of this practice) as being relevant for other regions. In 13 out of 14 schools in which Romani folklore was taught, the Romani folklore classes had the highest rates of attendance of any class. According to official school documentation, on the days when the Romani folklore classes were held, the attendance rate for all subjects was higher. Also, according to official school documentation, none of the students attending the Romani folklore classes dropped out of school in the course of the 2002/2003 school year. School directors and teachers reported another promising fact: in some schools children who had dropped out in the previous year took part in events organised by Romani folklore students.</p> <p>The increased level of attendance was accompanied by active student involvement in the classes and in the extra-curriculum events organised by the Romani folklore groups. Finally, high levels of ethnic and religious tolerance and mutual respect were recorded in the end of the school year on the basis of the questionnaires that the students had filled in at the beginning and at the end of the school year. Greater tolerance for differences was also evident in the students' essays and poems written at different stages of the Romani folklore educational process.</p>
Further information	<p>Provide a link to where further information on the good practice can be found. https://amalipe.bg/en/ethnic-folklore-roma-folklore/</p>
Approximate budget	What budget was needed to implement the activity?
Locations where this practice can be implemented	educational institutions
Experts who can offer support for implementation	Name and contact details of the expert who can offer support for the project implementation – Teodora Krumova
Contact details	Provide contact information if available. t.krumova@yahoo.com

Title of the practice (project / activity)	“ Roma Community Development Centres ”
Field	Education, participation of Roma, combatting antigypsyism
Timeframe (start/end date) and duration of the practice	February 2011 to January 2013
Location of the practice	Bulgaria, Romania and Greece
Involved subjects	Implemented by Amalipe Center for Interethnic Dialogue and Tolerance (Bulgaria) in partnership with Liga pro Europa (Romania) and ARSIS (Greece)
Resources	Financed by the European Commission under the DAPHNE III Program 2007–2013
DETAILED DESCRIPTION	
Detailed description of the practice	<p><i>The Roma Community Development Centres are already visible and have credibility among the local Roma communities. People know about their work and there is growing demand for their service – to resolve concrete cases and/or for involvement in the initiatives organized by the centres. In all locations there are already emerging community groups, activated by the Centres that volunteer and assist the various aspects of the work with the communities. This is a sign that the centres are growing into community forms of self-organization and have a lot of potential to become community-based service and self-help structures.</i></p> <p><i>The goal of the project was to create an innovative approach and structures for effective field work at grass-root level in marginalized and traditional Roma communities by empowering young people and women in these communities to fight harmful traditional practices, to establish protective environment for children, young people and women at risk and to develop the communities concerned. This would happen through mobilizing the inner human resources within the Roma community in close cooperation with the mainstream prevention and protective institutions (such as schools, child protection departments, etc.).</i></p> <p><i>At the core of the strategy for achievement of set objectives was the creation of a new community based service – Roma Community Development Centre and testing the position of Community Moderators directly working with the community and with relevant local institutions. Thus, the project activities were focused on:</i></p> <ul style="list-style-type: none"> - <i>Establishment of an internal community perspective for prevention and protection of the Roma people, who are at risk, through the creation, testing and implementation of the position Moderator in the Roma community (Community moderator) and developing of informal mechanisms for community support within the frame of Community Development Centres.</i> - <i>Increasing the effectiveness of key institutions, related to prevention and protection of marginalized groups and Roma community: for this purpose, trainings of field workers from these institutions (social workers, teachers, medical workers) were conducted and numerous joint activities were implemented in Roma community by the representatives of the mainstream preventive and protection institutions, the community moderators and Roma activists.</i> - <i>Creating a model for systematic cooperation between institutions and Roma community for developing field</i>

	<p>work at grass-root level: in this regard joint programs for prevention and protection (called <i>Municipal Roma Integration Plans</i>) were prepared by the key institutions along with activists of Roma NGOs and community moderators. They were adopted with decision of the respective Municipal Council and first steps for their implementation were undertaken.</p> <ul style="list-style-type: none"> - The main stakeholders and beneficiaries are children, young people, parents, social workers, teachers
<p>Results and impact achieved</p>	<p>The goal of the Project was to create an innovative approach and structures for effective field work at grassroots level in marginalized and traditional Roma communities by empowering young people and women in these communities to fight harmful traditional practices, to establish protective environment for children, young people and women at risk and to develop the communities concerned. This happened through mobilizing the inner human resources within the Roma community in close cooperation with the mainstream prevention and protective institutions (such as schools, child protection departments, etc.). These proved to be the right goals and objectives.</p> <ul style="list-style-type: none"> • Proper approach and strategy: The core of the strategy for achieving the objectives was the establishment of a new community-based service – Roma Community Development Centre and testing the position of Community Moderators directly working with the community and with relevant local institutions. Both of them appeared as proper tools following proper approach. • The Roma Community Development Centres, created by the project are considered as a very important, innovative and timely initiative that is relevant to the needs for proactive work inside Roma communities. This was the opinion of all stakeholders – the local institutions, representatives of the Roma communities and of other Roma NGOs. • The Centres are not just a passive social service provider, they are catalyst for activating the local communities. They are an “active social service” based within the communities and mobilizing their internal resources. • The Roma Community Development Centres are already visible and have credibility among the local Roma communities. People know about their work and there is growing demand for their service – to resolve concrete cases and/or for involvement in the initiatives organized by the centres. In all locations there are already emerging community groups, activated by the Centres that volunteer and assist the various aspects of the work with the communities. This is a sign that the centres are growing into community forms of self-organization and have a lot of potential to become community based service and self-help structures
<p>Difficulties encountered / lessons learned</p>	<p>[300 characters] Please specify any difficulties encountered / lessons learned during the implementation of this practice. The project proved that the model is very successful in the rural municipalities where the communities (Roma communities as well as the majority population) are smaller in numbers. In these cases the number of moderators proved to be enough for achieving a change. At the same time the model was less successful in the</p>

