I AM ROMA: Changing mindsets
Final Report

This final report has been report has benefited from the input of several experts, amongst which were Ian Poitier, Caroline Sykora,Lydia Gall and Ostalinda Maya Ovalle.

Preface

This report relates to the project "I AM ROMA: Changing mindsets". The report is arranged in **five parts.**

Part One is an introduction of the project as follows:

- Project aims and objectives

- The policy and socio economic context underlying the project

- The partnership

Part Two is specifically looking at the key activities undertaken at Transnational level to realise the project objectives:

- Steering Group Meetings

- Transnational Workshop 1

- Transnational Workshop 2

- Online programme

- Dissemination Events

Part Three presents two transversal resources that the project produced:

- A Campaigning "toolkit" for changing mind-sets and
- A capacity building resource which has two elements:
    - o an overview of the human rights and anti-discrimination legal context in relation to discrimination against Roma
    - o Good practice case studies from outside the partnership and sources of support and funding from non-EU organisations.

Part Four details the Local Action Plans and the linked campaigns undertaken by partners

Part Five consists of a number of appendices:

- **Appendix One** provides an overview of the Local Action Groups established by partners.

- **Appendix Two** provides links to useful resources
- **Appendix Three** provides documentation linked to the transnational meeetings.

PART ONE: INTRODUCTION

This report constitutes the final report of the project "I AM ROMA: Changing Mind-sets". It provides a summary of the activities undertaken during the project period and some of the issues emerging from it. The report has been produced as an "online" document and as such contains links to a wide range of documents and reports produced by the project as well as those in the public domain. The aim is to enable users to get access to information easily where their needs require.

1. PROJECT : AIMS AND OBJECTIVES

The overall aims of this project were to:

- build up capacity and know how of local actors engaged in anti-discrimination work relating to Roma generally and Roma Children in particular;

- support them in developing local/regional campaigns to challenge stereo types and highlight good practice through a transnational exchange programme and,

- increase political participation of Roma, raise awareness of discrimination and racial violence targeted against Roma, and discrimination of Roma children in Education provision.

To realise the above overall goal, the project had the following objectives/actions:

1. Creation of a Local Action Group(LAG) in 8 partner locations. The LAG had two elements:

i) a small (8-10 people) core group who were responsible for developing the local campaign.

ii) a wider network of key actors and organisations working in the territory in relation to Roma issues.

2. A Transnational programme which had the following elements:

i) Two transnational workshops for delegates from the local LAG's.

- The first workshop focused on "capacity building" which focused on building up capacity of the LAG delegates in respect to campaigning tools and approcahes and had input from the European Roma Rights Centre in relation to the EU legal context facing Roma genrally but also with a specific focus on discrimination of Roma children in eduction.

- The second workshop had two elements. The first was an exchange between partrners which enabled partners to share their mid campaign reports. This enabled partners to share some good practices and also discuss issues and challenges they faced. During this part of the workshop we invited a "Roma Jury" to take part.This consisted of 5 local Roma people(activist, teacher, journalist, local politician, young person). They gave feedback on how they viewed the actions that partners were taking. The second part of the workshop focused on equal opportunities in relation to educational provision and also had a focus on EU and UN Child right strategies and had input from Eurochild in relation to tackling discrimination in education.

ii) An online programme of activities to support and develop the work undertaken in the two workshops. This was tailored to meet the needs of the LAG members. The online programme had the following elements:

- Use of sociall networking tools such as facebook, twitter, youtube as camapaigning mediums

- Creation of an online network of "supporters" who would be able to sustain the impulse of the project beyond the life of the project.

- online presentations and discussions which acted as online "surgeries" for partners

iii) Production of resource data base , incorporating good practice, case studies and materials related to the local/regional campaigns

3. Local/regional campaigns in partner locations. These campaigns had the following elements:

- Local mapping exercise to "capture" what is currently being undertaken and what is "working"

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- Local Action Plans linked to local/regional campaigns". These were a variety of events/actions which brought attention to Roma. The camapigns all sought to breakdown barriers between Roma groups and service providers by providing "spaces" for structured dialogue

- Local capacity building programme. This cascaded the work undertaken in the transnational capacity building workshop.This programme target local/regional key actors responsible for anti-discrimination policies and also participants from Roma organisations.

- Using Local /Regional media to get the message across to the general public.

4. A Communication and Dissemination strategy which had the following elements:

(i) Establishment of an online platform that will provide a virtual space enabling the participation of LAG members . The Online platform will incorporate a number of features:

- Profiles of people as well as places within the partnership

- Establishment of a data base fro all the products generated by the platform as well as key reports and other websites

- Provide space for project management

ii) Transnational dissemination workshop. This was more than a"standard" final event where the project is presented. We undertook an informal networking event where project partners were able to speak with small groups of people specifically about their own camapign. We also undertook a more formal workshop in the Committee of Regions.

2. POLICY AND SOCIO-ECONOMIC CONTEXT

It is estimated that at least 10 million Roma people live in the European Union, making them the largest minority group in Europe. Throughout Europe no precise data exist on the size or demographic make-up of the Roma Communities, in many countries official statistics contain no information on ethnicity or self-identification and in some countries ethnic data collection is forbidden. In a study carried out on behalf of the European Parliament's Committee on

Employment and Social Affairs the socio-economic conditions of the Roma population were described as follows:

"Roma experience *greater social exclusion* than the majority community, especially in accessing employment, education, health and social services: The Roma present high rates of illiteracy and poor school attendance of children. They usually live in segregated, isolated districts where the living conditions are frequently poor, with problems of extreme overcrowding, lack of basic facilities. This contributes also to aggravating their health condition. The Roma show very scant use of health care services because medical treatment may conflict with the Roma rules of hygiene and modesty, and because of the negative attitudes/racism/ discrimination of some health care professionals and hospitals. For cultural reasons they also show limited use of family planning services."

Throughout Europe Roma discrimination is frequent. Many European and national surveys show that an appreciable proportion of European citizens take a negative view of the Roma population based mainly on stereotypes and prejudice. Roma have always been the target of racist abuse but the race fuelled riots and increased violence towards Roma in Spain and Italy, Czech Republic and Hungary are indicative of the growing levels of *anti-Gypsyism* which is widespread across Europe.

Anti-gypsyism is fairly widespread today and should be interpreted as a set of misconceptions and myths. Misconceptions that may have been true sometime in the past, but that no longer reflect the situation of Roma today and myths that are really assumptions that have been legitimized because somewhere along the line they have been the foundation of a decision or policy.

One of the biggest myth or assumption is that Roma are nomadic and is one that is often made by western Europeans, whereas the reality is that the overwhelming majority of Roma, apart from in a few countries (France, Ireland and the UK), have been settled for decades, some for centuries. The mental association between Roma and nomadism is still thriving

today and is able to distort the real picture; somehow it is less of an outrage that many Roma are living without running water or adequate sanitation when it is associated with the vision of a caravan or trailer pulling up to rest for a period of days or weeks before moving off again. The reality however is significantly different and living conditions for Roma are often in overcrowded slum conditions on the outskirts of villages, towns and in cities within derelict buildings where there is inadequate infrastructure often without access to running water or adequate sanitation.

The EU has an advanced legal framework which provides for protection against discrimination. The *Racial Equality Directive (Directive 2000/43/EC - RED)* has been adopted with the aim of combating discrimination on the grounds of race or ethnic origin and prohibits "direct or indirect discrimination in employment, education, social protection, property matters and services".

The Extent of the Problems

The European Union set ambitious goals in the Lisbon Strategy relating to the creation of more jobs, social cohesion and sustainable development. However this goal is jeopardized by the fact that a significant number of European citizens are socially and economically excluded simply as a consequence of belonging to the Roma communities.

Combating social exclusion of the Roma in the name of fundamental rights and their common European environment is a key aspect to turn social cohesion and local development into a common resource, applying even to the more vulnerable and marginal sectors of society. While the moral and human rights arguments are clear, the economic arguments for greater inclusion and more active participation of Roma in society are much stronger and much more persuasive. The current situation is a basic misuse of one of the most important resources and drivers of growth for any country. No country and no city has the economic competence to ignore or to continue to under invest in such a large, and growing, agglomeration of human capital. Solving problems of unemployment, poverty and exclusion for Roma demand that the structural causes have to be addressed by challenging discrimination and broadening opportunities for education and skills development.

> The problems experienced by Roma are multidimensional and interlinked: Poor housing has an impact on health and on educational performance and access to public services. Low attendance rates at school and unequal treatment within the educational system affect employment opportunities, access to services, health, and access to justice. This… requires a multi sectoral, or integrated, approach to providing solutions… [and thus] close co-operation and coordination between government departments and between national, regional, and local levels of government. It also requires meaningful and ongoing consultation with the breadth of the Roma community.
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> **(Open Society Institute, 2006).**

In the EU 12 countries with a significant share of Roma population, there seems to be a general lack of recognition that the shortages of skilled workers threatening economic growth can only be successfully tackled if education and training policies also immediately begin to target the unemployed Roma in a holistic way. In particular those countries where many qualified care workers emigrated, the training of Roma must become a priority in the interest not just of Roma but of general social cohesion and of the quality of social service in aging societies. A view that was supported by State Secretary Christer Hallerby (Swedish Ministry of Integration and Gender Equality) at the second Roma Summit when he said that:

'*The inclusion of Roma is not only a moral, legal and political obligation. It also lies in the economic and social interest of the European Union and its Member States. As the World Bank has stressed here today, the exclusion of Roma entails costs in terms of lost productivity, lost state revenues and direct transfers. Moreover, it means a waste of talent and of a potential workforce in an ageing society'.*

However, a widespread misconception is that Roma are different from the rest of society – whether this is said with negative or positive intent – it is an attitude that has stood in the way of progress and change and that continues to hinder the struggle for equal participation of Roma in mainstream society. Research clearly shows that Roma's aspirations and expectation from life for themselves and their families are very much the same as the rest of us. Although Roma are our contemporaries, living in Europe today who deserve access to all the benefits and advantages of living in a modern society; they are seldom treated as such and instead are

trapped by a nineteenth century myth of caravan trails, music, dance and a life of carefree abandon.

Exclusion from education

The European Agency for Fundamental Rights (EUFRA) 2006 reported that Roma children despite increasing numbers of dedicated programmes still suffer peculiarly high levels of discrimination in the education system. In primary education the enrolment and attendance of Roma pupils' are disproportionately low all over Europe; Roma pupils present an uneven and only partial transition to secondary education, absenteeism is a persistent and common and serious problem affecting all pupils. Transition to secondary education is low and dropout rates increase with age, as a result of an effort to find gainful employment or because of low performance, possibly a combination of both.

Formal and informal practices of segregating Roma pupils persist, despite strategies and policies that have been developed to combat such practices. Placement in separate classrooms or in special schools is justified on the grounds of their (perceived) "different needs", or of their patterns of behaviour, or as a reaction to their learning difficulties. Their separation from other pupils may also be a result of their residential segregation or isolation.

Education remains a channel and perpetrator of intergenerational discrimination and inequality towards Roma6. A very dangerous myth that is widely believed, surprisingly even amongst professional teachers is about the Roma attitude to education.

The Roma rights Centre says that 'scholarly articles continue to repeat, together with Governmental officials and various educators, that Roma parents do not regard education as necessary and do not encourage their children to stay in school'. The Centre condemns this as the most dangerous myth as it hinders advancement and creates barriers to quality education for the current generation of Romani children. Factors that continue to constrain access to education for Roma include:

- Teachers, who are not adequately trained to deal with ethnically mixed classes, not sufficiently supported in their work by intercultural mediators and not adequately paid risking early burnout and developing an indifferent attitude;
- Prejudice expressed in harassment, racial slurs and scape-goating at school;
- Lack of pre-school education crucial for early assimilation of school norms and expected behavioural patterns, but also for developing proficiency in language;

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- Low educational level of parents affecting their ability to support their children in learning and lowering their aspirations.

Exclusion from and limitation in employment

A complex collection of factors are responsible for the very high, and concentrated levels of Roma unemployment, such as low or lacking educational qualifications, work based skills that are no longer relevant in a modern labour market, living in settlements that are isolated with limited access to job, or limited access to transport and a level of detachment from information about what jobs are available on the labour market. All of these constitute real barriers that reduce employability and exclude many Roma from work but there is another important factor that impacts on many Roma's ability to secure formal employment and that is direct and indirect discrimination that is prevalent in many EU member states. Roma unemployment is a complex phenomenon, difficult to remedy since it is a multi-layered and inter-generational problem.

According to McNeill (2004) Roma-specific unemployment, or underemployment, has created a serious endemic level of structural economic under-performance of the economies concerned [Czech Republic, Hungary and Slovakia]. This is constraining the functioning of the market economy, and reducing the capacity to cope with competitive pressure and market forces within the Union. The losses to these three countries, related to this specific failure in human resources policy is an under-performance of around Euro 8-9 billion each year. In the intervening time the situation for unemployed Roma has not improved significantly and many are negatively affected by the economic crisis because of their high risk of poverty, the rise in general unemployment and the pressure on social services and welfare benefit budgets.

Often Roma are held responsible for their own situation, the Draft Joint Employment Report 2004/2005 recognises this - *"The burden is often placed on individuals to adapt rather than addressing wider issues of discrimination in society at large. The Roma or migrants often seem to be portrayed largely as responsible for their labour market exclusion".*

This situation results in the even worse treatment of Roma people and the lack of encouraging policies on the national level. Empirical evidence shows that the vast majority of working Roma, men and women, operate in the segment of the labour market which provides low skilled, low paid - menial work. The lack of disaggregated employment data makes it

impossible to determine where, which employment sectors Roma that have jobs are actually working.

Historically Roma men took on hard labouring jobs, in the construction industry but without good quality employment data there is no way of knowing, apart from the visible evidence of Roma men digging the roads, if this is still that case. Qualified and employed Roma do not have access to the same range of job opportunities as their non-Roma counterparts. Even when Roma have the necessary educational qualifications, the employment opportunities that are open to them tend to be within a relatively narrow band of Roma related public service opportunities or in the NGO sector.

In many instances mainstream employment is not an option. Roma are liable to suffer discrimination regardless of how well qualified they are for the job. Discrimination impacts on the employment opportunities of qualified Roma, many are trapped in their current positions, and feel they would not be considered for any other position except another Roma related job. In the same way that the 'Glass Ceiling' was used to describe the invisible factors that limited the progress of women and ethnic minorities into senior positions, it would seem that the Roma predicament is even worse as not only do they have a ceiling which limits their progress upwards but they also have to face invisible barriers that not only determine the types of employment considered suitable for Roma but also limit opportunities to move out of Roma related jobs into employment that is more mainstream. Therefore it could be said that qualified Roma who have found employment, find their opportunities to progress upwards or in a new direction are severely limited by an invisible 'Glass Box'.

Exclusion from social and health care

Mortality hits Roma groups much earlier than the broader population due largely to the health service providers being unable to deliver consistent, accessible, timely and prolonged health treatment for Roma communities. Higher rates of illness and mortality are present among Roma than in majority populations. Persistent discrimination and marginalisation are a daily reality that results in poorer health for Roma individuals and communities. Available data consistently shows higher rates of illness and mortality among Roma than in majority populations.

- Life expectancy for Roma populations in Eastern Europe is about 10 years less than the overall population.

- Infant mortality rates are twice as high among the Roma than the non-Roma in the Czech Republic, Slovakia, and Hungary.
- Higher rates of type two diabetes, coronary artery disease, and obesity in Roma adults, and vitamin deficiencies, malnutrition, anaemia, dystrophy, and rickets among children.
- It is widely agreed that TB, HIV/AIDS, and viral hepatitis disproportionately affect minority populations in Eastern and Central Europe.

Access to social and health care services for Roma, as described in recent studies across Europe, is hampered by a number of common factors: discrimination by social service practitioners, including improper application of eligibility criteria to social assistance programmes and policies; territorial segregation of Roma minorities, making their access to welfare services even more difficult - even if covered by insurance Roma often cannot pay for expenses that fall outside of insurance such as medicines or transport to health facilities; poor information and sometimes great distrust and a lack of understanding between health and social service providers and Roma communities.

Integrated Housing Solutions– tackling residential segregation

The 2004 European Commission report, The Situation of Roma in an Enlarged European Union highlighted access to housing among the key challenges to achieving full equality for Roma in Member States and called for the use of the European Regional Development Fund (2007-2013) to adequately address housing and complementary infrastructure. Now EU Structural Funds 'can support measures to improve housing stock – another fundamental issue for Roma communities'

Many Roma and Travellers in the EU continue to live in informal, even unlawful settlements and without prospects of legalising their homes and improving the quality of their housing. Often without basic infrastructure, in dwellings that are barely habitable and in areas with poor access to public services, employment and schools, as well as an inadequate supply of water, electricity or gas. The FRA report on housing is clear that efforts to improve equal treatment and foster social inclusion need to actively combat residential segregation.

Segregation is still evident in many EU Member States, sometimes as a result of deliberate government policy. Some past housing projects have served to maintain or even further the isolation and segregation of Roma settlements. Residential segregation is a factor that has far

reaching negative consequences. It can limit access to education, employment and health care for many Roma people. Segregated or insecure settlements often mean inadequate or even non-existent access to basic public services such as refuse collection, running water, connections to sewage systems, schooling and public transport. Segregated living means fewer opportunities to hear about work or to use public transport to get to work. There is evidence that having an address in a certain Roma area means that job applications are rejected outright and inadequate standards of housing lead to poor health, poorer performance in school, difficulties to access to medical facilities and a general disengagement from the rest of society. There is also evidence that segregation makes Roma individuals and settlements more susceptible to violent attacks.

Politicians, experts and lawmakers have reiterated the widespread belief that the Romani minority's problems stem from their unwillingness to integrate into mainstream society. When research has consistently demonstrated the contrary that, given the choice, Roma prefer to integrate rather than live in a segregated parallel society. Roma today are struggling for equal participation in mainstream society, while wishing to preserve their unique culture.

The Racial Equality Directive 2000/43/EC provides an important legal tool to tackle discrimination and inadequate access or provision of goods and services, including housing. Although the situations is dire in many areas, allegations of discrimination in the field of housing are not being taken forward; evidence from the FRA housing report shows that only a very low number of such complaints have been filed with Equality Bodies or Ombudsperson offices.

The FRA report also points out some very important perspectives that need to be considered when tackling the issues of residential segregation and improving housing conditions for Roma. Relevant public authorities must -

- ensure that Roma have security of tenure, available services and infrastructure;
- that their housing is adequate, affordable, habitable and accessible; and that they live in an adequate location and culturally appropriate homes;
- provide potable water, electricity, waste removal, public transportation road provision and other infrastructure to Roma settlements lacking any of the above. The quality of housing of Roma and Travellers needs to be constantly monitored and improved.

- affirm the right of people to pursue sedentary or nomadic lifestyles, according to their own free choice. To ensure equal treatment, all conditions necessary to pursue these lifestyles should be made available to them by the national, regional and local authorities in accordance with the resources available and within the legal framework relating to building, planning and access to private land; and
- raise awareness and disseminate information regarding Housing conditions of Roma and Travellers in the EU.

Mistaken beliefs, uninformed interpretations of a situation and general stereotyping can impact and, not infrequently limit the direction of public policy provision in a number of areas, including housing. For example in Italy there is widespread belief that Roma and Sinti are nomadic populations whose cultures revolve around a nomadic lifestyle. This perception permeates all aspects of public policy and has a profound impact on the housing policies and housing provision for Roma and Sinti. From a public policy perspective the notion of impermanence makes the shortcomings in education, health and social service provision seem less intolerable. At the centre of Italian housing policies targeting the Roma is the idea and practice of 'camps for nomads' or simply, Roma camps. These camps are often located far away from city centres, close to motorways, railways, or an industrial area not inhabited by non-Roma groups. In some cases, they are even found on former waste dump sites. These are policy-induced segregated structures, often overcrowded and lacking in services and basic infrastructure. Roma camps are often targets of social alarm and hostility from nearby residents and often submerged in political controversy.

Many of the problems that exist stem from the systemic and stigmatising approach that has, and continues to be applied to Roma individuals and Roma communities. The general lack of flexibility, the absence of conciliatory and inclusive approach from service providers has, over many years, served to turn Roma away and prevented general access to public services. Negative and discriminatory practices of the public and service providers has had an insidious effect throughout Roma communities which serves to undermine the confidence, capabilities and social acceptance that is needed to actively engage in wider society.

Exclusion and non-participation is not simply a reaction to poverty, as affluent and well educated Roma also experience s sense of stigma and are often presented with the same systemic discrimination. Such practices have been on-going on for so long that the effects are commonplace and now intergenerational and endemic across society.

Roma exclusion is more than a CEE issue

EU membership for countries with Roma populations has brought about a new dimension to the complex situation of Rome exclusion, namely that Roma in significant numbers have begun to exercise their freedom of movement and have chosen to live and if possible to work in another EU country. In the main this migration has not solved the problems that existed in their home country, but rather displaced them to countries and into cities that are challenged by the extent and complexity of the issues. Even in old member states that have well developed anti-discrimination, equality and social inclusion polices the extent of exclusion of Roma EU citizens in the society of their Member State of origin and in their host Member State creates insurmountable barriers to formal employment and it hampers their ability to access key civil and political, economic and social rights.

 As explained in the recent FRA report' '*The Situation of Roma EU Citizens Moving to and settling in other EU Member State*s' 2009 Roma are exercising their right to freedom of movement and residence rights in the context of significant push and pull factors. Push factors in countries of origin involve a combination of poverty and racism. Unemployment is a defining aspect of the experience of poverty in sending countries.

Pull factors include aspirations for improved living standards - particularly the prospect of finding employment in both formal and informal economies. The way policies are applied at local level can be a significant determinant for the push and pull factors that influence Roma decisions about whether and where to migrate. The recent FRA study concluded that Roma from other EU Member States are now part of the townscape of almost every Member State of the European Union. The FRA research suggests that more Roma may be moving from than returning to the countries of origin. The research also shows that the way Roma migrants are treated in the new country has a major impact.

The overwhelming desire expressed by Roma respondents in the FRA research was to work in the formal economy. The desire for formal employment is the definitive push factor across the countries of origin and the key pull factor within the countries of destination. Those who are unable to find work in the formal economy in destination countries generally have a much more negative experience of free movement. It is these 'economically inactive' Roma EU citizens that attract most negative stereotyping and comment. However, in reality the majority of these Roma are anything but inactive.

While they are not integrated in the formal economy, they are mostly engaged in what is identified as 'marginal economic activities', such as recycling glass or metal, working as street vendors, painting houses, etc. The FRA research did not identify any specific strategic responses at local authority or even civil society level. This includes the lack of use of the Structural Funds and in particular the European Social Fund to support Roma inclusion and addressing discrimination and exclusion through information and awareness-raising campaigns.

The FRA research also did not identify local policy responses specifically targeting EU citizens, including Roma, from other Member States. There appears to be a 'policy vacuum' in this respect, but responses to the arrival of Roma EU citizens from other Member States is more likely to be negative, occasionally taking the form of 'removals, 'deportations' or 'repatriations'. In this sense the paradigm for non-Roma citizens from other Member States is a benign non-response, while the paradigm for Roma citizens from other Member States is more often a negative response.

The lack of measures is arguably more striking considering that Roma are generally acknowledged as one of the most vulnerable groups of citizens in the EU. The situation also raises profound questions about the effectiveness, transferability of the collective principles of social inclusion across the EU Member States. The situation amongst Roma populations in some of the I AM ROMA partners mirrors the migration trends described in the FRA report.

Collecting data on ethnicity

Data on Roma socio-economic conditions and on their access to social welfare provision are, in most EU countries, poor or lacking. While gathering disaggregate ethnic data may itself be problematic, in the case of the Roma it is made even more difficult by a systematic under-recording trend. Two obstacles generally stand in the way of gathering data on ethnicity: a) the widespread belief that international law and/or the domestic legislation prohibit the gathering and maintenance of ethnic statistics; b) the widespread fear, among the Roma and other ethnic minorities - regardless of their legal status – of misuse of ethnic statistics, dangerous for the Community, and the fear that those statistics may reinforce negative racial stereotypes. Clark C (1998) and even more so the authors in Krizsan (ed) 2001 provided a challenging review that examined the need for accurate data on Roma populations and the pressure that has been exerted on the Governments, from many quarters including UNDP, World Bank and EU but with no success. The authors strongly acknowledge the need for data

for positive reasons, such as policy development and to prove or disprove discrimination. They also cautioned about the potential negative usage of data, particularly minority/ ethnic data, and demonstrated how misuse of statistics can be used to compound and endorse the commonly held negative and stereotypical views of Roma. For example in relation to crime statistics, unemployment and education.

THE CURRENT POLICY CONTEXT FOR ROMA INCLUSION

The EU policy context

The policies and practices that offer legal protection and that provide the framework for economic and social inclusion of Roma communities are complex and in the main not Roma specific. The EU approach to the Roma situation has therefore been not to develop a specific European Roma policy but to ensure that mainstream policies are identified, translated and where appropriate targeted and directed to ensure they provide the necessary protection and opportunities for a population that is as severely disadvantaged and physically, socially and economically segregated as the Roma.

The EU has an advanced legal framework which provides for protection against discrimination. The *Racial Equality Directive (Directive 2000/43/EC - RED)* has been adopted with the aim of combating discrimination on the grounds of race or ethnic origin and prohibits direct or indirect discrimination in employment, education, social protection, property matters and services.

Despite this a considerable part of the Roma population in the European Member States, even some resident in the country of their birth, do not have authorised legal status or official papers to guarantee full legal status. This is a core issue, as it strongly influences rights to social security, health care systems and prohibits access to education, and has an impact on the standard of living and possibilities to participate in public and political life.

There may be no specific EU Roma policy, but there is a wealth of rhetoric and EU and political and high level commitment to Roma inclusion and to widespread use of the common principles for Roma inclusion. The situation is broadly similar with most pan-European and international organisations.

In 2003 the Decade of Roma Inclusion emerged from the high level conference "Roma in an Expanding Europe: Challenges for the Future," hosted by the Government of Hungary. At

that time eight countries signed the Declaration of the Decade of Roma Inclusion which was a pledge that Governments of the participating countries would work to eliminate discrimination and towards closing the unacceptable gap that exists between Roma and the rest of society.

"The core issues of Roma inclusion — education, employment, public health, housing and infrastructure and the fight against poverty — fall mainly under the responsibility of Member States. The EU however plays an important role in ensuring the principle of nondiscrimination and in policy coordination. Moreover, the Structural Funds (and in particular the European Social Fund) are crucial instruments in supporting the Lisbon strategy at national, regional and local level. It is clear that all work on Roma inclusion has to take into account this division of responsibilities. There are a number of pit-falls which the Commission has done its utmost to avoid in its work on Roma inclusion, i.e.:

- a purely horizontal ("ethnically neutral") approach to the problem which would risk losing sight of specific challenges that Roma face;
- a purely ethnically defined approach which forgoes the advantages of mainstreaming Roma issues in the main policy strands;
- a declaratory "Europeanisation" of the problem which could symbolically transfer the responsibility to European institutions without providing them with new instruments to deal with it and without sufficient commitments from Member States." **Community Instruments and Policies for Roma Inclusion COM (2008)**

The Decade countries all have significant Roma minorities that are disadvantaged, both economically and socially. Although each country has its own national Decade Action Plan that specifies the goals and indicators in the key priority areas, the Decade has provided only very limited leverage and has been largely unable to motivate comprehensive actions from the participating countries. The Decade is not an institution nor does it have access to dedicated funds. The operating principle is that participating Governments should reallocate their own resources to achieve results within their own countries and that Decade initiatives and plans should be closely aligned with the priorities of other funding instruments especially European Structural Funds and also with other multinational, international, and bilateral donors.