	<p>urban municipalities. In the cities there is a need of more community moderators and most probably of some additional activities.</p> <p>A major challenge for the strategy of the project was that it had set very ambitious goals in a very short time of two years. Most of the tasks of the centres were long term – modernization of the community, building trust in the community and among institutions, proving the usefulness of the innovative active community service and its institutionalization – all required processes and time, that were longer than the twoyear time frame of the project.</p>
Potential for learning or transfer	<p>[1000 characters]</p> <p>Please explain why you consider this practice (or some aspects of this practice) as being relevant for other regions:</p> <p>Mapping of the Roma community in the eight municipalities. The moderators visited each house of the Roma community, based on a survey and interviews they identified the risks and developed appropriate prevention activities. As result of this activity, the moderators prepared database for every Roma household in the municipal centre: number of families, education, health and social status, etc. Roma Community Development Centers, created by the project are considered as a very important, innovative and relevant to the needs for proactive work inside Roma communities, according to the opinion of all respondents participating in the assessment – the local institutions, representatives of the Roma communities and of other Roma NGOs.</p> <p>The project successfully achieved to involve key institutions in the project implementation: Ministry of Labour, Ministry of Education, Ministry of Health, the National Contact Point for the National Roma Integration Strategy. They took part in the Steering Committee, recognized the model and established preconditions for its sustainability.</p> <p>In Bulgaria, the practice of CDCs and Community moderators was recognized as strongly successful by the national institutions in the field of social inclusion and Roma integration; preconditions for sustainability and further extension of this practice in many other municipalities were set.</p>
Further information	<p>Provide a link to where further information on the good practice can be found.</p> <p>http://amalipe.com/files/publications/Sarce-eng_article.pdf</p>
Approximate budget	What budget was needed to implement the activity.
Locations where this practice can be implemented	educational institutions, municipality
Experts who can offer support for implementation	Name and contact details of the expert who can offer support for the project implementation – Teodora Krumova
Contact details	Provide contact information if available. t_krumova@yahoo.com

Title of the practice (project / activity)	Radvanka. Roma positive news studio
Field	Combatting antigypsyism
Timeframe (start/end date) and duration of the practice	1 year
Location of the practice	Uzhhorod, Ukraine
Involved subjects	NGO Romani Cherkheni
Resources	2 Video operators 2 Roma-Ukrainian interpreters SMM manager Content manager Accountant Project manager Financed by UCBI II
DETAILED DESCRIPTION	
Detailed description of the practice	Roma who have successful cases shared their experience and showed positive stories about Roma for non-Roma. The role of these stories is to fight existing stereotypes. Roma that participated at the workshops on filming amateur video content for social medias could present the culture peculiarities of closed Roma societies for non-Roma and, thus, fight the stereotypes.
Results and impact achieved	<p>Results obtained:</p> <ul style="list-style-type: none"> - 48 short videos focused on positive stories about Roma community (8 videos per month in 6 months); - 48 news posts on Roma - 6 articles (2 articles per month in 6 months); - 6 workshops for 10 young Roma representatives who will participate in the development of content for social media pages; - 10 video stories produced by 10 young Roma. <ul style="list-style-type: none"> • The Radvanka. Positive news studio Facebook page audience is increased from 0-150 views per day to 1000 views per day <p>Impact</p> <ul style="list-style-type: none"> • The audience is more interested and has improved opinion on Roma minority representatives. • The audience recognizes Roma as an integral part of the community.

	<ul style="list-style-type: none"> • Roma minority representatives feel more outspoken and recognized in the community.
Difficulties encountered / lessons learned	<p>Roma who live in the camps are closed and are not willing to open their life to the world. This risk was managed with the help of the Roma language interpreter who is also in respect within the community.</p> <p>Another difficulty was stereotyped attitude to Roma by non-Roma. Even successful cases of Roma inclusion were not positive for people who had negative experience with Roma.</p>
Potential for learning or transfer	The described practice has potential for transfer to regions with Roma population and existing antigypsyism. .
Further information	https://www.facebook.com/RadvankaNews
Approximate budget	60 840 USD
Locations where this practice can be implemented	Cities with compact settlement of Roma minority.
Experts who can offer support for implementation	<p>Mykola Yatskov Tel.: +38(95)8323247 E-mail: yatskoff@gmail.com</p>
Contact details	<p>Mariya Mendzhul, Head Generala Svobody 5, Uzhgorod, Ukraine, 88009 E-mail: vnuzo@gmail.com</p>