The negative situation of Roma prompted the 56 OSCE states to adopt, in 2003, a comprehensive Action Plan on Improving the Situation of Roma and Sinti within the OSCE Area. In 2008 the ODIHR OSCE's Office for Democratic Institutions and Human Rights published a status report to provide information and analysis on the state of implementation of the Action Plan. Also to raise awareness addition, the report seeks to raise awareness of the Action Plan among OSCE states as there are instances where awareness is lacking, and the Plan's very existence is overlooked by national authorities.

The report concludes that 'parts of the implementation process have been successful, and many countries have some models of good practice in certain fields. Too often, however, the implementation process suffers from a lack of political will at the national level, and from a failure to implement policies at the local level. Funding levels are often insufficient to support large-scale projects and programmes'. The status report calls for "a renewed commitment to the Action Plan in theory and in practice, with participatory involvement of Roma and independent transparent evaluations, must remain a priority".

In recent years the issue of Roma inclusion has been moving higher on the EU agenda, and there is a growing recognition of the severe and divisive discrimination that is widely aimed at Roma people, and stronger agreement that tackling exclusion and facilitating integration of Roma will contribute significantly to the achievement of the aims of the Lisbon Strategy and the EU's wider social inclusion process. At the December 2007 Roma summit there was a call for a renewed examination of the policies and instruments available at EU level to improve Roma inclusion. The European Parliament's resolution of 31 January 2008 represented an urgent call for a comprehensive European framework strategy on Roma. A European Commission report, published on 2 July 2008, recognised that '*millions of Europeans of Roma origins are subject to persistent discrimination and far-reaching social exclusion*'. The report urged for better use of existing tools to combat these problems. In particular, it stressed the need for stronger cooperation between EU bodies, Member States and civil society.

The first EU Roma Summit in September 2008 was an important event for Roma in Europe, for the first time top level European politicians and decision-makers gathered with Roma organisations and activists to discuss how to overcome exclusion, racism and deprivation that still oppress the Roma people. The event brought together more than 400 representatives of EU institutions, national governments, parliaments and civil society including various Roma

organisations. The main outcome was a set of 10 Common Basic Principles to effectively address the inclusion of Roma. The 10 Common Basic Principles on Roma inclusion aim at guiding the EU institutions and Member States, candidate and potential candidate countries when they design and implement new policies or activities. They represent a legally non-binding declaration. However, by referring to the Principles in the Council conclusions, Member States have shown their commitment to base future initiatives on these principles.

Arriving at the current position where social exclusion and segregation of Roma communities is widely acknowledged by the main policy makers in the EU and international organisations has been an onerous process demanding much effort from NGOs and community organisations in those countries with disadvantaged Roma communities. Much of the effort of Roma activists and civil society has been to motivate policy makers to better understand the situation and the heterogeneous nature of the Roma community and at the same time to acknowledge the complexity, interconnectedness and often inter-generational characteristics of the problems that Roma individuals and communities have to confront. While this process of engagement is not finished, as it is a dynamic path that is likely to be ongoing, some achievement has been achieved and this is reflected in the high levels of engagement at political and policy levels in the EU and from their strongly worded commitments that a significant amount has been achieved from the concerted effort from activist in many countries.

While this effort has been demanding the attention from civil society organisations in countries with significant disadvantaged Roma communities, very little has changed on the ground and the living conditions and economic situations for most Roma in Europe have not improved and may continue to decline.

Although the 2007 Decade Watch Update report found increasing signs of enhanced and more systematic attention to Roma inclusion across most countries they also found that 'integrated inclusion policies with a focus on achieving and demonstrating results remain a distant goal'. The report also pointed out that there are also examples of government policies which are likely to have a detrimental effect on Roma inclusion, for example the tightening of access to social benefits in several countries without adequate accompanying measures for promoting social inclusion and access to employment. The Decade has launched a process towards making a difference, but it has not yet had the impact that Roma in Europe need—tangible and real integration into mainstream societies. The challenge over the coming years

is to design more systematic solutions and to look at positive examples across the Decade countries and the EU as a whole. There are good examples of systematic policy approaches in most countries, and the Decade should be used as an effective forum for exchanging this experience, in order to maximize the effect of any government measure on Roma inclusion.

Roma and the National Action Plans on Social Inclusion (2008 – 2010)

Although Member States have mainstream actions and a wealth of policies that favour disadvantaged groups without significant effort and explicit intent there is a strong probability that the actions by-pass and fail to reach the Roma communities.

The issue is therefore not about the absence of Roma polices but much more the lack of

robust and sustainable operational responses that turn policies in practice. In 2004 the World Bank, UNDP and EU all published in-depth reports about the poverty, segregation and discrimination that are widespread in the Roma communities of central, eastern and southern Europe. This extensive research has not been repeated but the National Action Plans on Social Inclusion (2008 – 2010) show that while the issue of social and economic exclusion of Roma is being addressed in some countries, the scale and extent of the interventions are not proportionate to the scale or the entrenched composition of the problems.

The following paragraphs provides an extract from the National Action Plan reports from some of the countries with a I AM ROMA partner on the actions they report to have implemented for Roma communities.

- **In Czech Republic** the report recognises that ethnic minorities are one of the groups most at risk of social exclusion but they do not actually name Roma as a specific group. Some effort has concentrated on data collection quoting that *'in 2006, in the Czech Republic, there were 310 socially segregated Roma localities in 167 municipalities. In 80% of these localities, the Roma population is estimated to be more than half of the total. In more than 40%, it exceeds 90%. The dynamics of the process of social and spatial exclusion are evident, for example, in the fact that 90% of the researched localities, either were established or, due to migration, grew significantly, during the last ten years. The majority of socially segregated Roma localities are integrated into the surrounding built-up areas, slightly less than a quarter of these localities are spatially segregated. The vast majority of people living*

21

in these localities are unemployed; they frequently have low education and very few or a complete lack of qualifications. Risky conditions, insufficient social competencies and detrimental health conditions are found to a greater degree in these localities. Interventions have been applied in a number of areas to provide different versions of mediators between the authorities and the communities, for example employment of social workers, the police assistants programme and school counselling offices, and teaching assistants. According to the report '*municipalities have a low level of awareness of the possibilities of utilising social field work as a tool in the prevention of social exclusion.*

- In the **Greece** report there is almost no mention of past interventions tackling Roma exclusion. There is however a commitment to promote social inclusion of Roma in the next phase of implementation and a new multi-annual sectoral action plan is currently being developed as part of the Integrated Action Programme for Social Inclusion of Greek Gypsies. The main sectors will be housing, education, pretraining – training, employment promotion, counselling of families and awareness raising.

- **In Portugal** measures to integrate the Roma community tend to be covered by mainstream measures accessible to the general population. A High Commission for Immigration and Intercultural Dialogue have set up an Office to Support Roma Communities with a view to developing a set of activities aimed at the promotion of social inclusion of Roma communities. They are responsible for ongoing monitoring of the degree of integration of Roma communities, with a special emphasis on education, health, employment and housing.

- **In Romania –** Roma inclusion is on the political agenda of the Government the focus of the information provided in the national action plan report is strongly focused on the collection of data. A national study called 'come closer' provides qualitative and quantative analysis of data which shows that - – The percentage of those who do not have an income in the month of reference (July 2007) was 2 times higher for Roma than for non-Roma: 41.9% of the Roma, compared to 20.2% non-Roma. – At the beginning of the adult life, both Roma and non-Roma have equal access to income sources but differences increase along with ageing. In addition, the access to income is unequal from the point of view of gender, as there is a negative effect among women (this tendency is similar both for Roma and for non-Roma). – The most important sources of income for Roma (26.1% of the Roma population) proved to be

social benefits (maternal allowance, children's allowances, additional family allowance etc.) – The second most important source of income consists in the guaranteed minimum income for a percentage of 14.4% of the Roma group (2.0% for the non- Roma). – Another characteristic for Roma is that they gain their revenues from inactive sources in general (43%) and informal activities (22.7%). This leads to the conclusion that the majority of the Roma are outside of the formal economy, which is also highlighted by the fairly low percentage of Roma (16.7%) who receive revenues from pensions. The Romania report also recognises that dealing with problems of exclusion of vulnerable groups including Roma 'can only be made in an integrated framework that ensures the intertwining of the economic and social development'. Measures have applied to improve labour market integration of Roma through a range of employment and training measures including a Roma job fair, and the provision of social services in rural areas.

EU Framework for National Roma Integration Strategies up to 2020

Given the above context, in April 2011 the Commission published a communication "**EU Framework for National Roma Integration Strategies up to 2020".** The Framework covers four main policy areas – education, employment, health care and housing – and stresses that Member States should ensure full access to these fields in a non discriminatory way. In the document, the EC refers to specific instruments to ensure its successful implementation "the Commission recalls that up to 26.5 billion euros of EU funding is currently programmed to support Member States' efforts in the field of social inclusion, including to support efforts to help Roma". It goes on by proposing "a solution to address current barriers to a more effective use of EU funds and lays the foundations of a robust monitoring mechanism to ensure concrete results for Roma ". Another great value of this document is that it includes, under its scope, EU candidate and potential candidate countries with the commitment to help, at regional and national level, their efforts to improve the social and economic situation of Roma through specific measures mentioned in the document. The EC also recognizes that for measuring progress an effective monitoring system and clear benchmarks are necessary. The EC calls all EU Member States to transpose the Framework by the end of 2011. Those countries that already have Roma strategies should adapt them in

accordance to the new Framework. The EC will report every year to the European Parliament and to the Council on the progress of Member States.

More specifically, the framework urges that the national policies should endorse the **EU Roma integration goals** in relation to access to education, employment, healthcare and housing:

- **Access to education**: *Ensure that all Roma children complete at least primary school*: Member States should:

- ensure that all Roma children have access to quality education and are not subject to discrimination or segregation, regardless of whether they are sedentary or not. Member States should, as a minimum:

- ensure primary school completion.

- widen access to quality early childhood education and care and reduce the number of early school leavers from secondary education pursuant to the Europe 2020 strategy.

- encourage Roma youngsters strongly to participate also in secondary and tertiary education.

- **Access to employment**: *Cut the employment gap between Roma and the rest of the Population*:

- Member States should grant Roma people full access in a non-discriminatory way to vocational training, to the job market and to self-employment tools and initiatives.

- Access to micro-credit should be encouraged.

- In the public sector, due attention should be given to employment of qualified Roma civil servants, Public Employment Services can reach out to the Roma by providing personalised services and mediation.

- **Access to healthcare**: *Reduce the gap in health status between the Roma and the rest of the population*:

- Member States should provide access to quality healthcare especially for children and women as well as preventive care and social services at a similar level and under the same conditions to the Roma as to the rest of the population.

- Where possible, qualified Roma should be involved in healthcare programmes targeting their communities.

- **Access to housing and essential services**: *Close the gap between the share of Roma with access to housing and to public utilities (such as water, electricity and gas) and that of the rest of the population*:
  Member States should :

- promote non-discriminatory access to housing, including social housing. Action on housing needs to be part of an integrated approach including, in particular, education, health, social affairs, employment and security, and desegregation measures.

- address the particular needs of non sedentary Roma. They should actively intervene with targeted programmes involving regional and local authorities.

In a report adopted on 23 May 2012, the European Commission called on EU Member States to implement their national strategies to improve the economic and social integration of Europe's 10 to 12 million Roma. Member States developed these plans in response to the Commission's EU Framework for national Roma integration strategies .

In its assessment of the national Roma integration strategies, one of the primary findings was that Member States, for financial or administration reasons, are not making good use of funds. Only 12 countries have clearly identified allocated funding and presented specific amounts for Roma inclusion policy measures in their strategy papers (Bulgaria, Czech Republic, Greece, Latvia, Lithuania, Hungary, Poland, Portugal, Romania, Slovenia, Slovakia and Sweden).

EU Structural Funds - European Social Fund (ESF), the European Regional Development Fund (ERDF) and the European Agricultural Fund for Rural Development (EAFRD) - have been mobilised to boost national efforts and are an important financial lever in ensuring the translation of national Roma integration strategies into real socio-economic inclusion of Roma communities, alongside national budgets. Although the **three funds total €50 billion per year**, not enough benefits disadvantaged Roma communities. The Commission therefore urges the national Roma contact points to be closely involved in the planning of the use of EU Funds.

For the new funding period 2014-2020, the Commission has proposed a specific investment priority to be devoted to the integration of marginalised communities, such as Roma and ensuring requirement that an appropriate Roma inclusion strategy is in place, where EU funds are spent for this purpose. It has proposed to use at least **20% of ESF resources for social inclusion**, which would be a huge improvement in countries with a large Roma population.

3. PROJECT PARTNERS

SINTRA MUNICIPALITY, PORTUGAL

The council is responsible for the administration of the municipality. This includes the town of Sintra, a UNESCO World Heritage Site. The local Roma population lead on a lot of negative statistics: low family incomes, increasing family debt, high unemployment, low education, increasing school dropout percentage at earlier levels, increasing poverty, over-occupation of housing. The municipality works to alleviate these problems, and to promote greater integration of Roma people into society.

www.cm-sintra.pt

QUARTIERS EN CRISE-EUROPEAN REGENERATION AREAS NETWORK (NOW CALLED LOCAL URBAN DEVELOPMENT EUROPEAN DEVELOPMENT)

QeC-ERAN is network of local authorities and NGO's who are focused on key "transition" issues facing small and medium sized cities/towns and the growing urban sprawl and has established "Rurban" territories. QeC-ERAN has over 27 years of transnational project management and development at EU level.

www.ludenet.org

BELFAST HEALTH AND SOCIAL CARE TRUST, NORTHERN IRELAND

Belfast Health and Social Care Trust delivers a full range of integrated health and social care services to 340 000 people in Belfast. It also provides specialist services to all of Northern Ireland. They are involved locally in a number of projects / initiatives to address the needs of the local Roma population.

http://www.belfasttrust.hscni.net/

DOBRICH MUNICIPALITY, BULGARIA

Under the leadership of its Mayor, the Dobrich Municipality the administrative body charged with responsibility for planning and implementing economic and agricultural policy, consumer rights protection, trade and tourism, transportation, agriculture, municipal property, territorial planning, and for providing information relating to town planning.

http://www.dobrich.bg

EUROPEAN DEVELOPMENT AGENCY, CZECH REPUBLIC

The Agency is an EU-wide network of experts in regional development, innovation, education and evaluation based in Prague, Czech Republic. Their mission is to provide state-of-the-art international expertise for public, private, non-profit and academic sectors. Fields of our expertise include social inclusion, employment, life-long learning, urban development, innovation, transport, environment, health, support for SMEs, certification and others.

http://euda.eu

HERAKLION MUNICIPALITY, CRETE, GREECE

The council is responsible for overseeing all of the administrative functions of the municipality. As well as maintaining the infrastructure of the municipality, it also has a broad remit covering urban development and social cohesion.

http://www.heraklion.gr

INTERCULTURAL INSTITUTE, TIMISOARA, ROMANIA

The Intercultural Institute of Timisoara (IIT) is an autonomous, non-governmental organisation, engaged in cultural, civic and scientific activities, without political purposes, which adheres to the European values and the principles concerning inter-culturalism. Established in 1992, it pursues the development of the intercultural dimension in the fields of education, culture and youth. The IIT also promotes, at the national and international level, the climate of tolerance and interethnic communication specific to the town of Timisoara and to the region of Banat.

http://www.intercultural.ro/eng/

THE ROMA CENTER FOR SOCIAL INTERVENTION AND STUDIES (ROMANI CRISS), ROMANIA

Romani CRISS is a non-governmental organisation, which defends and promotes the rights of Roma in Romania, by providing legal assistance in cases of abuse. They also work to combat and prevent racial discrimination against Roma in all areas of public life, including in the fields of education, employment, housing, and health.

www.romanicriss.org

ERPA – EUROPEAN ROMA LABOUR AGENCY, BRATISLAVA, SLOVAK REPUBLIC

Since 2003, the European Roma Labour Agency have worked to support the Roma minority in accessing or returning to the labour market and their subsequent integration into society. The main objective of ERPA is to increase workforce skills in respect of the market economy, to enhance practical training in social skills, increase the legal and economic awareness of Roma and other key groups, and providing counsel and advice to the Slovak government in the area of Roma issues.
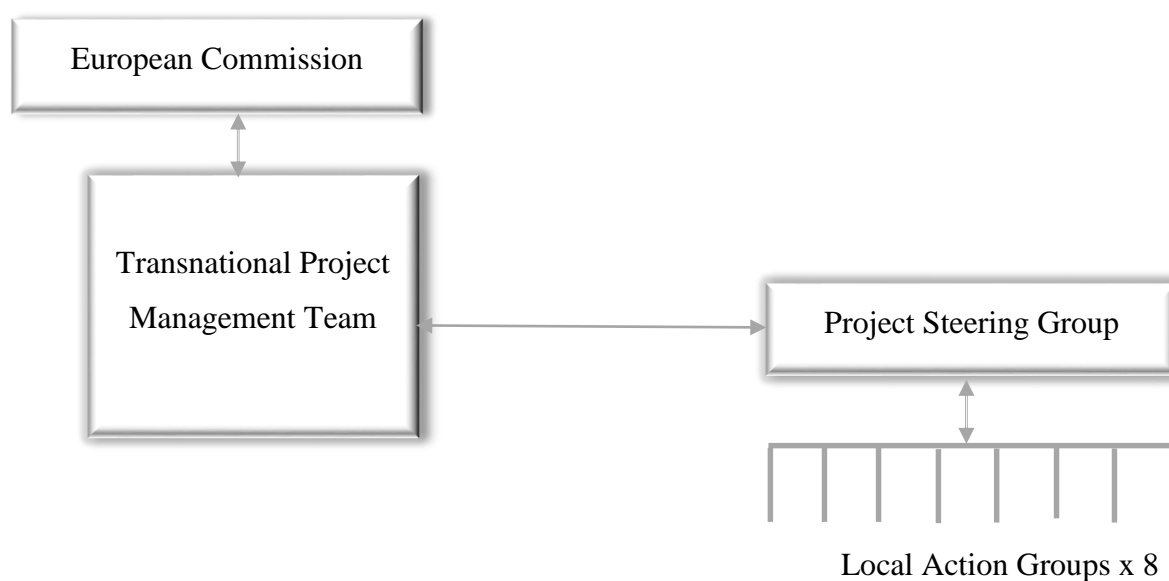
www.erpa.sk

Transnational Project management.

From the outset a transnational Project Steering Group (PSG) was established. This consisted of the local co-ordinator plus one member of the Local Action Group.

The diagram below provides an overview of the management structure:

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┌─────────────────────────┐
│  European Commission    │
└─────────────────────────┘
            ↕
┌─────────────────────────┐                    ┌─────────────────────────┐
│  Transnational Project  │ ─────────────────▶ │  Project Steering Group │
│    Management Team       │                    └─────────────────────────┘
└─────────────────────────┘                                 ↕
                                              ┌─┬─┬─┬─┬─┬─┬─┬─┐
                                              │ │ │ │ │ │ │ │ │
                                              └─┴─┴─┴─┴─┴─┴─┴─┘
                                               Local Action Groups x 8
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The PSG met four times face to face during the life of the project:

- SGM 1 and Scoping Workshop. This took place on 4-6 April 2011 in Bucharest.
- SGM2 took place in Sintra on 26 September
- SGM3 took place in Timisoara on 23 May 2012
- SGM 4 took place on 28 January in Brussels.

In addition an additional first steering group meeting was organized in Brussels on May 30 - 31 owing to the fact that firstly, one of the original partners had withdrawn from the project as result of political changes following an local election and secondly, the Greek partner was

unable to travel to Bucharest as at that time there were very severe restrictions in place on travel and related costs for Greek civil servants.

Details of the agenda, presentations, photo's, lists of attendance etc., can be seen in Appendix Three.

Transnational workshops

The project undertook two transnational workshops

The first **capacity-building** workshop, with more than 40 participants, was a transnational event focusing on the theme of **"Developing local campaigns to challenge negative stereotypes"**. The workshop dealt with the issues of Roma Rights and sought to empower the participants to take action locally in increasing their knowledge of relevant EU legislation and policies and in nurturing their local strategy with relevant materials and a clear methodology before starting to develop their action plans.

Following a welcome speech from Mrs. Paula Simões, Lady Counselor for Social Affairs, of Sintra Municipality, Haroon Saad, Director of LUDEN, opened the workshop session with an introduction to the Project and a reminder of the European Policy Context. He then invited the participants and experts to share their sound and constructive experience and knowledge during I AM ROMA **'training for the trainers',** building on the following key elements:

- *The partners' actions in the field.* Two Romanians associations presented their local experience in conducting successful campaigns fighting discrimination against Roma people. Ms Cezara David, from the association Romani CRISS presented two examples of campaigns launched locally and promoted at the national level: "Two campaigns in brief: Advocacy campaign and Public campaign". In her speech "The students propose solutions to the Roma problems', Oana Nestian, from the Intercultural Institute of Timisoara (IIT) reported the involvement of students in the preparatory analysis of targeted Campaign addressing stereotypes on Roma. All 'I AM ROMA' partners have been especially interested in learning from the successes of these campaigns.

- *The European approach and perspectives* on Roma and Human Rights was presented by Lydia Gall, lawyer at the European Roma Rights Center. By focusing on legal perspectives the workshop sought to increase knowledge of the attendees on the key legislation they will face in developing their local actions.

- *The Focus on planning and implementing a local campaign:* **T**he presentation by 'I AM ROMA campaign expert', Ian Poitier, enabled the group to access key resources and tools to start setting up their own local campaigns. Ian Poitier has pointed out the paramount importance of following a strategic methodology in the development of I AM ROMA local campaigns based on 9 key steps. He also insisted on the significance of ensuring a long-term impact of their campaigns in order to sustain the impact of the local actions beyond the life of the project.

- *Interesting and innovative case studies* building on the legislative and legal expertise of the European Roma Rights Center and the media expertise of I AM ROMA Campaign expert, Ian Poitier generated a genuine interest from the majority of the participants. The intervention of the latter enabled the group to access key resources and tools to start setting up their own local campaign.

Details of the agenda, presentations, list of participants etc. can be found in Appendix Three

May 2012-Second transnational workshop

With 40 participants, the second Peer Review workshop of I AM ROMA Project focused on the theme of Education and on the peer review of I AM ROMA campaigns by project partners and external evaluators. The workshop addressed the challenges facing Roma children in mainstream education and special schools and sought to foster interaction and experience and knowledge transfer among I AM ROMA Partners.

The European perspectives on Roma children in Education, which were presented by Caroline Sykora, Eurochild and World Bank expert. Her presentation emphasized the Roma child perspectives, their limitations and her key recommendations. Mrs Sykora also gave examples of successful actions in pointing out the importance to foster exemplary initiatives – such as the participation of children for instance – and to scale up and invest the successful projects.

Experience sharing with Roma and non-Roma Students and Teachers. Teachers from mainstream education (Alina Ardelean) and special schools (Camelia Carabas) along with one Roma (Sorinel Dumitru) and non-Roma (Cornelia Kirali) students shared their own experiences with the audience. The teachers reported their difficulties to maintain a good level of education among Roma children and the decision of many localities to send pupils to special schools. Despite several programmes of intervention implemented by School's headmasters, too much miscommunication remains between the population and the Roma Community. Sorinel, a school mediator from Constanza, called for the nomination of an officer, a contact person representing Roma interests in the decision-making process, being also an interface between the school and the Roma Community. He also insisted on the importance for the teachers to get to know the Roma Community, their customs, habits and their vision in order to change mindsets.

Working groups and peer review sessions followed by an evaluation of a Jury of Roma and experts. In order to bring together different visions and explore some key issues more deeply, the participants were divided into groups to exchange on their local campaigns and the challenges they were facing at the local level. A Jury of Roma and experts chaired by Haroon Saad evaluated the Presentations of the 'Progress-Problems-Prospects' reports of the partners according to a list of agreed criteria (ability to replicate, involvement of Roma, sustainability, innovation and impact). The last day of the Workshop was dedicated to the visit of the district Kuntz and the Resource Centre for Social Entrepreneurship which also seeks to empower Roma community.

Study visits in Roma Community. Two study visits have been organised on Tuesday 22 May 2012 and on Friday 25 May 2012. On arrival day, the group visited the District Freidorf before engaging in an inspiring discussion with the Priest of the District. The last day of the Workshop was dedicated to the visit of the district Kuntz and the Resource Centre for Social Entrepreneurship which also seeks to empower Roma community.

Details of the agenda, presentations, list of participants etc. can be found in Appendix Three

Online programme

November 2011-March 2012-Online events

This programme was designed very much based on the needs that partners were raising at the first workshop in September. With the input of an external expert a series of 5 online events took place which focussed on:

- Good practice in campaigning
- Overview of the legal situation in the context of discrimination of Roma
- Overcoming resistance within the Roma community
- Good practice in involving Roma
- Working with schools

June-October 2012: Online events

These were facilitated by an external expert and here the focus of the events was to have a online debates between sub-sets of the partnership in order to provide a better focus on their specific campaigns and the issues and challenges that arose. In effect this provided an initial chance to evaluate the work partners had been undertaking. In particular, partners requested a focus on using Twitter. Accordingly there were three facilitated sessions which provided an introduction to using twitter.

ONLINE CAPACITY BUILDING PROGRAM USING TWITTER

Members of the project agreed that they would like to develop their competence in using Twitter. This section provides a practical guide to using Twitter as developed by the project.

Why Twitter? The answer could be that:

- It is easy to use like the SMS, but it allows you to communicate with many more people;
- It is fast and provides you with the opportunity to share your thoughts with many people;
- By its very nature, participation is necessary;
- You can read tweets from interesting people, but without the need to dedicate a lot of time to it.

- Twitter is democratic, because it is free, and where the whole world has a right to express themselves;
- Twitter is a part of the digital revolution
- Risks: Hardware such as Twitter or Google Buzz are used to do marketing. How to use this hardware for participation?: What motivates the participant

First Phase: getting engaged with Twitter – Training the partnership

Between June and October 2012, the I AM ROMA partnership undertook a series of webconference with an expert, Sian Mc Lachlan from ActionAid. The first part of the webconference was a simple PowerPoint presentation of Twitter and the general knowledge on how to use it.

The webconferences provided partners with very practical information such as::

- How to sign in and to begin with Twitter
- How to tweet/retweet
- How to find people, how to follow/be followed
- Getting more focused on the tweet-flow
- Getting engaged on trending topics
- Creating groups within Twitter: the use of Twubs
- Customize Twitter
- Other add-on for Twitter, e.g. tweet polls.
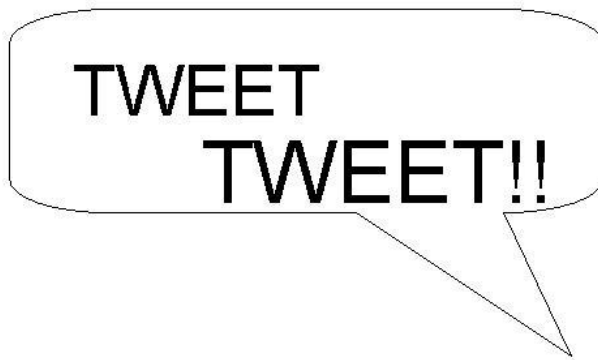
TWEET
TWEET!!

Sian McLachlan
se.mclachlan@googlemail.com
http://sianmclachlan.tumblr.com

What we will cover today:
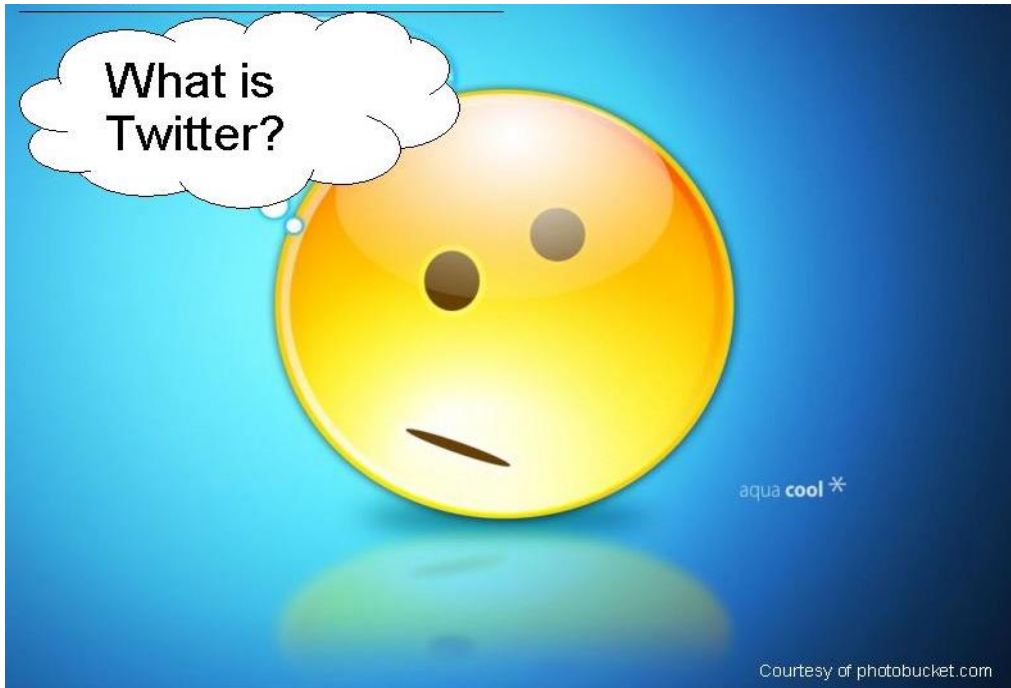
Background to Twitter

How to Tweet

Tools for Tweeting

What to Tweet

Why Twitter is a useful tool for participation

Twitter is a social networking website

It asks the question: **'What are you doing?'**

It allows users to send short 140 characters long messages, called 'Tweets', to their followers

Twitter saw a growth of **1,192.13%** growth from 2008 – 2009

Twitter now has over **10 million** users

Over **2 million** 'Tweets' are sent per day

26,770 Tweets have been sent as part of the Fix Outlook petition (fixoutlook.org)

Thousands of third-party applications

How to Tweet...

Tweet box

Thanks for
following
me
Connect with
me online
linkedin.com/in/sianmclachlan
delicious.com/stanleymac83

Followers/
Following

Your @replies

Your private messaes

Your favourite Tweets

Search all Tweets
on Twitter

Group the people you
Follow into lists

What is popular on
twitter right now?

Your own choice of
background

Tweets of the people
you are following

FOLLOW PEOPLE!

by phlame 2002
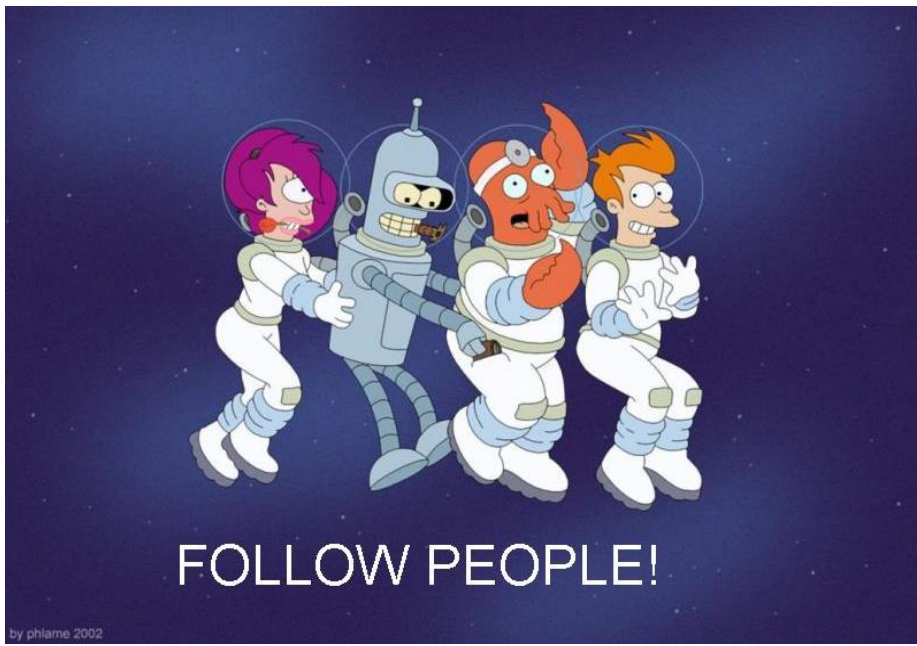
Find people to follow

Home Profile Find People Settings Help Sign out

Find people on Twitter

What account are you looking for?

[   ] search

Search for a username, first or last name, business or brand

M Gmail

Y! Yahoo

AOL

Find people on other networks

You can invite folks by sending them an email. See what you'll send them.

Enter some email addresses:

[   ]

Separate multiple email addresses with commas, ex: joe@twitter.com,jane@twitter.com

Invite people by email

@BarackObama

@SianMcLachlan

@bbcpolitics

Courtesy of www.australiaimages.net

RT @sianmclachlan

Re-Tweet another user's message

#hashtag

Add a #hastag to a Tweet to tag it with a
particular topic

DM@sianmclachlan

Send a private message to another person

Courtesy of thefuntimesguide.com/

Tools for Tweeting

Courtesy of http://blog.mobiles.co.uk

| Account | Password | Mobile | Notices | Picture | Design | Connections |

In the UK we have a shortcode (86444) that is currently supported by Vodafone and O2 in the UK for sending and receiving tweets. If you are a subscriber of another UK mobile provider you can send tweets via SMS (but not receive) by using +447624801423.

Mobile Phone: +447759344907
Device updates:

| On | ▾ | PIN (optional): | | Save |

(Send updates to: +447624801423)

Set up your **mobile phone** so that you can Tweet via SMS

Add a Twitter **widget** to your website of igoogle and Tweet from there

Install a **desktop application** and Tweet from your desktop

Live event / news reporting

Staying in touch with friends

Sharing links

Conducting polls

Real time insight into trends

What are other people Tweeting about?

"A publishing tool with the ingredients that Twitter offers has never been available before and it seems those components are ideally suited to the domain of public opinion and free speech."
- Ed Richardson: Social Media Today

Sian McLachlan

We undertook two events in Brussels to share the outcomes of the project. As part of the overall project, we had established links with EU Roma networks based in Brussels and other EU networks (eg Euro Child) and we organised an informal networking event where partners were able to present their outcomes at "stalls". This allowed for a more café style approach.

The second event was a more traditional workshop at the Committee of the Regions at which we had 40 external delegates participating.

Details of the agenda, presentations, list of participants etc. can be found in Appendix Three

PART THREE: TRANSVERSAL PRODUCTS

The project generated two products that we believe have wider possible relevance and transferability.

- A Campaigning "toolkit" for changing mind-sets, and
- A capacity building resource which has two elements:
  - an overview of the human rights and anti-discrimination legal context in relation to discrimination against Roma and ,
  - Good practice case studies from outside the partnership and sources of support and funding from non-EU organisations.

The two elements in the capacity building resource were created in response to needs expressed by participants in the capacity building programmes that partners organsised.

1. CAMPAIGN TOOL KIT TO CHANGE MINDSETS

Given the relative failure of traditional 'Information & Awareness-Raising' Campaigns in relation to tackling exclusion and discrimination, this Project sought to generate socially-innovative campaigns to raise awareness of the relevant issues, and to Change Mindsets. The overall goal was to address Racism and Discrimination in eight member states, where the incidence of anti-Roma sentiment and discrimination is high.

SUMMARY OF MAIN NEGATIVE EFFECTS OF DISCRIMINATION/EXCLUSCION ON ROMA PEOPLE	
PARTICIPATION	A strong ethnic and cultural Roma identity, prevailing over a national identification with their countries of residence, has resulted in a pervasive unawareness of how to influence their own circumstances through political participation. In

	addition, anti-Roma discrimination has contributed to a sense of alienation among Roma people from political life of their countries.
DISCRIMINATION & RACIAL VIOLENCE	Anti-Roma bias has had extremely negative effects on access to employment, education, housing and healthcare. In several countries, Roma have been targets of racial violence, including racially-motivated murder. Unlawful treatment of Roma by police is also a widespread problem.
EDUCATION	In many countries, Roma children encounter widespread discrimination and rejection in public schools. It is not unusual for these children to be forced into schools reserved for the mentally disabled, the future long-term consequences of which can be highly detrimental to positive advancement in the societies in which they live.

Our approach drew on the Key Insight that Ideas, Products, Messages and Behaviours can spread just like viruses. This insight was socially-innovative in that it focussed on Actors, their Context as well the Message.

Our Approach incorporated the following Elements/Principles:

- A Critical Review of traditional approaches to awareness raising and information dissemination (our initial proposal emerged from a just such a Review)

- Capitalising on previous, ongoing and planned activities

- A specific focus on Roma Women and Children

- The piloting of eight local campaigns, incorporating several common elements, albeit with slight variations to ensure "stickability" in relation to institutional and cultural differences

- Strong involvement of Roma People in the development, implementation and evaluation of the project

- The need to build the capacity of Key Actors

- The need to "feed in" to National Action Plans For Social Protection and Social Inclusion of Member States for the period 2011

- Create synergies with the regional/national OP's for ERDF/ESF

- Action Research Evaluations of the pilots to highlight transferability of Methods, Techniques and Impact

- The use of 'Action Learning' Methodology. Action Learning is based on ensuring that the personal and social capital that participants bring form part of the exchange and learning process. Action Learning is an organisational, problem-solving technique. Action Learning is a technique which encourages participants to learn with and from each other, in pursuit of the solutions to real-life, work-related problems. It uses problem-solving as a means of bringing about both individual and organisational change. Action Learning also allows for external inputs which reflect the needs of participants.

Nine key questions for developing an advocacy strategy

"If you have an hour to chop a stack of wood, it is worth spending the first half hour sharpening your axe."

One of the most common confusions in the development of advocacy strategy is the difference between "strategy" and "tactics." **Tactics** are specific actions – writing letters, meeting with lawmakers, issuing reports – the building blocks of advocacy.

Strategy is something larger, an overall map that guides the advocacy effort toward clear objectives. Strategy is a hard-nosed assessment of where you are, where you want to go, and how you can get there. At its heart, effective strategy is rooted in five key questions.

Looking Outward

1. OBJECTIVES: What do you want?

An effective advocacy effort must begin with a clear set of objectives. This can include long-term objectives that may not be attainable immediately and short- term objectives that help

build toward those in concrete ways. All of these objectives need to be defined at the start, in a way that can launch an effort, draw people to it, and sustain it over time.

2. AUDIENCES: Who can give it to you?

Who are the people and institutions you need to move? This includes those who have the actual formal authority to deliver the goods (i.e. public authorities) and also the other actors who will influence their decision making (the media, key constituencies, and others). In both cases, an effective advocacy effort requires a clear sense of who these audiences are and what access or pressure points are available to move them.

3. MESSAGE: What do they need to hear?

Reaching these different audiences requires crafting and framing a set of messages that will be persuasive. Effective advocacy messages generally have two basic components: Why the advocacy objective is the right thing to do on the merits ("Increasing funds for children's health saves lives.") and why it is in the political interest of the authority to do it ("We have a coalition of fifty groups supporting this proposal.").

4. MESSENGERS: Who do they need to hear it from?

The same message has a very different impact depending on who communicates it. Who are the most credible messengers for different audiences? Three kinds of messengers are important: "Experts" whose credibility is largely technical; "Authentic Voices," of the people who can speak from personal experience; and "People with Clout," who come with the kinds of political connections that make authorities want to listen.

5. ACTION: How best to get the message delivered?

There is wide continuum of ways to deliver an advocacy message. Some are "inside strategies" in which persuasion takes place through traditional channels and meetings. Other approaches involve "outside strategies" aimed at changing the context in which those decisions are made, through the formation of coalitions and the application of outside pressure through media work and the like. The mix of these approaches that is right for an advocacy effort depends on what is needed to get the job done and what the groups involved are able to do and comfortable doing.

Looking Inward

6. RESOURCES: What have we got?

An effective advocacy effort takes careful stock of the advocacy resources that are already there to be built on. This includes past advocacy work that is related, alliances already in place, staff and other people's capacity, information and political intelligence. In short, you don't start from scratch, you start from building on what you've got.

7. GAPS: What do we need to develop?

After taking stock of the advocacy resources you have, the next step is to identify the advocacy resources you need that aren't there yet. This means looking at alliances that need to be built, and capacities such as outreach, media, and research which are crucial to any effort.

8. FIRST EFFORTS: How do we begin?

What would be an effective way to begin to move the strategy forward? What are some potential short term goals or projects that would bring the right people together, symbolize the larger work ahead and create something achievable that lays the groundwork for the next step?

9. EVALUATION: How do we tell if it's working?

As with any long journey, the course needs to be checked along the way.

Strategy needs to be evaluated revisiting each of the questions above (i.e. are we aiming at the right audiences, are we reaching them, etc.) It is important to be able to make mid-course corrections and to discard those elements of a strategy that don't work once they are actually put into practice.

Campaign Planning Template

We've developed this template to help social change groups plan and lay out their campaign strategies. Assuming your strategy takes the form of a written document, each of these elements might be a heading. This template describes a range of elements and suggests how each can be developed and communicated. The elements are options for you and your group to consider and don't necessarily need to be completed in this suggested sequence. Campaign planning is often a circuitous or iterative process. We suggest participatory processes to

maximise the ownership and involvement of the activists and community organisers involved in your campaign.

Element	Description of this Element	Format	Suggested tools or processes
Campaign Focus	'Cut the issue' to narrow down bigger picture problems into more manageable parts. What part of the problem or bigger issue do you intend to work on? It might be helpful to frame it as a solution or partial solution. Name the problem, identify issues and justify which one/s you plan to tackle. Detailed information generated can be included in situational analysis.	~ 250 words	- Cutting the issue - Apply criteria for cutting issues - Problem-tree analysis
Problem Statement	What social or environmental justice is at stake here? Flesh it out. What part of the problem are you trying to solve? How does resolving this issue address the underlying problem and root causes?	~ 250 words	
Campaign Goal(s)	How do you want things to be? If this issue is resolved, how will the situation have changed? How will justice be achieved? Goals should be discrete and directly linked to the scope. Best to focus on one campaign goal or limit to two or three. If your goals are sufficiently different, it may be worthwhile developing separate campaign plans.	1-2 sentences to justify each goal	- Draw from cutting the issue and problem-tree analysis - Revisit critical-path
Situational Analysis	What is the context? What political, economic, cultural or other factors are creating or maintaining this problem?	~ 1 page description	- Analysis of Social, Technological, Economic,

Element	Description of this Element	Format	Suggested tools or processes
	What are the root causes?		Environmental and Political (STEEP) trends
	What factors are likely to help or hinder you in achieving your objectives?		
	Who benefits from the problem being maintained?		- Force field analysis for each goal
	Who would benefit from it being changed?		- Problem-tree analysis
	Are certain groups experiencing these injustices more than others?		- Initial stakeholder analysis
	What are civil society groups doing about the situation?		
Critical Path	What sequence of changes or outcomes will take you from here to the vision of your Campaign Goal area being resolved?	Diagram	- Critical path analysis
	What changes need to take place?		- Movement Action Plan 8 stages
	What assumptions underpin your Critical Path?		
	What steps can you realistically bring about?		
Organisational Considerations	What organisational considerations do you need to bear in mind?	½ - 1 page SWOT	- SWOT analysis
	What are your philosophies and policies?		- Team Types
	What are your Strengths? Constraints?		- Movement Action Plan
	Consider key organisational priorities such as gender and cultural diversity, and fundraising objectives.		
	What level of priority does this campaign have?		
	What resources are likely to be available for this campaign?		
Key Players: Allies, Opponents,	Who are the key players? Campaigns involve key decision makers, opponents and allies. We need to get beyond 'the community' and 'the government' to a deeper analysis of those we	Power map and Explanatory	- Power map (perhaps separate power maps for

Element	Description of this Element	Format	Suggested tools or processes
Constituents, *Targets*	are trying to influence and those that can help us. Identify primary targets – the people who can give you what you want. Decision makers are often individuals within government or corporations. Identify secondary targets who have influence with primary targets. Who will be your key allies in this campaign and how will you work with them?	Notes	each campaign objective) - Spectrum of allies - Force-field analysis on 'targets' - Analyse targets in terms of what motivates them, what they fear and who can influence them - Revisit critical path
Objectives	What specific or tangible outcomes do you aim to achieve to further the campaign goals? Objectives should be strategic, measurable, achievable, realistic and time-specific (SMART). Objectives are based on your situational analysis (looking at the range of potential issues), critical path (how can each issue be resolved) and organisational considerations (how many issues can we tackle and which fit our organisation the best?).	Confine to no more than four objectives per goal	- Revisit critical-path and problem tree analysis for guidance - Critical Factor Analysis - Draft then SMART-en objectives - Force field analysis for each objective
Tactics	How will you achieve your objectives? List and detail the tactics required to achieve each Campaign Objective. Determine which will deliver the greatest	Table: timing, objective, tactics, person/s responsible,	- Brainstorm tactics analysis criteria - Develop a set of criteria to analyse tactics

Element	Description of this Element	Format	Suggested tools or processes
	impact for the energy and resources you invest. Apply agreed tactics criteria to assess and justify tactics.	resources required	- Beginning-Middle-End to sequence tactics - Tactics cards (ask us for a copy) - Movement Action Plan roles and stages analysis
Communications	What messages do you want to communicate? What key messages will be most appropriate to motivate specific audiences (primary and secondary targets, key allies, constituents, media outlets) to take specific actions (tactics) to support your campaign objectives? This might include 3-4 'zingers', grabs or headlines, statistics, key facts and ideas for community campaigning materials, website and other publications.	~ table or 1-2 pages	- Framing (ala George Lakoff) - Battle of the story - Brainstorm
Contributor and community engagement	How will you engage constituents (members and the community)? What role will activists, donors and supportive community members play in the project? How will the strategy build your support base? What resources are required to effectively engage people? How will the proposed actions by activists and constituents dovetail with other campaign timelines?	~ 1 page	- Group discussion - Revisit critical path to flesh the level and form/s of community engagement at each step
Success Indicators	What will success look like and how will you know when it's happening? Be sure not to emphasize the outputs that are easiest to count, focus instead on the outcomes that really matter to your objectives. Success indicators need to be	~ ½ - 1 page, table format: objectives and	- Brainstorm based on objectives, - Filter out redundant,

Element	Description of this Element	Format	Suggested tools or processes
	directly linked to your objectives and might include: - Outputs: quantitative results brought about by project activities to reach objectives. What will be the results of your activities? - Outcomes: changes brought about by outputs in order to reach objectives. What changes will be brought about by your outputs? - Impact: longer-term results or changes achieved that relate to your original overall goals. What are the longer-term effects of your project? - Indicators: how will you know you have achieved your objectives? What are the changes that you will be able to observe? - Means of verification: how can you prove these changes have occurred? - Details of how and when the campaign plan will be revised. Identify who will be responsible for gathering the data for monitoring success indicators, how they will do it and how regularly reports will be completed.	indicators. A few sentences on monitoring plan	irrelevant and performance-inhibiting indicators as a group activity
Risks and Contingencies	What are the major risks, issues or obstacles that could impact and impede you from undertaking these tactics and achieving these objectives? Specify Low, Medium, High significance and L,M,H likelihood. What contingency plans might you need – especially for risks identified as having medium to high significance and likelihood? It might be helpful to identify possible scenarios (eg.	Table of risks and short statement of each contingency plan / scenario analysis	- Team brainstorm and strategising - Revisit critical path, power maps and force-field analyses if necessary

Element	Description of this Element	Format	Suggested tools or processes
	outcome of upcoming elections).		
Timeline	Key dates including internal and external events, planned activities, milestones and 'take-off' or trigger events. Be sure to include regular evaluation and post-campaign reflection.	Table: date, activities, external events; evaluation dates; who's responsible	- Simple 2 column date-activity table - GANTT chart
Campaign team	Who will be involved in the campaign and what will their roles and responsibilities be?	Table	- Team members provide some detail about their time available, roles and responsibilities.
Budget	Include non-financial items and pro bono contributions.	Table (eg Excel)	
Long-term Considerations	How will this campaign continue to have impact after your planned work ends? How will you build other groups' capacity and strengthen institutions and increase local ownership? What is your exit strategy if the campaign has not yet achieved your objectives?	~ 250 words	
Consultation Process	Who has been actively involved in developing the campaign plan and how? The level of ownership will be considerably improved if you meaningfully involve people who will be involved in the campaign and if the process is transparent.	~ ½ page	

12 Basic Guidelines for Campaign Strategy

1. Do you really need to campaign?

Campaigning can be fun but it's often hard, dull, frustrating and unsuccessful. Campaigning is usually only done when all else has failed. It involves a conversation with society, persuading people to take an unusual interest in supporting a move that would not normally happen. It means setting up and sustaining processes that are not normal or 'business as usual'.

If politics is the 'art of the possible', campaigning is the science and art of changing what is possible. Do it right and a campaign succeeds in inspiring its followers to go on to the next target. But unstructured or poorly focused campaigns are hot air balloons kept aloft by burning idealism and goodwill, until they suffer 'burn out'.

So before you go any further stop and ask yourself: do I really need to campaign? Or can I get what I want by other means - 'business as usual' - can I buy it, can it be delivered by simply asking politely, or through quiet lobbying, or by trading or through politics?

2. Motivation not Education

Campaigning lowers the barriers against action and increases the incentives to take action. Education, in contrast, is a broadening exercise. It uses examples to reveal layers of complexity, leading to lower certainty but higher understanding.

Campaigning maximises the motivation of the audience, not their knowledge. Try using education to campaign, and you will end up circling and exploring your issue but not changing it.

Campaigns do have some 'educational' effect but it is education by doing, through experience, rather than through being given information. Information is not power until it leads to mobilisation.

3. Analyse the Forces

You know what needs to change. Ask this: 'why hasn't it happened already?' Try mapping out the forces for and against what you want to happen. Draw a map of the problem - the

people involved, the organisations, the institutions - work out exactly what the mechanisms are for the decisions you want to change.

Then identify potential allies and opponents and work out who your target audience is for each step. Look at it from their point of view. Check - how will you now change the balance of forces for and against action in order to overcome the obstacle? If you don't know the answer to this, how can you specify an objective to be achieved?

4. K.I.S.S (Keep It Simple, Stupid)

Campaigns are needed because there is an urgent problem which has to be made public in order to be resolved. Effective motivation needs simplicity in message and purpose.

Communicate only one thing at a time. Use a simple unambiguous 'call to action' which requires no explanation.

5. Right Components – Right Order

You need to follow the sequence: > awareness > alignment > engagement > action

The campaign involves a deliberate series of revelations or communication exercises to take the 'audience' from a state of ignorance, through interest and then concern (components of awareness), into anger and engagement (motivation), and finally into a state of satisfaction or reward. If that happens, the campaign participants or supporters will be ready for more. Communicate them all at once and there's no involvement in the 'story' of the campaign. A good campaign has to be like a book or a drama - the outcome must be important but unknown.

Showing a problem may lead to concern but in itself that won't lead to action. Show them now is the opportunity to force a change, to implement the solution, and give them a way to act - and you have the conditions for engagement.

6. Start from where your audience is

A marketer finds out what you want, what you already do and think, and creates or finds a product that fits you.

When it comes to communication, do your market research. Say you need to persuade a group of councillors to take a particular decision about a forest. You may think it's important for frogs or as a watershed. But what do they see? What if they use it for jogging or 50% of their constituents are woodcutters? You may see a forest but they may see timber, or an

exercise area. Put the issue in their terms.

7. Construct a critical path

All issues are complex but your campaign must not be. Complexity demotivates, it makes people feel confused - and if they feel confused, they will think you are confused, and not worth listening to.

Your campaign cannot be the 'whole picture'. Instead it has to be a way, a trail, stepping stones, a critical-path. Do not try to communicate 'the issue', however tempting it may be. Communicate your campaign - what you think, the problem as you see it, the solution as you see it, the opportunity as you see it - and only that.

Stick with each stage until it is achieved. Each stage is a target or objective in itself. Resist the temptation to talk ahead by giving 'the whole picture'. Plan a campaign as a series of steps where one leads to the next - like dominoes.

Try mapping out the forces for and against what you want to happen. Draw a map of the problem - the people involved, the organisations, the institutions - work out exactly what the mechanisms are for the decisions you want to change.

8. Campaign against the unacceptable

Your campaign may be 'about an issue', but to engage people it will need to have a much more specific 'battlefront'. Choosing that battlefront is a crucial task.

A campaign strongly supported by a tiny part of the population may sustain a vigorous organisation. It may survive for decades - for as long as its supporters have the energy. But to succeed, most campaigns need to attract much broader support - and to do that, you often need to narrow the focus.

Normally the task is to find the pieces of an issue or concern which are unacceptable to a big enough group of people to get the effect you need. In general it is better to campaign against a small part of a big problem, where that part is 99% unacceptable to the public, than to campaign against say half of the overall problem, where that is only unacceptable to 1% of the population.

9. Make real things happen

Don't argue, do. Events are the stuff of politics - whether formal politics, business politics, personal politics or the politics of the dung heap.

News is not about ideas or concepts it is about things that happen. Ask yourself every day, what is this campaign doing? What's the verb? Is it starting something, publishing, blocking, rescuing, occupying, marching, lobbying, painting .... What are you doing?

Too often campaigns become absorbed in collecting information or circulating it to people who already agree with the cause.

Some of the most powerful events are direct-actions, especially where these are non-violent and can be justified on moral and 'scientific' or 'economic' grounds. That way they gain widest support. But there are many other powerful ways to campaign.

10. Say what you mean

Directly or indirectly, a campaign consists of persuading others not just that you are right but that you are so right that they must take some form of action.

Everyday we are exposed to many thousands of messages. Almost all are ignored or immediately discarded. Very few things 'stick' and anything which makes a message hard work to understand, makes it less likely to stick.

The simplest thing you can do to help your message is to be direct and straightforward. Forget about being 'clever'. When all else fails (as it probably will): say what you mean. (Try telling a relative - when they 'get it', use their way of saying it).

11. Find the conflicts in events – make the news

This is often misunderstood. Conflict is inherent to campaigns. Without a conflict of interest, a campaign would not be needed.

Campaigns make news when they create change, make a difference, or threaten to do so. A conflict, formed just of ideas is of interest only to academic or political theoreticians. What counts for the rest of us is who comes out on top, what gets changed, how does it affect me, my family, my life and how it can be lived? In other words 'outcomes'.

News connects with politics through events. Events are also the things that change our views. A campaign is about forcing a change to the status quo. Conflict is therefore built into it, indeed almost defines campaigning.

12. Communicate in pictures

At every level, think out your campaign in steps, leading back from the objective you want to

achieve. Create a chronological storyboard - your critical path - and work out how you will make that happen. If you can't, then change your objective. But don't try to do the job of the press. Don't try to create cartoons'.

Things that aren't real for example, are 'addressing the issue', 'working on ..... the subject', 'developing awareness' and 'reaching the public'. Things that are real could include: occupying a tree, releasing a dove, conducting a survey in a shopping mall, visiting your MP, writing a letter, sending an email, speaking to a crowd, or invading the Sellafield nuclear reprocessing plant.

Create events that actually generate those pictures - or lead them to occur. Then make sure you communicate in pictures, not just words.

If you find this difficult at first, try involving a local photographer. Take them through your campaign plan and get them to say whether they could tell the story in pictures. As a rule, if there's nothing to photograph, there's no actual activity, no objective to achieve, and no campaign to join in with, report or support.

Pictures are far more powerful than words. Good ones tell the story and the best need no caption. And pictures cannot be interrogated or argued with. Make your campaign speak in characters and symbols that are larger-than-life. The only things stronger than images are face-to-face contact and direct engagement in doing the campaign.

MEDIUM	BEST USES	LESS GOOD FOR
Film / Video (ie. commissioned video) non-broadcast	Persuasion, emotions, feelings and stories, speaker support and group discussion	Information
Reportage (being reported by the media)	Endorsement	Engagement, recruitment
Newspaper Reports	Establishing a campaign or project – matter of record,	Persuasion

MEDIUM	BEST USES	LESS GOOD FOR
	logging milestones, reaching political and corporate decision-makers	
News websites	A record and archive	Social intrusion
TV News	Events, awareness, reaching status conscious decision-makers, internal communication	Information, sensitive topics, reflection or messages that should be segmented
TV documentaries	Depth treatment, stories	Time-critical work
Local newspapers	How-to information for the home Case studies and human interest stories that people can believe	Reaching young people (in most cases)
Advertisements eg. Posters	Reinforcement, awareness	Information, persuasion
Advertisements in special interest magazines	Reinforcement, awareness, cross-support to editorial or features, segmented messaging	Reaching wider audiences
Text - print	Information, reference, stories	Persuasion
Radio - news	Breaking news (ie. urgent)	A record
Radio general	Human interest, stories, reflection	Launches, events
Radio strand or specialist programmes	Segmented messaging and discussion of problems and opportunities	Reaching wider audiences

MEDIUM	BEST USES	LESS GOOD FOR
Radio advertising	Reinforcement (very cheap and can be targeted for certain audiences of localities by listenership)	Reaching decision-makers
Human Interaction, face-to-face (PR)	Persuasion, changing views	Large-scale recruitment
Events (to which people are invited or can attend)	Inspiration, integration (multimedia)	Reaching disinterested audiences
Tailored briefings by invitation or side meetings at conferences etc	Informing professionals and stakeholders, persuasion	Anything else (high cost)
Exhibitions and receptions	Introductions, making new contacts	Information
Entertainment activities, eg. Sports events, concerts	Awareness of an issue in new specific audience	Information, persuasion
Websites	Reference information, narrow-casting, network building	Endorsement
Microblogging (eg. Twitter)	News, network-building	Information
Email (interactive)	Data, network updating, mobilizing existing contacts; networks	Persuasion, Establishment, Networking

MEDIUM	BEST USES	LESS GOOD FOR
Texting (interactive)	Updating, awareness Prompting immediate action	Information
Ambient	Awareness for groups that do not use other media, media-wary or media-saturated	Networking, Information
Stories, written or verbal	Changing minds	Information, pressure
Showbooks and laptop computer presentations	Small group persuasion, training, speaker support with small groups	Anything else

Using Social Media

What's the secret to marketing campaigns that garner results? Combine strategies that incorporate Facebook's viral features.

How? Use this infographic on the next page, listing 64 marketing techniques in eight Facebook feature categories. Randomly select one marketing tactic from each category, and combine them for an innovative marketing campaign.
http://socialmediaonlineclasses.com/wp-content/uploads/2011/08/fb-marketing.

For example, you could select these marketing strategies from each category:

1. Fans: Ask fans to share
2. Events: Co-ordinate a challenge
3. Contests: Crowdsource content (eg. Photos or other evidence)
4. Share: Give away a prize to eg. Recognise good civic officials
5. Ongoing: Hold a photo contest
6. Collaboration: Integrate with other sites (your own or colleagues')
7. QR Codes: Use QR code to link to scavenger hunt clues, locations, and a map

8. Ads: Create ad to promote the contest

Combine all these for a scavenger hunt campaign: use QR codes to post clues for mobile devices, link to a Google map and locations, integrate the campaign on your blog, Twitter, and LinkedIn, ask fans to submit photos of the sites on the scavenger hunt, and do an ad promoting it. Let fans select the winner by voting, a hugely successful Facebook technique, as contest participants ask their friends to vote by visiting your page.

That's just one example. Theoretically, it's possible to create over four million different campaigns; obviously you won't need that many, but you can be assured you won't be offering the same contest your competitor did last week.

Make this work for your brand: You don't have to use each category and if a particular technique doesn't fit your business, substitute another. You'll generate some of the most innovative Facebook marketing in your industry.

What strategy combinations would you use to promote your brand on Facebook?

facebook
Marketing Strategies

FANS
1 Feature a Fan of the Month
2 Ask questions of your fans
3 Do market research
4 Ask for fan content
5 Ask fans to Share your content
6 Ask fans to Share on same day
7 Ask for their biggest challenge

EVENTS
8 Debut a product launch
9 Throw an online party
10 Stream a press conference
11 Stream a panel webinar
12 Guest post on other pages
13 Host a scavenger hunt
14 Coordinate a joint challenge
15 Add a media room

CONTESTS
16 Award a prize to fans who share
17 Integrate contests on all social platforms
18 Host a joint contest
19 Crowdsource new product ideas
20 Crowdsource content & videos
21 Host a reality-television-type competition
22 Issue a fan challenge
23 Hold a Favorite Things contest

ADS
24 Ask a question
25 Include a person's photo
26 Add a call to action
27 Target your ad to interests & likes
28 Local? Target geographically
29 Have ad clicks link to custom landing tab
30 Advertise an event
31 Include a video in ad

SHARE
32 Reward fans who tag your biz
33 Link to an article, video, or resource
34 Give away a checklist
35 Offer a fan contest for sharing
36 Sponsor contest for charity: Pepsi Refresh
37 Add a Like box to your website
38 Host a video contest
39 Ask face-to-face contacts to Share

QR CODES
40 Display on trade show signage
41 Link to page with product line
42 Show product options
43 Link to your website URL
44 Map to store location
45 Link to welcome video
46 Display custom landing tab
47 Take buyers to virtual tour
48 Use on product packaging

COLLABORATION
49 Guest post on clients' pages
50 Review colleagues' products
51 Host a panel chat
52 Joint contest & giveaways
53 Host a Facebook Shop Hop
54 Use Featured Likes
55 QR code link to joint info
56 Host a blog tour & integrate it

ONGOING
57 Offer coupons for fans only
58 Display QR code on profile photo
59 Ask how you're doing
60 Host a photo contest
61 Use photo profile strip to display specials
62 Share, share, share
63 Hold a monthly contest
64 Add special events to your page

@SM_OnlineClass
facebook.com/socialmediaonlineclasses

SocialMedia
OnlineClasses.com

infographic.jpg

SEVEN Common Social Media Problems and their Solutions.

1. Flying Blind

Many companies chase social media tactics with no idea about the who, what, when and where of the social web. It's essential that companies first develop a listening program to answer those "W" questions.   Listening through social media monitoring is critical to understanding brand, competitors and key terms relevant to your audience on the social web. Without a smart listening effort, companies miss key opportunities: marketing, customer service, sales, recruiting, partnering and public relations.

2. Unsure where it fits – who owns social media?

As companies develop their social media programs, responsibilities and resources need to be allocated and that leads to accountability and "ownership". For successful social media adoption within organizations, it's important to establish social media goals and responsibilities in different parts of the organization. As resources and accountability are identified, the different departments can work to cross pollinate efforts, and work together as a team. Doing so helps leverage combined efforts and from an implementation standpoint, avoids conflicting representation of the brand.

3. Inconsistent participation

Companies need to be consistent with their social participation. Our clients at TopRank Marketing with the most successful blogs are those that post consistently. The solution to more consistent participation is to lead from the top, get executive buy-in. Establish goals and provide a feedback loop to contributors. As they grow, the community will provide feedback. Set aside resources, plan who will create content, monitor and engage. Tap passionate community members and activate them to be brand ambassadors. Create efficiencies through the repurposing of content.

4. Not individual or Confident

Believing that people will listen to and find value in what you really want to say requires confidence. Whether you're right or wrong might not matter as much as being passionate. Now, more than ever, is the time to show leadership and conviction when it comes to social participation and engagement.

5. Digitally Unsavvy Team

Modern marketers need to understand social media. Companies don't "do social", they "are social". That means being savvy participants. There's good reason for that. According to "Social Technographics of Business Buyers" from Forrester Research:

91% of business buyers read blogs, watching user generated video, participate in other social media

55% of decision-makers were in social networks

43% are creating media (blogs, uploading videos or articles, etc.)

"If you're a B2B marketer and you're not using social technologies in your marketing, it means you're late." Josh Bernoff, Forrester.

The good news is that you can learn to be social media savvy through training, participation, listening and engagement.

6. Data Paralysis

Data should help drive decisions, but don't let it get in the way of creative ideas from your team. Adam relates the story of one of his clients, Joffrey's Coffee where he recommended campaign changes based on his personal experience with the social web vs waiting for data to prove a concept. The result was a successful program by all accounts which is often cited as a social media marketing case study by others in the industry.

7. Lack of Personalization

Use real team members in your social media efforts. Don't use some faceless person behind "Brand X". Forge relationships with others. Put others in the spotlight. "Give to get" and be focused on serving and being useful. Don't send in legal right away as an initial reaction to social dissension. Read the "Streisand Effect" for more on what happens when that backfires. Embrace personal brands, don't worry about them getting too popular because their allegiance is to the brand.

In the end, companies can win on the social web by developing a strategy, experiment and iterate. And if you get lost, you can always get help.

Roma and Human Rights in Europe

"All human beings are born free and equal in dignity and rights", meaning that all people possess certain rights from birth, simply because they are human beings. These are known as human rights.

This principle, which accords to all human beings freedom and equality, is the cornerstone of human rights work. *Human rights exist to protect the fundamental freedoms and inherent human dignity of both individuals and groups*. From what source do these principles of freedom, equality and dignity spring? They arise from our common humanity, from the fact that all men, women and children share the condition of being human, irrespective of our differences such as age, ethnicity, gender, sexual orientation, political beliefs, religion, national or social origin, language, property, birth or any other status. Everyone is entitled to respect as a human being. Human rights differ from needs because rights are entitlements, whereas needs are aspirations.

In recent years, the human rights treaty-monitoring bodies have begun to pay attention to the rights of the Roma population. It is estimated that there are more than 14 million Roma around the world, but an exact number is difficult to determine, as the Roma are often not included in official census counts. The Roma are a distinct ethnic minority dispersed worldwide and generally form a separate social group distinguished from mainstream society where they live. *This group of people suffers a wide range of human rights violations, in particular racial violence and discrimination in the enjoyment of rights, such as the right to adequate housing and right to education*. This situation is particularly severe in Central and Eastern European countries where the Roma are, in general, in an extremely vulnerable position in social, economic and political terms. This vulnerability is manifested in widespread and acute poverty, unemployment, illiteracy, lack of formal education and segregation in the educational system, substandard housing, and other problems.

This resource seeks to give an overview on how rights are enshrined and protected through a variety of instruments and mechanisms in Europe. We move through the Council of Europe, the European Union and finally the Organization for Security and Cooperation in Europe. In

this context, the issue of Roma Rights will be highlighted throughout the entire Manual. The Roma rights field emerged in the mid-1990s together with the European Roma Rights Centre. As applied human rights, it is a concretisation of the abstract: it develops human rights positions on Roma-related issues. But concretisation in this case should not be understood as deduction. Human rights principles and norms do not directly dictate views on Roma issues. Roma rights are not contained inside human rights as genetic codes in a cell's DNA. Concretisation, by articulating in rights terms the life concerns of a broad range of disadvantaged communities perceived as "Gypsies", is simultaneously an enrichment of the contemporary human rights doctrine. Thus Roma rights contributes to the open- ended and synthetic nature of human rights, ensuring their relevance and growing transformative power in a changing political universe.

The purpose of this resource is to offer a resource guide on the European human rights framework and the discrimination of Roma and hence provides a multitude of links which readers can use to deepen their research on these topics.

Human Rights Institutions

The Council of Europe

The Council of Europe (CoE) was founded in 1949. According to Article 1 of its Statute, the states of Europe formed the organisation to, "safeguard and promote their common ideas and principles and encourage social and economic progress". The aims of the CoE are to:

- Protect human rights, parliamentary democracy and the rule of law;

- Develop continent-wide agreements to standardize member countries' social and legal practices; and

- Promote awareness of a European identity, based on shared values and cutting across different cultures.

The decision-making body of the Council of Europe is the Committee of Ministers, consisting of the 45 Foreign Ministers of Council of Europe member states. This is the organisation's highest authority. The Parliamentary Assembly, made up of delegations sent by the parliaments of each member state, provides guidance to the Committee of Ministers. The Congress of Local and Regional Authorities is composed of the Chamber of Local Authorities and a Chamber of Regions. Finally, the Secretariat, overseen by the Secretary General, is responsible for the management and
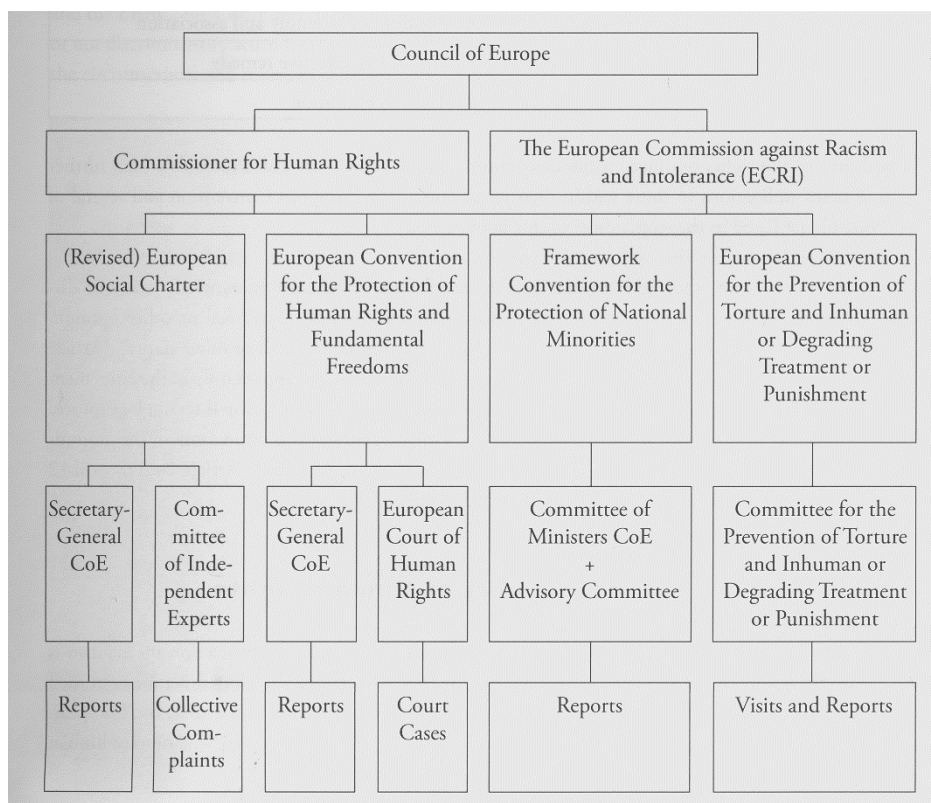
day-to-day administration of the CoE.

In evidence of the CoE's stated aim to protect human rights, the organisation has created several instruments and mechanisms designed to advance human rights within the region. These instruments include, but are not limited to:

- The European Convention for the Protection of Human Rights and Fundamental Freedoms;
- The (Revised) European Social Charter; and
- The Framework Convention for the Protection of National Minorities.

A number of institutions in the Council of Europe oversee the implementation of these instruments. For example, the European Court of Human Rights interprets and enforces the European Convention and the European Committee of Social Rights provides guidance on the implementation of the (Revised) European Social Charter. Some other Council of Europe institutions are not directly linked to international law, but nevertheless are important for pressing issues of relevance to Roma. For example, the European Commission against Racism and Intolerance undertakes a range of activities, including regularly commenting on racism issues in Council of Europe Member States.

The instruments listed above are similar in nature to those of the United Nations, consisting of treaty mechanisms and requiring ratification by states. Also, like the UN, there are documents outlining civil and political rights as well as economic and social rights in addition to instruments that focus on specific thematic instruments. The table below outlines the structure of human rights mechanisms within the Council of Europe.

Council of Europe

- **Commissioner for Human Rights**
  - **(Revised) European Social Charter**
    - Secretary-General CoE
      - Reports
    - Committee of Independent Experts
      - Collective Complaints
  - **European Convention for the Protection of Human Rights and Fundamental Freedoms**
    - Secretary-General CoE
      - Reports
    - European Court of Human Rights
      - Court Cases
- **The European Commission against Racism and Intolerance (ECRI)**
  - **Framework Convention for the Protection of National Minorities**
    - Committee of Ministers CoE + Advisory Committee
      - Reports
  - **European Convention for the Prevention of Torture and Inhuman or Degrading Treatment or Punishment**
    - Committee for the Prevention of Torture and Inhuman or Degrading Treatment or Punishment
      - Visits and Reports

European Convention for the Protection of Human Rights and Fundamental Freedoms

More commonly known as the European Convention on Human Rights or the European Convention, this document sets out primarily civil and political rights and freedoms in its articles and protocols. Ratification of the European Convention on Human Rights is a condition for states' membership in the Council of Europe. Rights outlined in the convention include:

../ the right to life	../ freedom of expression
../ prohibition of torture	../ right to liberty and security
../ right to a fair trial	../ no punishment without law
../ right to respect for private and family life	../ freedom of thought, conscience and
../ prohibition of slavery and forced labour	../ freedom of assembly and association
../ right to marry	../ right to an effective remedy
../ prohibition of discrimination	../ right to education

In addition to the rights outlined in the Convention's articles, there are also Protocols which further outline states' obligations to those within their jurisdiction. The European Convention and several of its Protocols are listed in the Appendices of this book.

Under the Convention, the rights outlined in its articles are specifically guaranteed, "without discrimination on any ground such as <u>sex, race, colour, language, religion, political or other opinion, national or social origin, association with a national minority, property, birth or other status</u>" (**Article 14**). This, however, is not a free-standing right of non-discrimination, but applies only to the enjoyment of rights as set out by the Convention. A general prohibition against discrimination is set out by Protocol 12, which provides that rights set forth by law must be enjoyed without discrimination on the grounds of race, sex, colour, language or any of the other provisions of the Convention's Article 14. Protocol 12 will enter into effect as soon as 10 Council of Europe Member States ratify it.

The European Court of Human Rights

While states are the implementing bodies of the European Convention, its protection mechanism is the European Court of Human Rights. Unlike the legal instruments of the United Nations, a judicial body oversees the European Convention. Often referred to as the European Court, this instrument rules on complaints brought before it, interpreting whether violations of human rights have taken place according to the Convention.

As soon as the European Convention has been ratified by a member state of the CoE, the state is under the jurisdiction of the Court. Both individual and inter-state complaints can be brought, therefore applicants may be states or individuals (groups of individuals and NGOs also fit within the Court's definition of "individual applicants"). Complaints may only be brought to the Court once the complainant has "exhausted all available domestic remedies", meaning that the person has tried all relevant possibilities for securing justice in the state where the violation took place. Once a judgement is made by the Court, it must be complied with by the state. The CoE's Committee of Ministers supervises compliance with the Court's rulings.

The European Court has heard cases of racial discrimination since its inception. It has found that discrimination on the basis of race can under certain circumstances constiute a violation of Article 3 of the Convention (inhuman and degrading treatment). In a recent milestone case brought by the Bulgarian non-governmental organisations Bulgarian Helsinki Committee and

Human Rights Project and the ERRC, the Court also ruled that states have a duty to take all possible steps to establish whether or not discriminatory attitudes play a role in the investigation of crimes

Key ruling 1 – Nachova and Others v. Bulgaria

On February 26, 2004, the European Court of Human Rights announced its judgement in the case of Nachova and Others v. Bulgaria, in which it unanimously found the Bulgarian state responsible for the deaths of two Romani men as well as its subsequent failure to conduct an effective official investigation, in violation of Article 2 (right to life). For the first time in its history, the Court also found a violation of the guarantee against racial discrimination contained in Article 14 taken together with Article 2 and in doing so, stressed that the Bulgarian authorities have, "failed in their duty […] to take all possible steps to establish whether or not discriminatory attitudes may have played a role" in the events at issue. The applicants were all Bulgarian nationals who describe themselves as being of Romani origin. The case concerns the killing of the applicants' relatives, in July 1996, by a military policeman who was trying to arrest them. Deficient law and practice which permitted the use of lethal force without absolute necessity resulted in the deaths of the applicants' relatives.

Additionally, authorities failed to conduct an effective investigation into the deaths, with prejudice and hostile attitudes towards people of Romani origin playing a decisive role The Court explained its historic ruling under Article 14 taken together with Article 2, stating: "The Court considers that when investigating violent incidents and, in particular, deaths at the hands of State agents, State authorities have the additional duty to take all reasonable steps to unmask any racist motive and to establish whether or not ethnic hatred or prejudice may have played a role in the events. Failing to do so and treating racially induced violence and brutality on an equal footing with cases that have no racist overtones would be to turn a blind eye to the specific nature of acts that are particularly destructive of fundamental rights. […] In order to maintain public confidence in their law enforcement machinery, contracting States must ensure that in the investigation of incidents involving the use of force, a distinction is made both in their legal systems and in practice between cases of excessive use of force and of racist killing […] the

Court considers that in cases where the authorities have not pursued lines of inquiry that were clearly warranted in their investigation into acts of violence by State agents and have disregarded evidence of possible discrimination, it may, when examining complaints under Article 14 of the Convention, draw negative inferences or shift the burden of proof to the respondent Government […]".

Key ruling 2 - Moldvan and Others v. Romania

In September 1993, a conflict arose between some Roma and non-Roma men in the Romanian village of Hădăreni (Târgu-Mureş County) which resulted in the death of a non-Roma man. That evening, the non-Roma villagers gathered where the Roma men were hiding and demanded that they come out. Among the crowd were members of the local police force. The Roma men refused to appear and the mob set fire to the house. Two of the Roma men were beaten to death, the other perished in the fire. Later that evening and continuing into the next day, the villagers proceeded to burn Roma thirteen homes and property in the village, such as stables, cars, and goods. The police did nothing to halt the attacks. 25 applicants alleged the destruction of their home and possessions. As a result, the applicants were obliged to live in crowded and unsuitable conditions and frequently change addresses, moving in with friends of family in extremely overcrowded conditions.

The European Court of Human Rights on 13 July 2005 ruled that Romania violated multiple provisions of the European Convention on Human Rights for failing to provide justice in connection with a 1993 pogrom and its aftermath. The case involves the killing by a mob of three Romani men and the subsequent destruction of fourteen Romani houses in the village of Hadareni in Mures County, northwestern Romania, as well as the degrading circumstances in which the victims were forced to live after the event.

The Court held that the applicants' living conditions over the last ten years, its detrimental effect on their health and well-being, and the general attitude of the authorities, must have caused them considerable suffering, arousing in them feelings of humiliation and debasement. In addition, the remarks concerning the applicants' honesty and way of life made by some authorities appear to be purely discriminatory. The Court took such remarks as an aggravating factor in the examination of the applicants' complaint under Article 3. As a result, the Court concluded that the applicants have been subjected to *"degrading treatment"* within the meaning of Article 3.

European Social Charter (revised)

The European Social Charter is the document that enshrines social and economic rights in the human rights system of the Council of Europe. The original document came into force in 1961, but is gradually being replaced by a revised version, which came into force in 1999. The Charter takes the form of a legally binding treaty, which requires that a minimum number of its articles are adopted by states party to the document. Rights guaranteed by the Charter include:

../ housing	../ non-discrimination
../ health	../ employment
../ social protection	

The text of the European Social Charter (revised) can be found at: http://conventions.coe.int/Treaty/en/Treaties/Html/163.htm

The monitoring body for Social Charter is the European Committee of Social Rights. The Committee consists of 13 impartial members, elected from the CoE's Committee of Ministers. Its job is to ascertain whether states parties are in conformity with the Articles outlined in the Social Charter. This is done in two ways, through a reporting procedure and a complaint procedure.

In the reporting procedure, states are responsible for presenting reports on an annual basis,

which outline their compliance with the Charter. The report for a given year concerns certain articles depending whether it is an 'even' or 'odd' year. The Committee draws conclusions based on reports, which are published.

Under the Second Additional Protocol of the Charter, there is also a collective complaints procedure. Complaints of rights violations under the Charter can also be lodged with the Committee. Specified organisations are entitled to lodge complaints if a state has accepted the procedure under the Second Additional Protocol. These organisations include NGOs with consultative status with the CoE, which are on a list for this purpose. Some states have also approved to allow national NGOs to submit collective complaints.

Key ruling 3 - European Roma Rights Centre (ERRC) v. Portugal

On 7 November 2011, the decision on the merits of European Committee of Social Rights, with regard to case European Roma Rights Center (ERRC) v. Portugal became public.

The ERRC alleged that the situation in Portugal was in violation of Articles 16, 30, 31, alone or in conjunction with Article E of the Revised Charter, for failure to ensure the provision of adequate and integrated housing solutions for Roma.

The ERRC considers that re-housing programmes have failed to integrate Roma and often, in fact, have resulted in spatial segregation and inadequately sized dwellings in areas with poor infrastructure and limited or no access to public services. It considers that the approach of the Government to the housing situation of Roma points to, at least, indirect discriminatory practices, which keep Roma excluded and marginalised through residential segregation and substandard quality re-housing.

In its decision, the Committee concluded unanimously that there was violation of Article E (non discrimination) taken in conjunction with Articles 31§1 (adequate housing), Article 16 (the right of the family to social, legal and economic protection) and Article 30 (right to protection against poverty and social exclusion) and invites the Committee of Ministers to recommend that Portugal pay the complainant organisation a sum of € 2,000 as compensation for expenses incurred by the procedure.

Civil and Political vs Economic, Social and Cultural Rights

In looking at the Council of Europe's European Convention on Human Rights and European Social Charter, we are once again faced with a division between civil and political rights and economic and social rights.

Under the United Nations, the ICCPR is to be implemented immediately, while the ICESCR is to be implemented progressively. Under the Council of Europe, the European Convention also enjoys the more significant enforcement powers of the European Court.

- Why do you think that organisations such as the United Nations and the Council of Europe tend to place civil and political rights in a special place in human rights law?

- Considering the inherent indivisibility of human rights, is this right?

Key ruling 4 - Finci and Sejdić v. Bosnia and Herzegovina

Mr. F., who is of Jewish origin and Mr. S., a man of Roma origin, are both citizens of Bosnia and Herzegovina and prominent public figures of the society. They were both living in Sarajevo at the time the facts of the case occurred. In 2006, Mr. F. enquired with the Bosnian Central Election Commission about his intentions to run for the office of Member of the House of Peoples (Chamber of the Parliamentary Assembly) and for the office of President of Bosnia and Herzegovina. The House of Peoples and the Presidency are composed only of persons belonging to the three types of "constituent peoples". This term, whose definition can be found in the preamble of the Bosnian constitution, provides for two types of citizens: the "constituent peoples" (Bosnians, Croats and Serbs) and "others" (Jews, Roma and other national minorities together with those who do not declare affiliation with any ethnic group). As a result, people of other ethnic origins are excluded from, for instance, standing to certain public elections.

On 3 January 2007 Mr. F. received a written confirmation from the Central Election Commission stating that due to his Jewish origin, he was ineligible to run for such office. Mr. F. and Mr. S. challenged this situation in the Bosnian domestic courts. However, the

Constitutional Court of Bosnia and Herzegovina delivered two decisions in March and May of 2006 stating that it had no competence to decide whether any provision in the Bosnian Constitution are in accordance with the European Convention of Human Rights. Finally, the case was submitted to the European Court of Human Rights in 2006. It ruled on 22 December 2009 that Bosnia's constitution violates the rights of a Bosnian Jew and a Bosnian Roma in barring them from standing for high office.

This is the first time that the Court has found a violation under European Convention's Protocol No. 12, which generally prohibits discrimination. The Court also found a violation of article 14 of the European Convention on Human Rights, taken in conjunction with article 3 of protocol No 1, which protects free elections to the legislature. Referring to previous case law, the Court stated that: *"racial discrimination is a particularly egregious kind of discrimination' which 'requires ... special vigilance and a vigorous reaction'.9 Therefore, where a difference in treatment is based on race or ethnicity: 'the notion of objective and reasonable justification must be interpreted as strictly as possible".10* The Court further stated that:*"no difference in treatment which is based exclusively or to a decisive extent on a person's ethnic origin is capable of being objectively justified in a contemporary democratic society built on the principles of pluralism and respect for different cultures".*

Additional European Mechanisms

Framework Convention for the Protection of National Minorities

The CoE's Framework Convention for the Protection of National Minorities is the first treaty to protect the rights of persons belonging to national minorities. The document is mainly made up of principles, such as equality, affirmative action and state obligations governing the protection of these vulnerable groups. While the document does not give a specific definition of a national minority, many states have set out their own definition of "national minority" upon ratification and some have set out certain groups to which the Convention will apply.

The monitoring body for the Framework Convention for the Protection of National Minorities is the Committee of Ministers. States Parties are required to submit reports on the measures adopted

to implement their commitments under the treaty. The Committee works in consultation with an Advisory Committee of 18 independent experts who make country visits to those states under the Convention's jurisdiction. There is no complaints procedure under the Convention, but activists have cited the convention in legal complaints before domestic courts. Reports are submitted every 5 years.

In the first cycle, the Committee of Ministers made reference to the situation of Roma/Sinti/Travellers in their conclusions on the Slovak Republic, Hungary, Romania, the Czech Republic, Germany and the United Kingdom. Throughout their conclusions and recommendations, the Committee has made reference to protection against ethnically motivated threats, violence and hostility, negative social perception and significant differences in socio-economic conditions amongst Romani populations. For those who wish to engage the Convention and its monitoring body, an important first step is to determine whether your state has made a declaration concerning the groups to which the convention will apply.

European Commission against Racism and Intolerance

The European Commission against Racism and Intolerance (ECRI) was established in 1993, with the aim to combat racism, xenophobia, anti-Semitism and intolerance at the level of greater Europe and from the perspective of the protection of human rights. The body is composed of independent members, appointed by national governments and works to strengthen both legal and political protection against all forms of intolerance, including discrimination on grounds of race, colour, language, religion, nationality or ethnic origin.

ECRI is not a treaty body. However, it does monitor member states of the Council of Europe through country reports. These reports are undertaken in 4–5 year cycles and approximately 10–12 countries are reviewed every year. The reports examine various issues of racism and intolerance within the subject state, as well as the implementation of ECRI's recommendations from previous reports. Each country is visited by an ECRI Rapporteur before the preparation of a new report. With regard to Romani issues, ECRI has made a number of important observations in its

reports. The Commission makes many efforts to engage civil society, including organising information sessions with NGOs, during the preparation of its reports.

In addition to state reports, ECRI does work on general themes within the area of racism and in- tolerance. In this function, the Commission creates General Policy Recommendations, collects and disseminates examples of "good practices" and promotes the broadening of non-discrimination under Article 14 of the European Convention through ratification of Protocol 12. Worthy of note is ECRI's General Recommendation number 3, on *Combating Racism and Intolerance against Roma/Gypsie*s and its *Practical Examples in Combating Racism and Intolerance against Roma/Gypsies*. These documents are an indication of the seriousness with which ECRI takes the forms of discrimination and racism that face Romani communities throughout Europe.

Other Bodies of Relevance to Roma Rights Works within the Council of Europe

The Council of Europe has several other bodies, in addition to those mentioned above, which work on human rights issues affecting Roma. The Specialist Group on Roma/Gypsies reviews the situation of Roma in Europe on a regular basis, advising the Committee of Ministers on matters concerning Roma. It promotes new initiatives concerning Roma, including studies, promotion of integration

and developing relationships between Romani communities and the states in which they reside. The Secretary General's Coordinator of Activities on Roma/Gypsies promotes co-operation with other international organisations and Romani NGOs.

The Parliamentary Assembly also elects a Commissioner for Human Rights. This person is responsible for a number of duties relating to human rights promotion in Europe. The Commissioner:

- Promotes education and awareness of human rights;

- Identifies shortcomings in laws and practices of member states with regard to human rights;

- Promotes the observance and enjoyment of human rights as encoded in CoE instruments;

- Works with other governmental and non-governmental bodies for the promotion and protection of human rights; and

- Makes state visits to view human rights issues of concern as they arise.

The Commissioner is a non-judicial body, not empowered to rule on individual complaints.

The European Union

The European Union (EU) is an alliance of European countries committed to certain economic and political standards. Member states agree to surrender some of their sovereignty in order to further common matters of interest. The EU has dubbed this process "European integration". Membership in the European Union bestows certain benefits on EU citizens, such as the ability to travel wherever one chooses within the EU member countries.

The EU also has interests in, inter alia:

- Peacekeeping actions;

- Asylum and migration policy;

- Job creation within its borders;

- Environmental protection; and

- Human rights.

The main institutions of the EU are the European Parliament, the Council of the European Union and the European Commission.

The European Parliament is the democratically elected legislature of the EU, composed of representatives from all member states. The Council of the European Union, formerly known as the Council of Ministers, is the main legislative and decision making body of the EU. It consists of governmental representatives from all member states. The European Commission drafts proposals for European laws, ensures the implementation of EU decisions and supervises spending. It consists of a President and officials nominated by member governments and accepted by Parliament. For more information on these bodies, you can see their websites at:

- European Parliament:

- Council of the European Union:

- European Commission:

With regard to human rights, the EU has taken up activities such as creating standards for member states and developing bodies on specific thematic issues. Institutions and instruments of relevance for Roma rights activism include:

- The Charter of Fundamental Rights;

- Anti-discrimination Directives;

- National Equality Bodies;

- The European Court of Justice; and

- The European Union Agency for Fundamental Rights (FRA).

The Charter of Fundamental Rights of the European Union

The Charter of Fundamental Rights sets out a range of civil, political, economic and social rights of EU citizens and residents. The document is composed of six sections:

1. Dignity;

2. Freedoms;

3. Equality;

4. Solidarity;

5. Citizens' Rights; and

6. Justice.

The Charter is a reflection of the "[…] constitutional traditions and international obligations common to the Member States, the Treaty on the European Union, the Community Treaties, the European Convention for the Protection of Human Rights and Fundamental Freedoms, the Social Charters adopted by the Community and by the Council of Europe and the case law of the Court of Justice of the European Communities and of the European Court of Human Rights". (Preamble)

In Chapter III, the Charter's provision on equality, Article 2(1), outlines the prohibition on discrimination based on any ground, such as sex, colour, ethnic or social origin, genetic features, language, religion or belief, political or any other opinion, membership of a national minority, property, birth, disability, age or sexual orientation. The Chapter also further stipulates respect for cultural, religious and linguistic diversity, equality between men and women, rights of the child, rights of the elderly and integration of persons with disabilities.

Anti-discrimination Directives

So far, the EU has introduced three non-discrimination Directives.

Formally called Council Directive 2000/43/EC[1] *"implementing the principle of equal treatment between persons irrespective of racial or ethnic origin"* – what has come to be known as the "Race Directive" – is the EU's strongest instrument with regard to combating racism.

Broad in scope, the document requires EU Member States to ban racial discrimination by law in fields including, employment, education, healthcare, housing, social protection, social advantages and access to goods and services. The Directive includes provisions that member states of the European Union must adopt laws, regulations and administrative provisions necessary to comply with the Directive. Member states are to implement the Directive directly into their national laws and practices to strengthen protection against discrimination based on racial or ethnic origin. Member states must also ensure that the domestic legal order includes the possibility of sanctions for discriminators and compensation for victims.

Although the document provides minimum requirements for the promotion of equal treatment of all persons, there is no maximum standard set down. This means that states may implement more progressive measures as long as they are in line with the intentions and spirit of the Directive. Laws and other provisions contrary to the principle of equal treatment are to be abolished. States are additionally required to designate a body or bodies for the promotion of equal treatment.

The original deadline for member states to transpose all of the provisions of the Directive into domestic law was July 19, 2003, with new EU member states expected to adopt laws as required

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[1] http://europa.eu.int/ comm/employment_social/news/2002/jan/2000-43_en.pdf.

by the Directive by the time of they join the EU.

The Race Directive also sets out a reporting procedure, which requires state reports every 5 years, assessing the impact of measures taken. Reports are submitted to the European Commission. The first round of reporting is to begin in July 2005.

Also introduced in 2000, Directive 2000/78/EC[2] *"establishing a general framework for equal treatment in employment and occupation"* implements the principle of equal treatment in the area of employment, covering disability, religion or belief, sexual orientation and age. In particular, "*employers are required to take appropriate measures, where necessary, to enable a person with a disability to have access to, participate or advance in employment, or to undergo training, unless such measures impose a disproportionate burden on the employer.*"

Directive 2004/113/EC[3], described as *"implementing the principle of equal treatment between men and women in the access to and supply of goods and services"*, was established in 2004. The Directive prohibits, in principle, the use of sex as a criterion in the calculation of premiums and benefits for the purposes of insurance and related financial services, in all new contracts concluded after 21 December 2007.

National Equality Bodies

All Member States have established or designated "National Equality Bodies" for the promotion of equal treatment. These organisations are expected to provide independent assistance to victims of discrimination, conduct surveys and studies, and publish independent reports and recommendations. Whilst the legislation refers specifically to bodies concerned with racial discrimination, many countries have also decided to set up bodies that will cover other aspects of discrimination.

The European Court of Justice

The European Court of Justice (ECJ) is the body which ensures that EU laws are enforced. The Court settles disputes on interpretations of treaties and legislation of the EU, setting standards of

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[2] http://eurlex.europa.eu/LexUriServ/LexUriServ.do?uri=OJ:L:2000:303:0016:0022:en:PDF.

[3] http://www.gelijkekansen.be/bijlagen/Internationaal/Bij%20EU/Dir%202004.113.EC.pdf.

protection for citizens through case law. The Court has jurisdiction over members of the European Union and can overturn decisions made at the national level that are found to stray from European Community Law. The Court is made up of 1 independent judge from each EU member state.

The European Union Agency for Fundamental Rights (FRA)

The FRA is an advisory body of the European Union. It was established in 2007 by a legal act of the European Union and is based in Vienna, Austria. The FRA helps to ensure that fundamental rights of people living in the EU are protected. It does this by collecting evidence about the situation of fundamental rights across the European Union and providing advice, based on evidence, about how to improve the situation. The FRA also informs people about their fundamental rights.

According to the Council Regulation 168/2007 EC establishing the FRA, the Agency carries out its tasks within the competencies of the Community, as laid down in the Treaties. The Agency refers to fundamental rights within the meaning of Article 6(2) of the Treaty on European Union, including the European Convention on Human Rights and Fundamental Freedoms, and as reflected in the Charter of Fundamental Rights.

The Council's Decision states that the Agency will work in the following areas:

1) racism, xenophobia and related intolerance;
2) discrimination based on sex, race or ethnic origin, religion or belief, disability, age or sexual orientation and against persons belonging to minorities and any combination of these grounds (multiple discrimination);
3) compensation of victims;
4) the rights of the child, including the protection of children;
5) asylum, immigration and integration of migrants;
6) visa and border control;
7) participation of the EU citizens in the Union's democratic functioning;
8) information society and, in particular, respect for private life and protection of personal data; and
9) access to efficient and independent justice.

The Organization for Security and Co-operation in Europe

The Organization for Security and Co-operation in Europe (OSCE), is an organisation which came out of the politics of the Cold War and was meant to ease conflict in Europe. The members of this organisation include the United States, Canada, Russia and the nations of Europe. There are 55 participating states altogether.

The OSCE was originally set up as an umbrella organisation to discuss shared security issues; defuse tensions and promote human rights. Since the end of the Cold War, the OSCE has concentrated increasingly on preventing conflicts, addressing issues in crisis and post-crisis settings on the continent and promoting regional security and stability broadly. Human rights remain a key focus of OSCE work, although OSCE officials often emphasise that the OSCE's primary strengths are diplomatic rather than legal. This distinguishes the OSCE somewhat from the institutions discussed above. Human rights concerns at the OSCE fall within the "Human Dimension" aspect of the OSCE's mandate.

The OSCE's major bodies include the Permanent Council, the Ministerial Council and the Secretariat. The Permanent Council of the OSCE consists of permanent representatives of participating states who take up the organisation's major political consultation and decision making. The Ministerial Council consists of the foreign ministers of the 55 participating states, which review the activities and issue guidance for the organisation. The Secretariat is responsible for the management of OSCE structures and operations. In addition to these bodies, the OSCE has many other instruments to help implement its mandate.

The Office for Democratic Institutions and Human Rights

The Office for Democratic Institutions and Human Rights (ODIHR) is the key organ of the OSCE that deals with the "Human Dimension" of regional security. The ODIHR performs a range of functions for the protection of human rights including election observation, building and strengthening civil society institutions, promoting the rule of law through legal reform, training legal personnel and the professionalisation of legal education, mainstreaming gender in all OSCE activities, monitoring human rights and providing early warning in cases of serious human rights crises. The ODIHR also assists OSCE field missions to implement human dimension activities.

High Commissioner on National Minorities

The High Commissioner on National Minorities (HCNM) focuses on the security implications of minority issues, including identifying ethnic tensions that might endanger peace, stability or friendly relations between the OSCE's member states. The Commissioner's main aim is conflict prevention. This may be accomplished through on-site missions and preventative diplomacy. The High Commissioner on National Minorities is not responsible for investigating individual human rights violations or complaints; these are excluded from the Commissioner's mandate. The HCNM is a political instrument, not intended to supervise states' compliance with their international obligations. The Commissioner does, however, make recommendations to governments about concerns of arising tensions and their security implications.

2.2 CAPACITY BUILDING: Good practice case studies from outside the partnership and Non EU Initiatives Focusing on Roma

CASE STUDY:	RE-FRAMING THE MESSAGE - SMOKING BAN IN PUBLIC PLACES
Campaign Focus	In order to move nearer to the long-term aim of achieving an end to smoking, the campaigners decided to focus on trying

CASE STUDY:	RE-FRAMING THE MESSAGE - SMOKING BAN IN PUBLIC PLACES
	to restrict the opportunities for people to smoke, thereby reducing the amount of smoking
Problem Statement – Reframe The Problem	The problem was defined as a health and safety issue for workers in pubs, cafes and clubs, rather than health in general. The tobacco industry had long framed the issue as one of personal rights and responsibilities for one's own health. This re-framed the issue to the consequences for those subjected to other people's smoke (blameless and unjustly treated victims)
Campaign Goal	A ban on smoking in public places
Situational Analysis	The tobacco industry had a well-funded and highly aggressive lobby which had previously fought off any attempt to reduce smoking. The anti-smoking campaign was of a much smaller size, so found it difficult to fight them.
Critical Path	Re-frame the issue

Widen support for the campaign around existing 'health and safety' alliances |
| **Key Players** | As the 'health and safety' context was already well-established, an alliance was formed of local government officers, health institutes and trade unions to each push forward towards a common goal.

The Mayor of London and key members of the government were persuaded to lend their support

The Tobacco Industry Lobby (Forest) and the Anti-Smoking Lobby (Ash) |

CASE STUDY:	RE-FRAMING THE MESSAGE - SMOKING BAN IN PUBLIC PLACES
Tactics	Campaigners split the opposition ie. the tobacco industry and the hospitality industry, by showing how local government action on the issue would mean greater costs and bureaucracy
	Opinion polling data was used to persuade the government that there were votes to be had on the issue
	As the issue was related as a workplace issue, arguments about smoking in general were sidelined
Communications	As a national capital, a global media and financial centre, the issue of a 'smoke-free London' was the key message of much communications activity
	Opinion polls demonstrated that around 78 percent of Londoners supported smoke-free venues
Success Indicators	Any restriction on opportunities to smoke, specifically in certain defined venues
Risks	The tobacco lobby would shift the debate back to the original framing as an issue of personal rights and responsibilities
Outcome	Major success: a ban on smoking in public places in the UK

CASE STUDY:	USING SOCIAL MEDIA – THE OBAMA CAMPAIGN
Campaign Focus	Many of the elements of the Obama campaign were that of traditional campaigning. However with the rise of social media, his campaign focussed heavily
Problem Statement – Reframe The Problem	Traditionally in American presidential campaigns, the problem lay in having one message to win over a party's most ardent supporters, and another when trying to capture independent and floating voters (the ones who decide a general election)
Campaign Goal	Use new and social media to adopt a '50 State Strategy' whereby specific messages could be targeted at specific voters
Situational Analysis	In the past, the Democrats and Republicans would focus their efforts on 'getting out the vote' in states that solidly supported them already, and pour hundreds of millions of dollars fighting it out over a few 'battleground states'.
Critical Path	The 'problem' to voters was defined as past politics, implicitly lumping together George Bush and Bill Clinton. The 'solution' was to change to Obama. The 'benefits' of change could be therefore be tuned to specific voters.
Key Players	The Obama campaign team; social media networks which exponentially expanded the campaign's reach
Objectives	To leverage the social networks to raise money, recruit people and transmit messages
Tactics	Generate excitement and enthusiasm by having social networks become ambassadors for the campaign
	The campaign knew that more than half of all adult Americans belonged to a social network, but most of them visited only one. Channels could therefore be used discretely to target different messages to different audiences

Communications	They created a host of ways to take small actions that indicated support (eg. Using the 'lIke' button on Facebook) to build networks and manifest support
	Promote the drama of the build-up to election day
	The team's mantra was: "Message, Money, Mobilization"
	Amateur-looking online videos were used to communicate with supporters to help them feel like they were a part of the campaign
	The campaign website MyBO (my.barackobama.com) allowed supporters to create their own campaign supporting content
	Texting was used to support action such as voter turnout
	Individual supporters efforts were recognised by personal text messages direct from Obama and to break news of important campaign developments, rather than through traditional news media
	Key lesson: not a 'new media' or 'online' campaign, but a campaign using new media.
Success Indicators	High level of volunteer support
	High level of engagement with discrete audiences
	High voter turnout and support from targeted groups
Risks	Despite it's strategy, the campaign would be at the mercy of framing from traditional news media
Outcome	An elected President

CASE STUDY:	**EXPLORING TACTICS – THE UK RED RIBBON LAUNCH & WORLD AIDS DAY 1992**
Campaign Focus	To use World AIDS Day, an initiative established by the UN, to focus HIV-awareness and fundraising activities in the UK

CASE STUDY:	EXPLORING TACTICS – THE UK RED RIBBON LAUNCH & WORLD AIDS DAY 1992
Problem Statement	As the HIV/AIDS epidemic spread, ignorance, fear and stigma against those infected increased. There were many local organisations around the UK engaged in a host of activities, but much of their work remained below the radar. How best, then, to attract and engage the attention of the public?
Campaign Goal	To raise awareness of and encourage as much discussion as possible about issues surrounding HIV & AIDS
Situational Analysis	Being HIV positive of having an AIDS diagnosis were widely regarded as death sentences. Despite strong evidence that the virus was not contagious, there was enormous fear among the public about contracting it through casual contact with infected people.
	Moreover, because the virus was known to be sexually transmitted, and there was a high incidence among gay men, there was widespread stigma and discrimination against gay people or those perceived to be infected
Critical Path	Focus on the Red Ribbon as a symbol of AIDS Awareness
Key Players	An umbrella organisation, the National AIDS Trust, appointed a World AIDS Day Co-ordinator to develop resources and help co-ordinate activities and press coverage around the country
Objectives	To get as many people as possible wear a 'Red Ribbon' to show their concern for people living with HIV/AIDS and their support for the fight against it
	To reduce some of the stigma of discussing HIV/AIDS by getting people to talk about it

CASE STUDY:	EXPLORING TACTICS – THE UK RED RIBBON LAUNCH & WORLD AIDS DAY 1992
Tactics	To focus HIV prevention messages and activities around a week of activities, culminating in World AIDS Day
	HRH Diana Princess of Wales, Patron of the National AIDS Trust, was deployed to demonstrate that no one should fear coming into contact with people with HIV
	Other celebrities were encouraged to lend visible support
	Highlighting the use of the Red Ribbon in the US
	The Red Ribbon was offered to people in public places, irrespective of whether they made a donation to their local HIV charity
	Large-scale national events were organised by the Co-ordinator (eg. Fundraising concert, major conference etc)
Communications	Local groups were supported to use local media to develop local campaigns and coverage, consistent with messages developed by the World AIDS Day Co-ordinator
Success Indicators	Number of media 'hits' about events connected with World AIDS Day
	Preponderance of people wearing the Red Ribbon in public
	Success of fundraising activities of HIV organisations around the country
Risks	Misunderstanding what the Red Ribbon was communicating (in the early days, some thought that it meant that the wearer was infected)
Outcome	Opinion polls pointed to a sustained trend reduction in fear and ignorance of issues

CASE STUDY:	EXPLORING TACTICS – THE UK RED RIBBON LAUNCH & WORLD AIDS DAY 1992
	Within a year, the Red Ribbon acquired a social cachet as a 'cool' badge of tolerance and concern thousands of media 'hits' of HIV/AIDS related stories

CASE STUDY:	INTEGRATION IN AMERICAN SCHOOLS
Campaign Focus	Rather than trying to deal with the very wide issue of racial equality, the campaign focussed on segregation in schools by mounting a legal challenge through the courts
Problem Statement	Up until the mid-twentieth race relations in the US had been dominated by widespread racial segregation
Campaign Goal	To persuade the Supreme Court to end racial segregation in American schools
Situational Analysis	Since the abolition of slavery in America, many tried to get around the ban on subjecting one race to the will of another, by arguing that differences between the races still required separate treatment. In effect this meant that black people in particular, were denied opportunities enjoyed by white people.

CASE STUDY:	INTEGRATION IN AMERICAN SCHOOLS
Critical Path	The deciding case (Brown v Board of Education, 1954) was the amalgamation of five separate cases. They were all co-ordinated by the National Association for the Advancement of Coloured People (NAACP).
	Black parents in different counties attempted to enrol their children at the nearest 'white' school. When they were refused admission, a series of appeals were launched which gave rise to the basis for a legal challenge.
Key Players	The NAACP, school officials, education authorities, local government officials, the full legal establishment
Objectives	The case sought to gain constitutional protection for integration, by arguing that this wasn't just a case of bad educational policy, but a breach of the Fourteenth Amendment to the US Constitution which guaranteed equality
Tactics	By adopting a legal and constitutional challenge, campaigners wanted the US Supreme Court to overturn previous rulings that racial segregation in any context was lawful.
Communications	As the campaign was essentially a legalistic one, communications were focussed on influencing the constitutional argument, as opposed to a social or moral argument
Success Indicators	A positive Supreme Court ruling
	A basis on which all racial discriminatory practices could be declared unconstitutional
Risks	The Court may have decided to uphold existing decisions which allowed for racial discrimination on the grounds that 'separate but equal' treatment was lawful

CASE STUDY:	INTEGRATION IN AMERICAN SCHOOLS
Outcome	The Court ordered that schools be racially integrated
	The Court also rejected the idea of 'scientific racists' who argued that differences between the races meant that racial groups needed to live separately

The Soros Foundation and the Open Society Institute has also been providing ongoing financial support for a range of initiatives targeted at Roma inclusion and supporting other wider activities that also have a strong relevance for Roma inclusion.

The following paragraphs provide a snapshot of some of their current interventions.

- *The Roma Initiatives* is part of the Open Society Institute, and continues to build on the many years of support that OSI has invested in Roma communities, seeking to challenge prejudice and discrimination and to pursue policy change. It guides all OSI program and grant making activities related to the Decade of Roma Inclusion. In addition to coordinating OSI's wider Roma-related efforts, Roma Initiatives provides project and institutional support grants to Roma civic organizations. It works with Roma communities, civil society groups, and governments to promote tolerance and antidiscrimination efforts, equal access to quality education, women's empowerment and gender equity, public health, and civic and political participation.

- *Decade Watch* provides the monitoring and assessment of government action on implementing Decade of Roma Inclusion 2005–2015. The first Decade Watch report, released in June 200723, reviewed the period from the launch of the Decade in early 2005 until the end of 2006. The information was based on research conducted between autumn 2006 and early 2007. The members of the Decade Watch team also reflected their own experience, often spanning many years, in reviewing policies for Roma in their countries.

- *The Roma Education Fund* (*REF*) was created in the framework of the Decade of Roma Inclusion in 2005. Its mission and ultimate goal is to close the gap in educational outcomes between Roma and non-Roma. In November 2009 donor placed

financial support behind education for the Roma and put €25.5 million into the Roma Education Fund (REF). The funding will provide the essential ingredients needed for children to succeed in school: scholarships, school meals, teacher training and academic support. The added financial support will also help governments develop stronger national policies for Roma inclusion. REF runs five major programs:

- Project Support Program which finances projects and programs.
- REF Scholarship Program which is the largest tertiary scholarship programme for Roma students.
- Policy Development and Capacity Building Program which supports activities that help create a framework for dialogue with governments and civil society on education reform and Roma inclusion.
- Communication and Cross Country Learning Program which includes activities to promote the exchange of knowledge on education reforms and Roma inclusion.
- Reimbursable Grant Programme to help Roma NGOs and local governments access EU funds for the purpose of Roma education.
- *The Roma Decade Matching Fund* was set up by Open Society Institute Roma Initiatives to support innovative projects that promote intercultural dialogue and challenge negative attitudes towards Roma. Roma Initiatives matches funds with public authorities, private foundations, television, publishers, and corporations. It has supported a diverse range of initiatives covering education, gender, employment, cultural identity, diversity, and intercultural dialogue. Projects have taken the form of research, advocacy, capacity-building efforts, awareness-raising campaigns, art and photography exhibitions, documentaries, public debates, and seminars.
- *Roma Health Project (RHP)* 24is part of the Public Health Program, and aims to promote Roma equal access to appropriate and quality health care services. The project focuses on the protection of the rights of the Roma population in health care settings, by promoting involvement of Roma communities in advocating for access to health services, addressing discrimination against Roma in the health sector and raising visibility around the obstacles impeding access health care. RHP supports the development of sound public health policies targeting Roma, and combating the perpetuation of myths and stereotypes about Roma communities and health.

- *Soros Foundation Romania (SFR)* also fund support a number of initiatives that are relevant for Roma inclusion for example;

- *Ensuring access to structural and cohesion funds* is a programme focuses on groups currently exposed to high risk of exclusion or marginalisation from the overall EU-supported development process. After Romania's accession to the European Union, the main source of development funding is Structural and Cohesion Funds (SCF).

- "*Roma Women – known and unknown*" started in march 2009 to put on the public agenda less known features of Roma women exclusion, at the level of local communities and within the society at large. The issue approached by this program is that there is insufficient knowledge about family and community life of Roma women. Although officially a horizontal theme in every project or program financed from EU funds, gender equality is still no applied in community level projects. As a consequence, Roma women are very often overlook in social intervention measures

- "*integrated community development*" essentially refers to approaching the communities from a comprehensive perspective: economic, health, education, infrastructure and housing issues. The program aims to develop replicable integrated community development models within Roma communities. The programme was initiated in 2005, three hypotheses underpin the program:

- consultation and the involvement of all its members, no matter their religion, ethnic appurtenance, economic status etc

- Infrastructure projects, economic development, education etc. are valuable and sustainable only if they are part of a long-term plan

- involvement of the Roma as "first-hand citizens" within the community life helps to raise self-esteem and reduces the gap between them and other the rest of society and brings long-term benefits for the entire community.

- *Normal houses for Roma in Vanatori, Neamt* - 24 poor Roma families will have a normal house, within the project. "A house, a future" project is being developed over a three year period, starting from 2009, by the Association Habitat for Humanity in partnership with the Soros Foundation Romania and with the support of the local authorities. The aim is to create a model for helping communities that live in poor conditions. The project addresses Roma families and the long term aim is that the

methodology is taken up by other institutions and local authorities interested to solve the problem of living in precarious conditions.

The EURoma Network was established as a result of the working seminar 'Transnational Cooperation on Roma Community and Social Exclusion' held in Madrid in June 2007 and financed by the Fundacion Internacional y para Iberoamerica de Administracion y politicas Publicas (FIIAP). Structural Funds should be accessible for Roma initiatives and organisations should be able to take advantage of the funds and actions targeting access to employment, which are implemented within the framework of the ESF.

ESF has been identified as the main financial instrument available to Member States to support the implementation of social inclusion polices and the implementation of intervention ions focusing on Roma inclusion. However, this is not the case, and the Roma are generally excluded from policies designed to combat social exclusion. In accordance with the General Regulations of the ESF regarding the sustainable integration of minorities in the labour market, and in order to improve the social inclusion of the Roma in terms of political initiatives, regulatory development and the allocation of resources, it was decided that a trans-national network would be established to develop a common approach under the structural funds.

EURoma was created in the context of the 2007-2013 European Social Fund (ESF) programming period, which increased the scope of trans-national cooperation between public authorities and civil society actors, and in light of

- the status of the Roma population as a truly European minority;
- the enlargement of the EU through the incorporation of countries with the highest concentration of Roma populations;
- the fact that the cohesion and employment opportunities and;
- the Spanish experience of effectively using the ESF for the inclusion of the Roma.

EURoma is a European Network made up of representatives of twelve Member States, determined to promote the use of Structural Funds (SF) to enhance the effectiveness of policies targeting Roma people and to promote their social inclusion. A coordinated, integrated approach will serve to improve the effectiveness of social policies aimed at the Roma populations in the European Union.

PART FOUR: THE LOCAL ACTIONS

All the partners undertook a local mapping exercise, development of a local action plan and the linked implementation of a campaign.

LOCAL MAPPING

1. Intercultural Institute , Timisoara

Background and key message

Research shows that an important part of the population in Romania holds strong negative attitudes about Roma. Such attitudes can also be found in schools and in the media. There is a tendency to blame Roma for the situation of disadvantage and often social exclusion they are facing, while the majority of the population, particularly young people, is not aware of the real situation of the disadvantaged Roma communities and of the vicious circle of exclusion in which they have been constraint for a long time. From time to time, populist politicians make racist statements and suggest extremist unacceptable "solutions" to the "Roma problem". The negative attitudes are enforced by articles in the media, in breach of a clear article on the deontological code of journalists stating that ethnic and cultural affiliation should be mentioned only in specific situations. Often, public discourse is emphasising separation and differences between Roma and the rest of the population, with a focus on "us/them" opposition. But the most negative effect in perpetrating racist attitudes is that of the comments made by readers at the bottom of news articles in online media. This is an increasing phenomenon, reaching high numbers of persons and little has been done so far to address it.

Data regarding Roma national distribution

Existing national data on the number of Roma and socio-demographic structure of the Roma population are few and inconsistent. In terms of numbers beyond data from national censuses in 1992, 2002 and 2011, where it is estimated that the number of self-identified Roma is underestimated, there are few studies that can provide an estimation of the Roma population based on a clear methodology. There are a number of partial studies addressing issues such as school attendance, labor market participation, social exclusion, etc. and which give a relevant dimension of the Roma community profile.

Size of the Roma population in Romania

In Romania there are over 20 national minorities, Hungarians constituting the largest minority in 2011 they were 6.5% of the population. Roma are second minority as the percentage in 2011 was 619,007 people who identify themselves as being Roma (3.25%), while in the 2002 census, the people who declared themselves as Roma was 535 140 (2.5%), and in the census of 1992 in Romania were declared 401,087 Roma people (1.8%).

Many researchers, politicians and representatives of Roma said, however, that number is much higher. A national research conducted in 1998, the Institute for Quality of Life Research (IQLR) estimated Roma population to be about 1.5 million, or 6.7% of total populaţiei.

In a report by the UNDP in 2006, Kalman Mizsei showed that estimated actual population of Roma in Romania in 2003 was approx. 10%, advancing a minimum of at least 1.8 million Roma and maximum of 2.8 million Roma.

A recent research (from 2005) done during a project of the World Banc, appears a minim number of Roma population in Romania to be 730.174 and a maxim of 968275.

Territorial distribution; Distribution of Roma population in residential environments and cultural areas

Provisional data of the census from 2011 shows that the Roma minority is spread fairly uniform in the country, with a minimum of 1.1% in Botosani County and a maximum of 8.8% in Mures County.

Most Roma are found in the development regional Centru (Central) which includes also Mures County where is being register the highest percentage of Roma population compared to the

total population of the county. The opposite is found for the North-East region where Botosani County has the lowest percentage of Roma among all counties.

In comparison, according to RPL, between 2002 and 2011 there were no significant upheavals in the hierarchy of the counties and development regions, only Southeastern development region made castling with the Bucharest-Ilfov region. Significant increases of over 2% were recorded in Calarasi and Dâmboviţa County, other 14 counties recorded increases between 1% and 2% and 22 counties under 1%. At the opposite end, there are three counties that decreased, but not significantly (Teleorman, Ilfov and Timiş County).

On residential areas, the datas from 2011 shows that two thirds of the Roma population (64.1%) lives in rural areas, significant weights recorded in the North West (70.6%) and South-Muntenia (70.0%). At county level, large shares of Roma living in rural ares, are in Covasna (86.2%), Dâmboviţa (85.0%), Arges (84.2%), Salaj (80.0%), Galati (79.8%), Bihor (79.4%), Bistrita-Nasaud (78.5%), Mehedinti (78.2%), Satu Mare (76.8%) and Vrancea (75.9%).

At the opposite pole, where the rate of Roma population leaving in rural areas is low, we have in counties as Hunedoara (17.9%), Tulcea (23.7%), Constanta (37.1%), Valcea (38.9%), Maramures (39.6%), Botosani (39 9%), Vaslui (40.9%) and Gorj (42.7%).

According to official data provided by the three censuses the Roma population shows an increase of approx. 35% in the period 1992-201. However, given that the official figures provided appears to be at least two times lower than the actual number of Roma population (estimated in various studies), it is hard to say to what extent the number of Roma population increased / decreased in reality.

Gender and age distribution

According to the 2002 census, the population of Roma was / is a young population, approx. two thirds (66.8%) were aged under 30 years. Compared with the Romanian population, age distribution shows that in 2002, the Roma population was much younger than the majority (population under 20 years: Roma - Romanian 47.33% and - 24.87%), on the other hand life expectancy at birth in the Roma population was significantly lower than the Romanians.

If for Romanian population, the pyramid of population was, in 2002, a relatively normal diamond shaped (with trends of an aging population), the Roma population have a pyramid with a wide base and become very "sharp" with the age of 50 years (over that age were only 10.8% of the Roma). Population that can be considered active working age (15-64 years) represented 60.3%, which shows great potential for the participation of this population in the labor market, including the development of local social economy projects. On this segment gender distribution of the population (15-64 years) is almost identical: men - 60.3%, women - 39.7%.

Analysis of data related with gender and age distribution shows that in 2002, there is a balance in the group up to 55. Before this age there is a slight dominance of the male population percentage and after this age from 55-59 years, women become more dominant.

Local context

According with preliminary results of the last census in 2011 the number of people in the region who identify themselves as being Roma is 14.534. Comparing with 2002 when were registered 16.084, the number of Roma population decrease with almost 10%

The official data of census from 2002 indicate that from 408.842 people who declared themselves as Roma, more than 280.000 have less than 4 degree which is more than 65%. High rate of illiterates of Roma population make their access to the labor market to be extremely difficult. In 2002 the number of Roma people in Timisoara was 3114.

Current actions /policies

Current policies at national level in Romania

Public policies and projects targeting Roma directly or indirectly:

  o Antidiscrimination legislation and the National Council for Combating Discrimination

Education

  o Special places for Roma in high-schools and Universities

  o Employment of Roma school mediators

  o Teaching of Romani language in schools

  o   Promotion of inclusive and intercultural education

o Projects to prevent school drop-out

Health

o Employment of Roma health mediators

o Measures to facilitate access to healthcare for disadvantaged Roma communities

Employment

o Job fairs

o Training and counselling programmes

o Specific projects for Roma women

o Projects promoting social entrepreneurship

Housing

o Official registration of houses which are not recorded

o Projects to improve housing conditions

o New social housing projects

o Integrated projects combining various fields and promoting local development

Activties in Timisoara

The **strategic goal** of the activity in Timisoara was to promote positive attitudes towards Roma in the Romanian society, with a focus on equal access to rights, solidarity and empowerment.

The main **objectives** were:

o To raise awareness of the existence of the Roma communities and their situation at local level in Western Romania.

o To stimulate a constructive attitude of young people, authorities and the society in general, towards the concrete problems that Roma are facing at local level

o To empower students and teachers to act for human rights for all

o To provide alternative messages in online media to counter the stereotypes about Roma

The goals mentioned above were achieved through the following activities defined and approved by the LAG:

Mapping (August – December 2011)

In order to reach a more comprehensive understanding of the situation of Roma communities in the Romanian society, a mapping process was organized, focusing on three main aspects: statistics about the Roma in Western Romania, online media monitoring on the way they present the image of the Roma and analysis of public policies in relation to the situation of Roma. This activity was implemented with the help from the Local Action Group.

Online activists (May 2012 – end of the project)

A group of 5 online activists, both Roma and non-Roma monitored media and reacted on the negative stereotypes provided by the online media in order to promote alternative messages regarding the image of the Roma in the media. This was done in the comments sections of online newspapers and news websites, in response to specific articles and to comments made by readers to these articles. The online activists were coordinated by the project team.

Between 100 and 200 articles were identified per month, and between 30% and 50% of them not being conform to the deontological code of journalists.

The following points of the code which were not respected were:

- o No mention should be made of the race, nationality, or belonging to a certain minority, unless the information presented is about the respective group

- o Pertinent points of view of all parties concerned should be reflected

- o Presumption of innocence should be respected; if someone is accused, they will be given possibility to express their point of view

- o Only checked information, from credible sources, will be published

- o Opinions should not be presented as facts; news should be precise, objective and separated from personal opinions

In many articles a negative stereotype of Roma is reproduced and sometimes messages inciting at rejection and hatred against Roma are transmitted. A list of negative articles identified is attached to the report.

The team has analysed several articles and a debate was organised on 13 September between a group of journalists from Timisoara and a group of young Roma, to discuss this analysis.

Also, many articles referring to Roma, including articles reflecting the activities of our project, generated numerous racist and prejudiced comments from readers. This is why a group of "online activists" was established and asked to respond to such comments.

2. Romani CRISS

During October-November 2011, the population and housing census took place in Romania.

The results of the latest census, conducted in 2002 indicated a population of 535,250 Roma people, representing 2.5% of the total population and the second largest ethnic minority.

Romanian language is the mother tongue for 247,570 people (1.09% of the population). Roma represent the ethnic majority in 67 municipalities, but most of them live in localities where the percentage of Roma is lower than 10%. These data are questioned by researchers and civil society activists who believe that we are dealing with a severe under-representation of Roma in official statistics. For various reasons, including fear of stigma and historical memory of persecution, many Roma people refuse to declare their ethnic identity of the reviewer. According to a research conducted by Romani CRISS on these reasons, the following was observed:

1. For a category of Roma ethnic identity is fluid and contextually negotiated. Roma is seen

instrumentally - either as a possibility to have access to certain benefits (eg, access to

special places in education) or, most often as a method used by the majority population

to restrict access to certain goods and services (employment, education, health). Due to

the potential disadvantages, the temptation is to hide their ethnicity, especially when this

is easy to do (people living outside the Roma community and who are not

heteroidentified as Roma).

2. The ethnicity is sometimes exclusively associated to the Roma culture (language,

traditional occupations, customs), leaving aside the geographical origin and the common

history. Persons who lost contact from traditional groups are more exposed to not declaring the Roma ethnicity to the census. A particular issue is represented by Roma horaxane, who tend to symbolically separate from the other Roma and to consider as being a Turk minority.

3. Most of the participants couldn't name advantages of assuming the Roma ethnicity – direct or indirect – such as the health or the school mediator, the use of Romani language in local administration, etc.

4. The participants mentioned a series of concerns regarding the data collected within the census: they thought the ethnicity will be written in the identity document and will worsen their access to employment, will increase the stigmatization; the possibility of imposing a tax specifically for Roma; the use of information for the Roma deportation.

5. There is confusion between citizenship, nationality and ethnicity.

6. The operators from the most recent census were, regularly, Roma outside the community, and weren't able to empathize with the Roma. This caused some reticence in assuming the ethnic identity.

The identified problems refers to the low number of Romanian citizens of Roma ethnicity officially declared compared to the unofficial number estimated by national and international organizations, as well as by institutions.

Current actions/policies

The National Institute for Statistics, the institution responsible for organizing the census, has involved in addressing the issue of inaccurate data with regard to the ethnicity. Jointly with the UNFPA, the National Institute for Statistics has organized a series of meetings with the civil society to discuss the issue of low rate of Roma declaring their ethnicity. CRISS has attended the meetings organized by the National Institute for Statistics.

After attending a meeting organized by the National Institute for Statistics, in partnership with UNFPA (Sibiu, June 22-24), Romani CRISS has sent a letter to the National Institute for Statistics, requesting the Institute to respond to the recommendation to include in the manual

of the enumerators, as well as in the training courses for the enumerators, a section dedicated to the reasons for which some Roma don"t declare their ethnicity .

Romani CRISS has elaborated a short informative note for this purpose – it was included in the folder prepared for the training courses delivered to the enumerators by the Institute.

After the meeting in Sibiu, Romani CRISS had asked the Institute to inform about the way the decision of exluding the „rom-ungri" and „horahane"2 categories out of the list of Roma groups, for the Census. Romani CRISS has sent a public letter, making an appeal to the NGOs to register as observers for the census, explaining, at the same time, the neccesary administrative steps

CRISS has also sent a public letter, addressed to Roma people, both in Romanian and Romani, making an appeal for those who meet the legal criteria, to register as enumerators

After discussing with Roma NGOs, partners, collaborators from the field, as well as with members of the Roma communities, within the field visits carried out, Romani CRISS has recommended to municipalities Roma enumerators 83 enumerators were recommended to municipalities.

Issues and challenges faced

The first challenge faced was selecting the communities. Due to limited resources, it was not possible to conduct the campaign in all communities with significant Roma population.

Therefore, the communities were selected firstly, to serve the purpose of research, on multiple criteria: traditional and non-traditional communities, communities with multiple identities (Roma-Hungarians; Xoraxane – Muslim Roma), etc. When selecting the communities it was taken into consideration to identify those where a very low number of people declared their ethnic identity within the last census, in 2002, compared to the unofficial data. After conducting the research on identifying the reasons for which Roma don't declare their ethnic identity, the campaign were designed and conducted, based on the findings of the research.

Historical Background related to Roma integration

Although the 2011 official census registers only 5,119 people of Romani ethnicity from a total population of 10.5 million, estimates - including the government one - give a more realistic figure of 150,000 to 300,000. According to the last census in 2011, only 349 Czech citizens in Prague area claimed Romani nationality. There is an assumption that the real number of Roma living in Prague is around 17.200.

The majority of the current Roma population in the Czech Republic and in Prague came from Slovakia, forcibly or voluntarily, as most of the original Roma minority were exterminated in concentration camps during World War II. The Roma population in the Czech Republic is primarily concentrated in the northern part of the country – in Northern Moravia (Ostrava, Karviná), Northern Bohemia (Děčín, Ústí nad Labem) – and in urban areas, such as Prague and Brno. Under the Communist government, Roma were forced to assimilate and their distinct language and culture were not respected; frequently Roma children were removed from their families and placed in state care, while often Roma women were forcibly sterilized. At the same time, the Communist government did secure certain minimum conditions, and guaranteed – to a certain extent – economic and social rights for "citizens of Gypsy origin". After 1989 and the collapse of the Communism, and still further after the break-up of Czechoslovakia in 1993, the situation for Roma deteriorated as some of these protections were removed. The situation of Roma in the Czech Republic continues to be highly unsatisfactory. The Roma constitute the overwhelming majority population in the country's more than 300 socially disadvantaged localities, often living in de facto "ghettos" separated from the non-Roma majority. They suffer from extremely high levels of unemployment and a low level of education. More than 60 per cent of the Roma of working age residing in marginalized localities are unemployed. In terms of education, eight out of 10 Roma of working age only have elementary education and the majority of Roma children receive lower quality education in segregated educational facilities. Life expectancy for Roma remains over 10 years lower than the average and infant mortality rates are markedly higher within the Roma community.

Roma minority and education

Education is one of crucial issues where Roma population in the Czech Republic faces many problems. The level of education within Roma minority is really low. Majority of people passes only primary school, some of them continue their studies at high schools and colleges and only a small percentage graduates from university.

Our project is dealing with Roma and non-Roma children at schools, therefore we did a research on Roma and their access to education. Key findings are the following:

1) **Percentage of Roma children having completed at least primary school**

As a result of potential discrimination, there are no official numbers showing the real percentage of Roma children having completed primary school. However, according to the different surveys, there is an assumption that only around 60 % of Roma children completed primary schools. Primary schools attend 72 % of all Roma children, whereas non-Roma children in primary schools constitute more than 95 %.

2) **Percentage of Roma children in secondary and tertiary schools**

18 % of Roma children completed vocational schools which prepare them for performing particular job, such as a car mechanic, and 3 % of Roma children completed secondary schools which allow them to continue studying at tertiary schools. According to the last survey, only 18 Romani students are studying tertiary school at the moment. That is caused by a lot of factors, for example their financial or social situation which does not allow them to study at universities.

3) **Percentage of Roma children in special education and segregated schools**

Schools for pupils with mild mental disabilities and special segregated schools pose the biggest problem of Romani education in the Czech Republic. An alarmingly high number of Roma children continues to be enrolled in 'practical' elementary schools. Pursuant to research conducted in 2009, Roma children who attend the schools for mildly mentally disabled constitute almost one third of all Roma pupils (26,7%), whereas non-Roma children in schools for mildly mentally disabled constitute only 2,17% of all on-Roma

pupils.

4) **Policies, targeted measures and/or campaigns implemented to integrate Roma children in mainstream schools**

For instance, organization "Slovo 21" helps Roma children to integrate in mainstream school. It provides tutoring for children attending primary schools as well as secondary schools. "Slovo 21" also helps Roma applicants who will to study at universities to prepare them for an admission procedure. During 6 years they helped more than 400 hundreds Roma students. Another campaign to help Roma children to integrate in schools is organized by governmental organizations "Agency for social inclusion in Romani localities". Its main project is based on „inclusive education" instead of „integrative education".

In this problematic, there is also a significant impact of the organisation New school that is an NGO established in 1996. It´s goal is to support education of minorities, especially Roma children and to fight against segregation of Roma children at schools. The overall goal is to promote equal opportunities for everyone.

5) **Policies, targeted measures and/or campaigns implemented to reduce the number of early schools leavers**

There are a lot of policies which help Roma children to integrate in schools and therefore reduce the number of early schools leavers. For example, it is very important to "cooperate with all families", not only with particular Roma children, but also to integrate their parents into educational process. Another project called "Big Brother" is very popular; new Roma pupil at school gets an older non-Roma "brother" who helps him/her to adapt to the new environment and seeks to help him/her with learning. "Tutoring" is also important part of integration of Roma children in schools. In order to reduce the numbers of early schools leavers, schools try to integrate them in "free time activities", such as sport clubs. A lot of "scholarships" are provided to Roma students attending secondary school to motivate them to continue their studies.

6) **Policies, targeted measures, and/or campaigns implemented to combat illiteracy among Roma children and adults**

Illiteracy among Roma children and adults pose a big problem which is connected with their bad performance at schools as well as very high unemployment rate among Roma. Up to 44 % of Roma of working age can be considered functionally illiterate. Another

44 % have only the basics of literacy and numeracy skills. Only 12 % can be considered functionally literate, what means they are able to answer most of the relatively simple questions that require knowledge of the primary school level. A lot of non-governmental organizations, such as "Romea" or even governmental organizations, for example "Agency for social inclusion in Romani localities", support education and literacy among Roma children and adults. They regularly organized workshops, additional education courses; seek to reduce early schools leavers.

Situation of Roma minority at elementary schools

The segregation of Romani children in education is very crucial problem. Disproportionally large number of Roma children was frequently sent to the special schools for mentally disabled children. This fact consequently led to the segregation of Roma community in the field of education. In 2005 the Czech Republic adopted the new Schools Act which should have solved the problem of the discrimination and segregation of Roma in their access to education. The Schools Act abolished special schools for pupils with mild mental disabilities and nowadays these special schools are considered as elementary schools.

However, most of these schools in order to continue to offer a reduced curriculum just changed their names to 'practical' elementary schools and very often omit the term 'practical' in their official names. Nevertheless, this name change does not mean that the Romani children who had been placed to the special schools only due to racial status have been transferred to the schools which are corresponding to their actual abilities and skills.

Schools for pupils with mild mental disabilities still exist, although they changed their names. Pursuant to research conducted in 2009, Roma children who attend the schools for mild

mentally disabled constitute almost one third of all Roma pupils (26,7%), whereas non-Roma children in schools for mild mentally disabled constitute only 2,17% of all non-Roma pupils. In August 2009, the Minister of Education, stated that: 'the proportion of Romani children educated in accordance with the programmes for those with mild mental disabilities continues to be higher than what corresponds to a possible number of children with mental disabilities in any population.'

The main reason for enrolling Romani children into the special schools for mentally disabled children is the fact that they face some of the most appalling aspects of discrimination within the mainstream education system. On the one hand, mainstream elementary schools are often not prepared or willing to provide additional support to Romani pupils coming from socially disadvantaged backgrounds. On the other hand, while there are two or three Roma children between 30 non-Roma children in a class they often feel discriminated by them. Non-Roma children mostly do not accept them, do not talk to them, do not help them, do not see them as an equal as a result of a stereotype they know from their parents. In Czech society, Roma are mostly considered as a problematic minority, poor, unemployed people without education, responsible for higher criminality rate. However, the most important problem lies in the prejudices which are permanently created in the society. Prejudice is most commonly the main source of racial discrimination against Roma. According to law, the parents have the right to choose their child's school. Nevertheless, freedom of choice appears to have facilitated segregation in education because parents of non-Roma children often take advantage of the lack of limitations to enrolment and leave schools in which the proportion of Roma is high or growing. Also parents of Roma children think that their children feel more comfortable between other Roma children, so that is why they usually agree with enrolling of their children into the special schools or schools with the majority of Roma pupils.

Another crucial problem of the segregation lies in the testing methods used by School Advisory Centres which have not been significantly changed during the last 10 years. The tests disadvantage Roma in particular since or because they have not been tailored to take into account the background, language skills and other specifics of many Romani children. This shows that there has not been a significant change after adopting a new education legislative, an alarmingly high number of Roma children continues to be enrolled in 'practical' elementary

schools, which means that the segregation of Roma children poses an ongoing, in some cases even an enhancing process.

Antidiscrimination projects at schools

At many schools special projects for supporting anti-racial behaviour and prevention of pathological phenomena are implemented. These are programs for pupils presented during courses or at majority of schools there are special school psychologist who talk about their behaviour with individuals. Primary school in Sepekov (South Bohemia) can be stated as an example – in 2010 there was implemented a programme called Preventive programme of substance abuse and of other socially pathological phenomena that (among other things) educates pupils in antiracial behaviour.

Also, there are implemented some projects that aim to fight against segregation of Roma children at schools. The most known one is a project called „Together to school" realised by an organisation called Zvůle práva in cooperation with NGO Romodrom. Goal of this project is to ensure equal condition for all pupils at schools. Within this project a coalition of 17 international partners was formed and together they have enough capacity to fight against segregation of Roma children at schools. There are partners such as European Roma Rights Centre, Czech Helsinki Committee, Slovo 21, Equality etc.).

For instance, organization "Slovo 21" helps Roma children to integrate in mainstream schools. It provides tutoring for children attending primary schools as well as secondary schools. "Slovo 21" also helps Roma applicants who will study at universities to prepare them for an admission procedure. During 6 years they helped more than 400 hundreds Roma students. Another campaign to help Roma children to integrate in schools is organized by governmental organizations **"**Agency for social inclusion in Roma localities". Its main project is based on „inclusive education" instead of „integrative education".

An important NGO, who is successful in implementation of projects, which are targeted against discrimination at schools, is the New school. It´s goal is to support education of minorities, especially Roma children, and to fight against segregation of Roma children at schools and promote equal opportunities for everyone.

4. MUNICIPALITY OF DOBRICH

Roma Community in Bulgaria

Data of the National Statistical Institute (NSI) about population and housing census of 2011 show that Roma ethnos remains the third largest ethnic group in Bulgaria. **325343 persons,** i.e. **4.9%** of the Bulgarian citizens identified themselves as belonging to the Roma ethnos.

The census shows a persistent tendency part of the people, identified by the general population as Roma or Gipsy to identify themselves as Bulgarians, Turks, Romanians, etc. which is possibly due to the fact that the persons participating in the census have the right to define their ethnic background themselves or to refrain from indicating it.

People of Roma ethnic group are distributed across all regions in the country. Their share of the population is biggest in the region of Montana – 12.7% and Sliven - 11.8%, followed by the region of Dobrich – 8.8%, Yambol – 8.5%. Distribution country average rate is 4.9%. Approximately half (55.4%) of the persons who identified themselves as belonging to the Roma ethnic group reside in the cities.

The age structure of the Roma population shows a distinctly manifested tendency - the relative share of the age groups decreases with the increase of the age: children in the age group 0 to 9 years constitute one fifth (20.8%) of all persons who identify themselves as Roma, the groups of 10-19 year-old and 20-29 year-old persons show equal relative shares of 18.3% each, 30-39 age group constitutes 15.2%; 40-49 age group – 11.6%; 50-59 age group. - 8,7%; 60-69 age group - 4,9%; 70-79 age group - 1.9%; 80+ age group - 0,4%.

Analysis of the conditions of the Roma community by sectors:

Housing conditions

The stage of urbanization varies among the different ethnic groups. Three quarters of persons identifying themselves as Bulgarians reside in the cities (77.5%), against half (55.4%) of those who identify themselves as Roma, and almost two fifths of the ones who identify themselves as Turks (37.6%).

The growth of the urban Roma population is slightly slower and less expressed as compared to the one of the population of Bulgarian or Turkish ethnic origin.

The Roma is the only group where the share of children and young persons under 19 years living in the villages is higher than the relative share of the rural Roma population.

A serious problem facing the Roma is the increasing spatial isolation of their community. The concentration of Roma in isolated neighborhoods has increased during the last fifteen years both in the urban and rural areas. This concentration in separate neighbourhoods usually results in the social isolation of their residents, deterioration of their living conditions, problems with the construction and maintenance of the infrastructure and cleanliness, transport problems and difficulties in service provision. One of the most serious consequences is the deterioration of the opportunities for the young generations to be prepared for involvement in the formal economy, hence the increasing difficulties they encounter in seeking and finding jobs.

Data of NSI from the last population and housing census of 2011 shows that the ethnic Bulgarians have an average of housing space of 23.2 m^2 per person, while the Roma have only 10.6 m^2.

A significant part of the Roma residing in the cities, inhabit overpopulated neighborhoods, frequently outside the regulated outskirts of the city, located at places that do not have water and sewer systems, or even if they have ones – they are in a very poor condition, where the electricity supply is quite often done illegally or is nonexistent at all.

Education / Schooling

Education/ years	Bulgarians			Turks			Roma		
	2001	%	2011	2001	%	2011	2001	%	2011
Higher	19.2		25.6		2.4			0.2	

			4.9		0.5	
Secondary	47.6	52.3	21.9	29.7	6.5 9.0	
Basic	24.9	18.0	46.9	44.5	41.8	40.8
Primary	6.9 3.4		18.6	13.4	28.3	27.9
Uncompleted primary and illiterate/ non-attendance	1.4 0.9		10.2	7.5	23.2	21.8

Observations show that the improvement of the educational status of the Roma community has slowed down during the last 20 years. Another specificity of the group is that functional illiteracy is three times more frequent among Roma women than men. Women are the ones bringing up the children and their illiteracy or low educational level are of crucial importance for the educational aspirations and school success of the children.

The educational level of the three groups – Bulgarians, Turks and Roma - is being raised, but this change is notably weakest with the Roma community.

Part of the Roma children do not speak the official Bulgarian language well enough when enrolled in school, neither have they acquired the basic knowledge and skills needed to cope with the learning process. The socialization models in many Roma groups, particularly in neighborhoods with predominantly Roma population, create additional difficulties for the adaptation of the Roma children in school if they have not attended pre-school classes.

The patriarchal norms of excessive control of the behavior of the girls and women in some Roma subgroups also make them early school leavers.

In spite of all difficulties encountered, the period 2001 – 2011 indicates increase of the number of young Roma citizens graduating from the higher educational institutes in the country, specializing or obtaining higher degree abroad. The successes in this respect are even higher than the ones recorded by NSI during the census, because many young people do not identify themselves as Roma after completing higher education.

Data from the census of 2011 shows that in spite of the increase of the share of Roma young people with higher education, the tendency of a great number of young Roma citizens remaining without appropriate education, dropping out of school at an early stage, or not enrolling in school at all still remains. The situation varies across the different Roma subgroups, settlements and regions.

Work / Income

The Roma people are in a disadvantaged position at the labour market as a result of the structural changes that have taken places in Bulgaria. The changes of the macroeconomic situation in the country have resulted in their exclusion from the labour market and in constantly persisting very high unemployment levels in their community, or employment in only very low-income jobs. They are less competitive in terms of qualification, education, social image of their labour status, and social capital.

NSI's data about the population census 2011 reveals persistently significant differences in the economic activeness of the large ethnic groups in the country. Only 38.8% of the Roma people are economic active, in spite of the fact that in this ethnic group with the youngest population the share of students in the age group after 15 years is the smallest one, and so is the share of pensioners.

Among the Roma population only 50.2% of the economically active persons are employed, that is 19.35% of all Roma aged 15 and more.

There are big social inequalities in the group of economically inactive persons, too.

Among Roma population economically inactive are three fifths of the persons above 15 years - 61.2%. The group of pensioners (the only ones who generate own income) is the smallest one – just about 23.5% (14.4% of all Roma citizens at the age of 15 and more). The main reason lies in the age structure of the community, but also in the fact that many elderly Roma citizens who have been durably unemployed or have been employed in the informal sector have no pension insurance and do not meet the requirement for a definite number of years of service for pension. The share of students is extremely small – 7.3% of the economically inactive population, i.e. 4.4% of all Roma citizens above the age of 15. This low share of young people continuing their education after the age of 15 will determine the lower educational and qualification status of the Roma community in the long run, hence – the greater share of persons

unemployed and dropping out of the labour market in the decades to come. Housewives constitute a huge share – 36.5% of the economically inactive Roma population, i.e. 22.4% of all Roma above 15 years of age.

The number of people durably falling off the labour market is the strongest indicator of the social-economic exclusion in Bulgaria after 1989.

Healthcare

The risk factors create conditions and increase the morbidity rate. With the citizens belonging to the large minority communities in Bulgaria we observe the influence of the primary (mass scale and grave impoverishment, high unemployment rate, worse income and consumption structure, bad environment and housing conditions, lifestyles and genetic diseases) and the secondary risk factors (certain chronic diseases, creating conditions for complications or other diseases).

The survey shows that 12.6% of the entire Roma population in the country, including children, has some kind of disabilities or suffer from a heavy chronic disease. What is specific for the Roma people is the very early onset of disability and the widespread chronic diseases on a mass scale as early as the middle age. One third of the male Roma population and two fifths of the female population in the age bracket 45-60 have already lost partially or in full their work capacity due to poor health status.

Infectious diseases are also a very acute problem in the Roma neighbourhoods in Bulgaria. The overpopulation of neighbourhoods and houses does not allow the virus carriers to be properly isolated and diseases often result into an outbreak of epidemics.

A serious problem is also the lack of health insurance among the Roma population.

Dobrich Roma Community

Number of Roma Population (census 2011) - 2 482

Number of Roma Population (census 2001)   - 3 379

Roma and Access to Education

% of roma population graduated in educative stages in Municipality Dobrich

Dropped out of basic schools	11,4
Basic school – 4 th class	23,9
Primary school - 7 th class	35,4
Secondary school -	8
High education -	0,56

Percentage of Roma children in special education and segregated schools

Bulgarian educational institutions and school follow principles of non-discrimination – children and pupil are not spited on ethnical signs and we cannot define percentage share – most children study in the neighbourhoods' schools.

Policies, targeted measures and/or campaigns implemented to integrate Roma children in mainstream schools

The Municipality provides to all students in the municipal schools, independently of their ethnos, free of charge textbooks and lunch. The roma children participate in all additional forms of school learning, sport clubs, health clubs and vocational trainings, voluntary (if they will), equally with other ethnos. The children are integrating during learning process, games, and communications with other children in the same age and with the teachers.

The experts of Municipality develop project proposals addressed to roma children and work for their implementation. The Ministry realizes and funds the methodological assistance to the teachers working with roma ethnos and improves their qualifications. In the schools are hired primary roma teachers and in curriculum of additional training sessions are included "roma folks, traditions and multi-ethnic elements in the training process.

Policies, targeted measures and/or campaigns implemented to reduce the number of early schools leavers

Municipality works for reducing drop out schools children through individual work with children and their families, provision of incentives (free breakfasts) and their inclusion in additional training sessions after regular lessons.

Policies, targeted measures, and/or campaigns implemented to combat illiteracy among Roma children and adults

Teachers of neighbourhoods' schools on the territory of Municipality Dobrich visit roma houses aiming to motivate enrolment of their children in the school as well as continuation of quitted due to different reasons education. Some schools organize charity campaign and collect dresses, shoes and school stationary and later distribute them to pour roma students.

Roma and Employment

Employment rate of local Roma population aged 20-64

/number/

Total	1587
Employed	410
Unemployed	344
Economically no-active	833

Data of active presence of roma on labour Market

(2011, Bureau of labour, Dobrich)

37 roma people are included in the group for motivation and active job's search, 24 roma participated in vocational training groups and professional orientation. 24 roma took part in vocational training courses funded by Operational program "Human resources" and 9 are recruited at jobs opened by this program

Policies, targeted measures, and/or campaigns implemented to grant Roma full access to vocational training and self employment tools and initiatives

Directorate "Bureau of labour" provides full access of all citizens independently of their ethnic origin.

Policies, targeted measures, and/or campaigns implemented to address Roma unemployment

Directorate "Bureau of labour" – Dobrich elaborated action plan and specific measures and action for solving roma problems in area of employment as they are most vulnerable group. Results for 2011 are as follows:

(a) 199 roma have been hired at working places opened by national programs, other international funds and on the primary labour market or they participated at vocational training courses.

(b) Total 127 roma got jobs and 74 of them have been hired on the secondary labour market at open working places by specific programs and employment measures.

(c) 44 roma have been hired by National Program "From social help to insuring employment"

(d) With assistance of Bureau of Labour 53 roma work on the primary labour (in different companies)

(e) 37 roma took part in motivation courses for active jobs search, 24 roma participated in the group of professional orientation.

(f) 24 roma took part in vocational training in Operational program "Human Recourses development" and 9 have been hired under this program.

Policies, targeted measures, and/or campaigns implemented to encourage Roma access to micro-credit

Roma people have access to micro-credits as all citizens, but the reason to not be approved is that they don't meet criteria for level of education.

Personalised services and mediation provided by Employment Services to reach out qualified Roma

Directorate "Bureau of Labour" continued to implement National Program "Activation of non-active persons". It is addressed to roma, having minimal secondary education, their training and employment as roma mediators in the Bureau of Employment, defined as beneficiaries of this program. Two young roma women worked in the last two years in the bureau to assist, serve, consult, activate and motivate roma and help them for their registration, training and searching for job. As result of their work more than 600 non-active roma became client of bureau of employment. Part of them dropped out of registration due to lack of fulfilling their personal action plans and obligations.

The second role of roma mediators were to coordinate contacts with representatives of roma NGOs in the region for more successful problems solving of people of this group and facilitating integration of ethic group in the labour market.

Roma and Access to Health Care

Life expectancy of Roma at birth

Number of dead births – 7 – statistical data for 2010 for all ethnic groups

Level of infant mortality among the Roma local community

21 dead children aged to 14 years –

total number for all ethnic groups for 2010 year for Municipality Dobrich

Policies, targeted measures and/or campaigns to encourage Roma access to targeted information campaign

The efforts of Regional Health Inspectorate – Dobrich in 2011 have been focused to improve roma awareness about risk health practices as well as ways to have more healthy life through:

✓ more intensive programs for health education and stimulation of roma participation

✓ dissemination of flyers and other info materials

✓ enlargement volume of roma population and their children for immunization

✓ development of knowledge and skills of young married roma women about conditions and factors of non-risk preventive reproductive practices

✓ provision participation of roma representative in health promotional activities and health education among roma population

Policies, targeted measures and/or campaigns to encourage Roma access to quality Health Care and exposure to higher health risks

Municipality of Dobrich hired 3 health mediators (roma origin) in 2011 in the Primary Health centre of Department " Health and social policy". The net of health mediators operate multi annual – Dobrich municipality will continue to hire such mediators.

Policies, targeted measures and/or campaigns to encourage the use of prevention services among the local Roma community

The health mediators convince and joint roma women with many children to gynecologists and organize seminars about family planning and sexual health – about 50 roma visited this events.

Policies, targeted measures and/or campaigns implemented to provide access to quality healthcare, especially for Roma women and children

Health mediators organize mainly healthcare informational events for prevention of different diseases - wworkshops, doctors' visits and investigation by practitioners, tests and lab investigations. Mediators facilitate consulting and join roma people for their doctor's visits.

Policies, targeted measures and/or campaigns implemented to provide access to preventive care and social services to Roma under the same conditions as to the rest of the Population

The health mediators support roma population and solve individual social cases. They consult clients about all documents needed for social aid, for heating, for maturity, for child additives, transport, medicines and diet food. The assist and join old people, unlettered, young mothers and pregnant women to different social institutions.

Policies, targeted measures and/or campaigns implemented to involve qualified Roma in healthcare programmes targeting their communities

The health mediators have roma origin. They are qualified to operate and implement health programs , addressed to their communities.

Roma and Access to Housing and essential services

Share of Roma local population with access to housing

96 % of roma citizens have houses.

Share of Roma local population with access to public facilities (e.g. water, electricity and gas)

Public utilities	Houses %
Electricity	96

Public Water supply	93
Gas – central source	1.1

Policies, targeted measures and/or campaigns implemented to promote non discriminatory access to housing, including social housing and to close the gap between the share of Roma with access to housing and to public utilities and that of the rest of the population

Municipality Dobrich has 1 540 community houses (flats) and in 400 of them live roma families (about 25 %).

Policies, targeted measures and/or campaigns implemented to address the needs of non-sedentary Roma Municipality Dobrich does not have data for homeless roma people.

5. MUNICIPALITY OF HERAKLION

National Context

Population

According to a study based on a questionnaire sent to local councils in 2008 (some of them responded), the total Roma population amounts to 50.000 individuals, approximately 12.000 permanently settled families.[4] According to other estimations, the Roma population reaches the number of 250.000 individuals[5]. In general, for Greece **the minimum estimate is 180.000 and the maximum is 350.000** Roma individuals.[6]

There are Roma who live at houses permanently, others who permanently live at camps, groups of semi-settled who live at two or more places and others (a small percentage) that travel[7].

There are about 50 Roma camps all over the country[8].

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[4] Hellenic Ministry of Labour and Social Security, National Strategic Framework for Roma, December 2011

[5] Report of the Greek Commission for Human Rights (2009)

[6] Document prepared by the Council of Europe Roma and Travelers Division, 2010

[7] Roma, Newspaper "Eleftherotypia", 11-3-2000

[8] Research of the Development Partnership DI.KA.DI. – ROM (2006)

They are in Greece from the 14[9][th] century.

Roma in Greece face multiple difficulties and discrimination in all areas (housing, health, education and employment)[10].

Housing

Housing for the Greek Roma population is deficient. Many Roma people live in makeshift accommodation (usually shacks), on land they do not own. Especially for those who live at the camps (about 30% of the total Roma population), their accommodation does not have the basic infrastructure for electricity and water supply as well as drainage and refuse / garbage collection.

Even those who live at houses, they often do not enjoy a decent standard of living, due to their low income that cannot secure the regular payment of loans, rents, bills, etc. The Greek State acknowledges the serious Roma housing problems. Greek and transnational organisations have stated the great Roma housing deficiency in Greece.[11]

Employment

Most Roma are employed in the informal labour market, with no viable prospects, without social insurance. Often they work on a seasonal basis and on certain working fields - open-air commerce, agriculture, collecting and selling old iron material, etc. The majority's income is low. Many (especially the women) depend on the welfare benefits and the social insurance they are entitled to as poor (often single-parent) families. [12]

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[9] Report of the Greek Commission for Human Rights (2009)

[10] Hellenic Ministry of Labour and Social Security, National Strategic Framework for Roma, December 2011

11 Hellenic Ministry of Labour and Social Security, National Strategic Framework for Roma, December 2011,

Roma, Newspaper "Eleftherotypia", 11-3-2000,

The Greek Ombudsman, http://www.synigoros.gr/?i=human-rights.el.search&q=%CF%81%CE%BF%CE%BC%CE%AC

European Roma Rights Centre (ERRC), http://www.errc.org/article/greek-authorities-illegally-evicting-roma-as-part-of/2886

12 Hellenic Ministry of Labour and Social Security, National Strategic Framework for Roma, December 2011,

Education

There have been changes at the Roma school attendance. Especially, the children aged 6-12 more often than their parents attend the school programme. However, not many complete the primary education. Few attend the secondary education schools. Still, there is much illiteracy. Their educational skills do not support their vocational status and mobility. School attendance is negatively affected by Roma families movements, by not suitable accommodation, by racism at school, by the need some Roma children to work so as to financially support their families, etc.[13]

1.5 Health

The health situation of the Roma is worse than that of the rest of the population, due to the worse living conditions. They present a lower life expectancy and higher rates of diseases such as dermal and respiratory infections, also chronic diseases. Many children do not systematically take the appropriate vaccinations or have medical tests and support on dental or general health issues. The situation is even worse for the Roma people living at the camps.[14]

Local Context

Population

Roma, Newspaper "Eleftherotypia", 11-3-2000

13 Hellenic Ministry of Labour and Social Security, National Strategic Framework for Roma, December 2011,

Roma, Newspaper "Eleftherotypia", 11-3-2000

14 Hellenic Ministry of Labour and Social Security, National Strategic Framework for Roma, December 2011,

Roma, Newspaper "Eleftherotypia", 11-3-2000

Heraklion Municipality is located on the island of Crete, at the southern part of Greece. Its population is about 170.000 people. It is the largest urban centre in the island and one of the biggest Greek cities.

At the wider urban area there are **at least 1.500 Roma people**, both including Greek and immigrant Roma people. They live in houses all over the area, but there is also a camp at the district of Nea Alikarnassos, where a Greek Roma population of approximately 550 people live for more than 25 years.

The Roma population in Heraklion Municipality consists of mainly three groups[15]:

(a) the Roma Greek citizens permanent residents of the Municipality (at the camp and in houses in the city complex),

(b) the Roma Greek citizens who move to Heraklion Municipality from other parts of the country to live and work at the wider area for certain period of time each year and

(c) the Roma immigrants mainly from Albania, less from Bulgaria, but also from other countries (i.e. Romania).

Many actions have been implemented towards Roma integration. Some were really successful. However, for many of the local Roma people, especially at the camp, there are serious needs concerning housing, employment, healthcare, education and communication with the wider community.

Housing – Employment

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[15] (1) Oikonomou Katerina, Dissertation- title: "Education of Roma children in Heraklion, Crete"

Greek Open University, Patra, 2006,

(2) Interview of a Roma representative (February 2010) &

(3) Interviews with the representatives of most of the local relevant organizations – see references.

Data follows about the different Roma groups' living conditions[16].

(a) for the Greek citizens permanent residents:

There are two different sub-groups:

- those who live in the camp:

The camp is located at the edge of the city complex. It is on land that belongs to the Municipality and there are serious problems concerning relevant legal matters.

There are two parts of the camp – united with each other, with two different Roma groups living in each one of them. The whole camp is characterized by very bad housing and hygiene conditions. There are no electricity, water supply or drainage facilities. The residents cover the electricity and water needs mainly by illegal procedures.

One group (at the east part of the camp) is slightly biggest from the other and the living conditions are worse than in the other part. The standard of living of the people there is very poor. Its residents live in shacks and most of them have no toilet facilities.

The other group (at the west part of the camp) face better conditions as their income is higher. They live in houses made of cement blocks and cement and most of them have toilet facilities.

Most of the residents of the camp live there for more than 20 years and they are all Greek citizens. Except from the same challenges that both groups face, there are also many differences between them (different standard of living, different descendance – even language differences). They work on the field of open-air/street commerce and on recycling material collection. Many do not have the appropriate license for selling – so they face legal matters for this reason as well.

- those who live in the city complex:

Some of them live at one district/neighbourhood, which can be described as at medium level concerning the building infrastructure and the general residential conditions. Their income, standard of living and living conditions are good and their relationship

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[16] Data are based on Economou Katerina's above mentioned Dissertation and on the interviews with the representatives of the local organizations – see references.

with the contiguous community is close and good in general. More of them are occupied in the field of commerce at the town's street/open-air markets, having the appropriate licence. Some run their one enterprises or are employees.

Another group is located mainly at two other districts/neighbourhoods, which can be described as at very low level concerning the building infrastructure and the general residential conditions. Their income is very low, they live at houses that do not cover the basic standard of living, often with no water, electricity, heating and their living conditions are very poor. The unemployment rate is very high. Some work as seasonal workers at farming jobs or on recycling material collection, also on street/open-air commerce jobs, but almost always at the unofficial labour market (no licence – no health insurance). At this group beggary is also being observed.

(b) for the Greek citizens who move to Heraklion Municipality from other parts of the country to live and work at the wider area for certain periods of time each year:

They usually come to sell mostly clothing, carpets and foodstuff. They stay at houses of relatives or at their cars, so their living conditions are not adequate. However, their standard of living and income are at medium level.

(c) for the immigrants:

This group is located mainly at the two above mentioned "poor" neighbourhoods. Their living conditions are very low. The unemployment rate is very high and those who work are usually not insured. Beggary is being observed at this group as well. Apart from poverty they additionally face difficulties concerning legal matters (i.e. concerning residence and work permits).

It is essential to add that many permanent residents also move to other parts of the country and stay there for certain small periods of time, in order to meet members of their wider families and, also, engage in their trade activities.

Education/Schooling

Roma children in primary schools[17]

Roma people have access to the public sector's basic education services (mostly in primary schools). However, the participation rate is low.

In Heraklion Municipality, this school season, 158 Roma children attend the primary school program. In detail, 152 children in 15 primary schools (age 6-12) and 6 children in 2 kindergartens (age 4-6).

Heraklion Municipality		
no	School Name	Number of Roma Children
1	1st Heraklion Primary School	10
2	2nd Heraklion Primary School	1
3	3rd Heraklion – Special Primary School	3
4	4th Heraklion Primary School	4
5	8th Heraklion Primary School	24
6	10th Heraklion Primary School	3
7	12th Heraklion Primary School	3
8	14th Heraklion Primary School	1
9	15th Heraklion Primary School	5
10	16th Heraklion Primary School	2
11	32th Heraklion Primary School	2
12	33th Heraklion Primary School	3
13	50th Heraklion Primary School	2
14	3rd Alikarnassos Primary School	41

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[17] Contact with Heraklion Primary Education Secretariat (February 2012)

15	4th Alikarnassos Primary School	48
16	22th Heraklion Kindergarden	3
17	38th Heraklion Kindergarden	3
	total number	158

At the Municipality there are 74 primary schools and 101 kindergartens.

At the whole prefecture (8 Municipalities) there are 291 Roma children attending primary schools & kindergartens.

Heraklion Prefecture		
no	School Grade	Number of Roma Children
1	1st (6-7 years old)	78
2	2nd (7-8 years old)	43
3	3rd (8-9 years old)	53
4	4th (9-10 years old)	42
5	5th (10-11 years old)	31
6	6th (11-12 years old)	32
7	5-6 years old	8
8	4-5 years old	4
	total number	291

A small percentage of Roma children complete primary school.

Roma children in secondary education[18]

In Heraklion Municipality, this school season 2011-2012, 7 Roma children attend the secondary education.

Heraklion Municipality		
no	School Name	Number of Roma Children
1	6th Heraklion Higher School	1
2	12th Heraklion Higher School	4
3	Special Heraklion Higher School	1
4	Nea Alikarnassos Higher School	1
	total number	7

Very few Roma children complete secondary and tertiary schools.

Health

Roma people who are insured or under the welfare insurance have access to the basic public health services. Many are uninsured and face relevant problems. Serious relative problems are being confronted especially by the Roma immigrants, who additionally face issues concerning legal matters (i.e. concerning residence and work permits).

Roma people use the public hospital services a lot. They also participate in the especially targeted to them health projects – mentioned below.

Current actions /policies

National Policy

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[18] Contact with Heraklion Secondary Education Secretariat (February 2012)

Strategic Objective for the period 2012-2020[19]

"The primary objective of the current Action Plan **for 2020** is to end the social exclusion of the Roma and to create the necessary conditions for the social integration of Roma individuals, whether Greeks or foreigners residing lawfully in Greece." The implementation is parted on a **short-term** (2012-2016), **medium-term** (2016-2020) and **long-term** (2020-..) basis.

One important change is the fact that now the Action Plan includes the Roma immigrants.

The individual objectives are the following:

A. Ensuring of housing:

The aim is to help Roma people achieve acceptable living conditions.

B. Provision of support services (in employment, education, health and social integration areas):

The aim is:

- to increase the number of Roma children enrolled in and attending compulsory education and acquiring the corresponding knowledge and skills

- to encourage and promote the access to the labour market and entrepreneurship mostly for young Roma and to decrease the level of non-declared employment

- to provide health and social care, with the aim of full Roma integration

C. Promotion of social dialogue with the participation of the Roma themselves.

Supplementary horizontal actions will be implemented, in areas such as Culture, Awareness-raising and Regularizing registration on municipal and communal rolls.

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[19] Hellenic Ministry of Labour and Social Security, National Strategic Framework for Roma, December 2011

The 10 fundamental principles for the social integration of the Roma people, as formulated in European Commission Communication COM 2011/173 will be taken into account.

The strategy is planned to be implemented through systematic action in all management levels: national, regional and municipal, in order to accomplish successful results.

Priority Axes of the current National Action Plan [20]

Housing and Basic Infrastructure

- Improvement of infrastructures and living conditions.

PROPOSED MEASURES

- Interventions at old-style encampments, where accommodation is in form of huts and tents, at permanent sites often unsuitable for this use or even hazardous, lacking any water, sewage or power supply, where the accommodation does not provide even the most rudimentary of healthy living conditions.

- Improvement of water/power etc. supply at existing settlements.

- Remodelling of existing settlements.

- Improvement of individual dwellings.

- Restoration/renovation of existing buildings in the existing housing stock.

- Rent subsidies.

- Organisation of encampment infrastructures for temporary settlements.

Employment and Vocational Training

- Reducing unemployment levels among Roma by supporting entrepreneurial activity and paid employment.

PROPOSED MEASURES

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[20] Hellenic Ministry of Labour and Social Security, National Strategic Framework for Roma, December 2011

- Combating non-declared labour.

- Legalizing existing forms of employment.

- Development – modernisation of existing forms of Roma employment.

- Facilitating access to micro-credit - Developing new vocational skills among population.

- Developing small-scale entrepreneurship.

- Local Social Integration Actions for Vulnerable Groups.

- Increasing access to national insurance system.

- Local targeted actions to promote employment and entrepreneurship.

Education

- Exploring needs and implementing improvements to school infrastructures.

- Encouraging and supporting participation of Roma children in preschool education.

- Regular intervention and monitoring to ensure Roma children are attending school during compulsory years of education.

- Educational support for Roma children and social integration actions.

- Actions to support teachers at all levels of compulsory education.

- Increasing adult education and training, and special care for children in the 12-17 age group, where the school drop-out rate is high.

- Provision of incentives to enrol in and successfully complete secondary and tertiary education.

- Informing local communities and raising local awareness of Roma issues.

PROPOSED MEASURES

- Suitability of buildings.

- Adequate school equipment.

- Ensuring access to school for Roma children.

- Programmes to improve social skills of pre-school Roma children, in order to ease their integration into the school system.

- Health education seminars.

- Programmes to strengthen the relationship between Roma families and the school.

- Provision of suitable educational material to kindergartens with Roma children.

- Study on development of a mechanism to monitor and record population.

- Development of monitoring and recording mechanism.

- Instruments for monitoring registration, and evaluation of quality and frequency of school attendance.

- Setting up of reception classes.

- Summer remedial classes.

- Information seminars on children's rights

- Information on sex education issues and prevention of child/teenage pregnancies, with the emphasis on gender equality.

- Programmes to tackle violence in Schools.

- Development of extracurricular activities, with the emphasis on special skills (e.g. music, dance, maths).

- Support for Roma families through mediators, social workers, psychologists, etc.

- Further training and awareness-raising programmes.

- Support and advice for teachers from psychologists and social workers.

- Exploration of possibility of crediting teachers with extra points for pay and promotion if they work in schools with a Roma student population of over 30%.

- Information and encouragement to young people aged 18-30 to enrol in Second Chance Schools and Adult Further Training Centres.

- Special measures to encourage participation of Roma women in the above programmes.

- Special lifelong training seminars on management of staff and family income (micro financing), as well as arts teaching, to improve women's education.

- Development of monitoring and support mechanism for children aged 12-17 entering the education system late or re-entering after absence.

- Introduction of graduated cash prizes, rising in amount to reflect the degree of successful completion of each course of study.

- Dissemination of best practices relating to children from Roma communities who have benefited.

- Organisation of cultural actions and school competitions in special skills, with special provision for percentage of Roma children to receive prizes.

- Learning-through-experience seminars and conferences to raise awareness of Roma rights.

- Actions to promote Roma culture, with at least 30% Roma population involvement.

Health and Social Care

- Access to primary health care, particularly for children and women, and health education and field research to gather epidemiological data.

- Support centres for Roma and other vulnerable groups, with support for families and children.

- Development of actions to empower Roma women.

PROPOSED MEASURES

- Raising awareness of and providing information to staff in primary health care.

- Briefings for Roma population on their rights, on health services and the rational use of these services.

- Mobile units providing vaccination, primary health care and mental health services.

- Local, learning-through-experience programmes (sex education, family planning, substance dependence, hygiene, etc.).

- Field research into health and hygiene Conditions.

- Provision of health and social care services.

- Advisory services and services meeting basic needs.

- Development of networks of local social care agencies.

- Encouraging voluntary action and corporate social responsibility.

- Local learning-through-experience programmes.

- Education of competent officials.

- Links with competent agencies.

Transversal

- Social dialogue, with the participation of the Roma themselves

- Development of a mechanism for an integrated management of the national strategy (at national, regional, municipal level)

- Adoption of European Commission Communication COM 2011/173: The 10 fundamental principles for the social integration of the Roma people

- Researches, registrations & other data keeping actions

- Action Plans for the Social Integration of Roma

Municipal Policy:Municipal strategic framework

Until 2011, in Heraklion Municipality there were Roma families living in houses. The Roma camp was a part of a neighbor Municipality (Nea Alikarnassos). From 2011, due to a union of Municipalities in Greece, Heraklion Municipality has included Nea Alikarnassos and other areas, so the camp issues are now Heraklion Municipality's issues.

The Municipal Strategy is not yet literately formed. However, the following elements point out the will to plan and act more effectively, in the future.

1. **Gaining knowledge on Roma issues – good practices, building cooperation - netting**

   The Municipality has already participated in the cooperation of 3 Transnational Projects concerning Roma issues (Mile, Roma-Net, I am Roma). Also, it participates in the Core

Group of the European Alliance on Roma issues, of the European Council – efforts to form a European city net on Roma issues. Finally, the Municipality has recently joined the national municipal net on Roma issues.

The cooperation with the local organizations (public and private ones , NGOs, key persons) on Roma issues has been seriously enlarged the past two years.

2.   Keeping in operation the local special socio-medical Centre for Roma

The Centre was formed in the context of an EU funded project. It is working on the field from 2006 and it has contributed a lot to the social integration actions for Roma, especially for the Roma living at the camp.

3. Programming and implementing special supportive actions, such as medical support actions

The above mentioned Centre's activity is supported with other actions that are planned and take place with the participation of local volunteer groups combined with municipality efforts.

Also, the Municipality plans to implement special EU funded projects, on vocational and social support for vulnerable population groups (which include adult training and consultative services).

The Municipality is, also, interested in promoting good relations between Roma and non Roma, acting towards the sensitization of the local community on discrimination issues and reducing stereotypes and racism against Roma, the children in particular.

The Municipal Social Services and the Municipal European Projects Department are active on Roma issues.

Priority Axes of the Municipality strategy

Employment and Vocational Training

- Socio-medical centre for Roma

- Planned local projects on vocational and social support for vulnerable population groups (include consultative services)

- Municipal Social Services

Education

- Socio-medical Centre for Roma

- Planned local projects on vocational and social support for vulnerable population groups (include adult training)

- Municipal Social Services

Health and Social Care

- Socio-medical Centre for Roma

- Supportive medical services actions – together with volunteer groups

- Municipal Social Services

Transversal

- Transnational cooperation – projects

- Member of the Core Group of the European Council for Roma issues

- Member of ROM National net of Municipalities

- Development of the local relevant cooperation

- Sensitization of the local community on discrimination issues and reducing stereotypes and racism against Roma

Actions

There are two specific Roma projects now running.

University of Athens "Kapodistriako" – Project "Roma children Education" - 2011 – 2013 [21]:

The aim is to facilitate Roma children's basic education.

The running Project, 2011 – 2013 University of Athens "Kapodistriako" – Project "Roma children Education" (locally, with the participation of the University of Crete) is now working towards the school participation of Roma children. The local team of the project is on line with the teachers and the Roma families in order to support the Roma children's school participation.

It is an EU funded programme developed by the University, under a greater programme of the Ministry of Education, under NSRF 2007-2013, Sectoral Operational Programme Education and Lifelong Learning - Ministry of Education, with the participation of many Greek areas including the Heraklion City.

The basic actions of the project are the below mentioned:

1) Records of local data of Roma population and children

2) Production- promotion of teaching material for Roma children's education

3) Training of teachers, in collaboration with the Primary Education Secretariat, for the smooth integration of Roma children in the school community

4) Social support actions of Roma families

5) Arrangements and facilitative actions

6) Raising awareness of local community actions on relevant issues

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[21] Oikonomou Katerina, Dissertation- title: "Education of Roma children in Heraklion, Crete", Greek Open University, Patra, 2006,

Meeting with a representative of the Technological Educational Institute of Crete – Social Work Department (February 2010) and

Contact with the local team of the running University Project – University of Crete (June 2011)

It has followed 2 past relevant projects since 2002. These projects have been successful and really helped connecting the Roma population with the primary education schools. They have contributed a lot towards the reduction of the number of early schools leavers.

Nea Alikarnassos Socio - Medical Centre for Roma – since 2006 [22]:

This centre was established from the middle of 2006 by the Municipality, under an EU funded project of the Crete Region.

It offers **social and medical services** exclusively to Roma people, especially the camp's residents.

This centre is still active – the last years working with less **staff**: 1 sociologist, 1 social worker, 2 nurses. However, it will probably be financed again for its future operation (addressing to other venerable population groups too).

Such centres were established and operated at many other cities and they are considered to be a very good practice at national level. At these centres, at first, Roma people worked as **mediators**, contributing a lot to the information of the Roma population and the communication with the Roma population. They really encouraged Roma access to targeted health information.

The Centre has **provided its services to about 790 people** (both adults and children).

Health Services Provided:

- Registration of individual Health History **(pathologic: 339, pediatric: 561)**

- Clinical medical tests

- First aid services

- Medicines prescription

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[22] Meetings with representatives of the Nea Alikarnassos Socio - Medical Centre for Roma (February 2010 & others that followed) – relevant essays

- Injection therapy

- Vaccinations to children & adults at the centre **(adults: 108, children: 404, 1922 vaccination doses till November 2011)**

- Vaccinations to children at the camp, in cooperation with other Organisations

- Connection with other Healthcare services

- Healthcare education projects

- Special health projects at the camp

The last vaccination / health project was implemented at December 2011 – January 2012, **in cooperation with Volunteer Doctors** (Social Solidarity Net) and was held both at the camp and at the Centre.

Results: (at least) 128 children vaccinated, 307 vaccination doses, 37 children ophthalmologically tested, 38 children dentally tested, 28 children pediatrically tested

Social Services Provided:

- Consultative Services

- Connecting with special Services (education – administration – employment – insurance)

- Mediation – technical support

- Creative Occupation activities mostly for children

The Socio-Medical Centre has been working continuously for more than 5 years, the Roma people know and often use it, the relevant data is appropriately followed and updated, etc. **The Roma school participation is positively affected by the healthcare projects addressed to Roma children.**

6. BELFAST HEALTH AND SOCIAL CARE TRUST

Belfast is the largest city in Northern Ireland with a population of 650 000 people. The total population of Northern Ireland is 1.8 million people. During the last decade Belfast has

enjoyed significant, economic and social change associated with the recent political stability. For many years Northern Ireland experienced more out migration than inward therefore work to support ethnic minorities is not as advanced when compared to the UK and other parts of Western Europe.

The legacy of the northern Ireland conflict has made the integration of ethnic minority communities more complex. Northern Ireland and Belfast in particular, remains a   society divided by religious and political differences and the integration of the indigenous communities continues to be a priority.

History of Roma community in Belfast

The Roma are a relatively new community to the Belfast area, with the majority of families arriving post 2007. There are approximately 500 members of the Roma community living in Belfast made up of 130-150 families. The majority of Roma in Belfast are Romanian and as such they are A2 nationals.

Most of the Roma community reside in the Holylands and Lower Ormeau areas of South Belfast but as they are transient in nature the exact resident numbers are difficult to determine.

The Holylands which was once a residential neighbourhood has become a "student area" over the last twenty years with the majority of houses privately rented. The area is also religiously mixed. The changing nature of the area, from a residential to a student zone has in itself created a lot of tension in recent years between the remaining residents and the transient student populations. A strong infrastructure of residents groups has evolved because of this tension. These groups have established a good connection to a range of NGO's who are working specifically with ethnic minority communities, for example, the Roundtable and Bryson Intercultural. Both of these NGO's also work closely with the Roma community.

The Lower Ormeau is a mainly Catholic/Nationalist/Republican area that was particularly affected by the conflict in northern Ireland. It is also one of the most deprived districts in Northern Ireland. The housing stock is made up of private homes, private rental and public sector housing. There is a strong community infrastructure in the Lower Ormeau with several community facilities that are utilised by the Roma.

NGO's working with Roma

The Roundtable.

The Roundtable, formerly known as the South Belfast round table on Racism was established in 2004 to reduce racism and promote diversity by creating a space for discussion and by bringing to the table a holistic mix of the community, voluntary and statutory sectors which collectively have an interest in supporting the communities in South Belfast to eliminate racism and promote diversity.

Bryson Intercultural

Bryson Intercultural provides a reception service for newly arrived asylum seekers, as well as an independent advice and advocacy service. The service for asylum seekers is supported by the National Asylum Support Service (NASS). Bryson Intercultural advice work covers a range of specialist topics including access to NASS support, the asylum application process, welfare benefits, employment and housing. They also advise clients facing problems such as racial harassment, domestic violence and destitution.

LORAG

Lower Ormeau Residents Action Group (LORAG) is based in a purpose built recreation centre on the Lower Ormeau Road. The centre has two large halls and a 3G football pitch that are utilised by the Roma for sporting, recreation and religious events. LORAG have supported work with Roma youth and are actively involved with the wider Roma community.

The Romanian Roma Association (RRA)

The RRA is a newly established organisation that seeks to address some of the issues faced by the Roma in Belfast. The RRA is in the early stages of development and requires significant support with capacity building.

Integration with local communities

Integration with local communities has been fraught with tension since Roma started migrating to Belfast since 2007.

In June 2009, more than 100 Roma living in shared accommodation in another part of south Belfast became the victims of racist attacks and were forced to leave their homes (and eventually return to Romania) in disturbing circumstances.

The intimidation of Roma did not cease after the attacks of 2009. Despite much work spearheaded by organisations like the Roundtable and the Bryson Intercultural, (supported by other public sector organisations, community and residents groups), sporadic yet regular incidences of violence against the Roma community continue.

A tension monitoring group (TMG) meets monthly to try and prevent/ resolve some of the issues with Roma and to coordinate responses. This is a multi-agency group facilitated by Belfast City Council that has police, city council, education, health, housing and community representation.

More recently the TMG has focussed on addressing internal tensions that are starting to emerge within the Roma community itself. These internal tensions have resulted in some Roma families returning to Romania due to intimidation.

It would be fair to say that there has been a lack of political leadership on the Roma issue. Most political parties adopt populist approaches and display a reluctance to challenge anti-Roma attitude's emerging from within their own indigenous support bases or sensationalist media speculation.

Following the racist attacks of 2009 a Roma Task Force was established by the Office of First and Deputy first Ministers of Northern Ireland (OFMDFM). This taskforce has yet to report.

The combination of these factors, external and internal tensions, ongoing intimidation and media speculation has dictated that much of the work with the Roma has consequently been below the radar.

There has been little work done at a Governmental level to raise and promote awareness of Roma rights in Northern Ireland and this has led to a situation where the already vulnerable Roma population having limited access to housing, education, employment and health services. While these services are within the realm of the devolved Government of Northern Ireland, immigration issues and policy remain a reserved matter i.e. solely the preserve of the Westminster.

Housing

As A2 nationals, Romanian Roma are not entitled to public sector housing and therefore they are forced to rent. South Belfast is the most expensive district for rental accommodation in northern Ireland. The majority of tenants report that they pay rent directly to landlords and not through letting agencies and this does lead to exploitation in many instances.

Overcrowding is commonplace and with this comes the associated health, safety and sanitation issues. Officials from the fire service, Housing Executive and City Council try to ensure landlords meet the requirements under legislation for Homes of Multiple Occupancy (HMOs)

Employment

Roma immigrants from Romania have restricted social and labour rights. As A2 nationals, Roma may come to Northern Ireland to look for work if they hold a valid passport or national identity card. Prospective employers are required to get a letter of approval from the UK Border Agency, while the individual must be approved for an Accession Worker Card, unless they are exempt. Exemptions may apply to those who register as self employed or highly skilled workers.

Once an individual has worked legally in the UK for twelve months, 'without interruption', they have full free movement rights and will no longer be required to be authorised to work. Freedom of movement also applies to individuals who are self-employed, students or the financially self-sufficient.

Workers are entitled to the minimum wage, holidays and to work in safe conditions.

A report by the Joseph Rowntree Foundation (2011) "Forced labour in Northern Ireland; Exploiting Vulnerability" identified that for many Roma in Northern Ireland there are a few sectors of employment that they can enter, and these are largely limited to car washing, catering, newspaper/magazine selling and flower selling. Within the various sectors similar issues and themes were evident.

- low pay received for working long hours
- Lack of understanding of employment rights
- Bullying and threats at work (especially females)
- lack of security in employment

- lack of proper terms and conditions contracts – this makes it difficult for people who have had 12 months of continuous employment to prove that this has been the case.

Health

The health of the Roma population appears poor, Roma tend to live in overcrowded housing, with limited incomes, poor diets and other circumstances that leave adults and children prone to poor health generally.

Any Roma can seek to register with a General Practitioner (GP) who must in turn then, have the application processed by the Business Services Organisation (BSO)   an arm of the Health and Social Care Board. In order to be eligible for a GP the individual must prove that they are "ordinarily resident" and in order to do this, they must be able to prove they are legally employed, self employed or a student.

In some cases, the GPs are refusing to even seek to register a Roma family based on an assumption that BSO will refuse to accept registration on legal grounds. In other cases, BSO are refusing to register the Roma families as they are unable to prove that they are "ordinarily resident".

Romanian Roma are EU A2 nationals and their legal position depends on the circumstances of the family and is complex .In effect, Roma families are entitled to emergency treatment for example, through Emergency Departments at hospitals while other entitlements to primary care services depend on establishing 'ordinary residence'.

Barriers to healthcare
- Restrictions due to immigration category
- Language – requirement for interpreters
- Difficulty in accessing information – poor literacy
- Suspicion of authorities and social exclusion
- Healthcare workers restricted by or unsure of level of responsibility in light of limited rights and entitlements

Healthcare issues reported by Health Visitors, School Nursing and Community Workers

Issues for Children

- Frequently parent states that vaccinations have been given in Romania but can produce no records and parents don't always know DOB of children. If parents agree to immunisations and start the vaccination programme, they often do not attend further appointments to complete the schedule. There are some differences between immunisation programmes in NI and Romania.
- School nursing sees extremely poor uptake of vaccinations and health appraisal.
- Lack of registration with authorities -unknown number of Roma children in Belfast
- Difficulty in offering routine health visiting services - seasonal returns to Romania and frequent change of address make follow up difficult
- Health and safety issues at home – overcrowding
- Poverty causes some to resort to salvaging food from bins – hygiene issues
- Bottle feeding but no sterilisation –use of cow's milk before 1 year
- Lack of dental care
- Poor school attendance

Child Protection Issues

- Housing – overcrowding – multiple families
- Health and safety issues in the home e.g. fire risk
- Road safety and lack of awareness of stranger danger
- Older children often left to supervise younger children
- Children often interpreting for parents in healthcare situations
- Early marriage and child birth

Health Issues for adults

- Poverty, poor diet and living conditions
- Prevalence to lung and heart disease, diabetes, dental caries
- Stress and poverty contribute to mental health issues
- Large families – may be cultural barriers to accessing family planning.
- Child bearing begins in mid teens and continues to menopause.

- Ante natal services are often not accessed
- Congenital disabilities both physical and learning disability are reported within the community where marriage to cousins and other family members is common.
- No health screening – late presentation, poor prognosis
- Lack of GP access leads to A&E services being used to manage chronic conditions – unsatisfactory for patients and poor use of resources.
- Dental caries is commonly seen
- Medication accessed outside healthcare system e.g. from Romania and web and is often self prescribed
- Medication which is prescribed is often taken incorrectly due to language barriers and illiteracy.
- TB service -it is often difficult for families to follow through with arranged appointments- they attend the clinic but fail to return for skin test readings.
- There is limited or no history of previous illnesses.

Education

There is a statutory obligation in Northern Ireland for parents to ensure their children attend school from 4 years until 16 years of age. The Northern Ireland education system provides free education for all children of compulsory school age (4-16) as well as for those who choose to stay on until age 18. Nursery schools provide for children

aged 3 and 4, primary schools for children between the ages of 4 and 11, and secondary (including grammar) schools for children between the ages of 11 and 16/18.

An unreported number of Roma children do not attend school and are not traceable. Belfast Education and Library Board estimate that there are 124 Romanian Roma school aged children in Belfast.

Bryson Intercultural organise a "preparation for school project" for children entering primary school.

Those Roma children that attend primary school utilise one school in South Belfast. This school caters for a large number of pupils from ethnic minorities. There are classroom assistants and a health improvement programme is delivered by BHSCT.

Bryson Intercultural also provide an after schools programme.

School Preparation/ Support and Early Years Provision – Bryson Intercultural

The overall aim of the project is to make a tangible difference to the living conditions and developmental opportunities for the Roma children living in South Belfast area. This will be achieved by supporting children`s access and participation in education and by supporting their carers throughout this process.

The findings of the initial research funded by OFMDFM in 2010 revealed that 63% of the respondents` children were of school age but only 19% were enrolled in school. Attendance and educational performance are different issues altogether if we`re to consider that these children have little previous experience of schooling and difficulty in adapting to school regimes (in terms of time keeping, internal regulations etc.)   The parents are limited not only in covering for the cost of uniforms, bus fares, after-school activities but they`re additionally challenged by:

- Restrictions on the employment market (vulnerable, in terms of exploitation)
- As a result, daily poverty
- Different cultural traditions and expectations
- Reluctance to engage with the authorities and with people from outside of their communities
- Overcrowding in privately run substandard houses, with high rents, in areas that are not always safe for children
- Low or no literacy abilities for both adults and children

Education has been therefore identified as the central factor in building a sustainable inclusion plan for the Roma community in Belfast.

Bryson Intercultural has been granted funding to run the education programme over a 2 year period, starting from September 2011.

Pre-school programme- Target group: children 3-5 years (who are not enrolled in schools). The children ratio for this particular age group is 8 children (4 children for 1 member of staff). There are 8 enrolments so far, but children don`t attend on a regular basis: with an average of 3-5 children attending every day. The main impediment appears to be the fact that the children are in for only 2 hours/ day and parents find it difficult to bring them in the morning and then collect them not long later (considering that they might have other younger children to look after as well. There is interest for approx 4 more enrolments, which were

included on a waiting list. The children also enjoy breakfast (snack) at the centre and the parents find this very beneficial.

School Support programme: target group: children 5-11 years (enrolled in primary school). The programme takes place Mon-Wed 2.30 (3.30) – 5.00 PM. Children participating in the programme following the same format: baseline assessment, long term and short term objectives, observation / monitoring forms and activity plans. Initially the programme took the shape of a homework club which hasn`t proved too productive in terms of the children`s learning.

Main objectives for the pre-school/ school support programmes: enable children to acquire basic pre-school education notions and basic English language skills, basic literacy and numeracy work, homework support, familiarize children and their families with the school`s routines, working with teachers and peers, leisure activities.

There is very poor attendance at primary education, with the majority of those Roma children (11 years +) attending one post primary, state run school.

The Belfast Education and Library Board provide one Romanian speaking Education Welfare Officer. Education welfare officers work with schools, pupils and families to resolve issues of poor attendance.

Conclusion

The Roma are a relatively new community within Belfast and information on about the community is not routinely collected by an public sector organisation or NGO. Any information available is either anecdotal or gathered through informal needs assessment. The Roma community remain the most vulnerable and deprived community and are disproportionately affected by poverty and discrimination. The I am Roma project has provided a valuable opportunity to initiate a co-ordinated approach to respond to the needs of this community.

Background

Although the 2011 official census registers only 5,119 people of Romani ethnicity from a total population of 5.1 million, estimates - including the government one - give a more realistic figure of 150,000 to 300,000. The majority of the current Roma population in the Slovak Republic and in Bratislava are of Slovakian decent. The Roma population in the Slovak Republic is primarily concentrated in the eastern part of the country and in urban areas, such as Bratislava . Under the Communist government, Roma were forced to assimilate and their distinct language and culture were not respected; frequently Roma children were removed from their families and placed in state care, while often Roma women were forcibly sterilized. At the same time, the Communist government did secure certain minimum conditions, and guaranteed – to a certain extent – economic and social rights for "citizens of Gypsy origin". After 1989 and the collapse of the Communism, and still further after the break-up of Czechoslovakia in 1993, the situation for Roma deteriorated as some of these protections were removed. The situation of Roma in the Slovak Republic continues to be highly unsatisfactory. The Roma constitute the overwhelming majority population in the country's more than 200 socially disadvantaged localities, often living in de facto "ghettos" separated from the non-Roma majority. They suffer from extremely high levels of unemployment and a low level of education. More than 60 per cent of the Roma of working age residing in marginalized localities are unemployed. In terms of education, eight out of 10 Roma of working age only have elementary education and the majority of Roma children receive lower quality education in segregated educational facilities. Life expectancy for Roma remains over 10 years lower than the average and infant mortality rates are markedly higher within the Roma community.

Roma and education

Education is one of crucial issues where Roma population in the Slovak Republic faces many problems. The level of education within Roma minority is really low. Majority of people passes only primary school, some of them continue their studies at high schools and colleges and only a small percentage graduates from university.

Our project is dealing with Roma and non-Roma children at schools, therefore we did a research on Roma and their access to education. Key findings are the following:

1) **Percentage of Roma children having completed at least primary school.** As a result of potential discrimination, there are no official numbers showing the real percentage of Roma children having completed primary school. However, according to the different surveys, there is an assumption that only around 60 % of Roma children completed primary schools. Primary schools attend 72 % of all Roma children, whereas non-Roma children in primary schools constitute more than 95 %.

2) **Percentage of Roma children in secondary and tertiary schools** .18 % of Roma children completed vocational schools which prepare them for performing particular job, such as a car mechanic, and 3 % of Roma children completed secondary schools which allow them to continue studying at tertiary schools. According to the last survey, only 18 Romani students are studying tertiary school at the moment. That is caused by a lot of factors, for example their financial or social situation which does not allow them to study at universities.

3) **Percentage of Roma children in special education and segregated schools** .Schools for pupils with mild mental disabilities and special segregated schools pose the biggest problem of Romani education in the Slovak Republic. An alarmingly high number of Roma children continues to be enrolled in 'practical' elementary schools. Pursuant to research conducted in 2009, Roma children who attend the schools for mildly mentally disabled constitute almost one third of all Roma pupils (26,7%), whereas non-Roma children in schools for mildly mentally disabled constitute only 2,17% of all on-Roma pupils.

Policies, targeted measures and/or campaigns implemented to integrate Roma children in mainstream schools

For instance, organization "ERPA" helps Roma children to integrate in mainstream school. It provides tutoring for children attending primary schools as well as secondary schools. "ERPA"

also helps Roma applicants who will to study at universities to prepare them for an admission procedure. During 6 years they helped more than 400 hundreds Roma students. Another campaign to help Roma children to integrate in schools is organized by governmental organizations "Agency for social inclusion in Romani localities". Its main project is based on „inclusive education" instead of „integrative education".

In this problematic, there is also a significant impact of the organisation New school that is an NGO established in 1996. It´s goal is to support education of minorities, especially Roma children and to fight against segregation of Roma children at schools. The overall goal is to promote equal opportunities for everyone.

Policies, targeted measures and/or campaigns implemented to reduce the number of early schools leavers

There are a lot of policies which help Roma children to integrate in schools and therefore reduce the number of early schools leavers. For example, it is very important to "cooperate with all families", not only with particular Roma children, but also to integrate their parents into educational process. Another project called "Big Brother" is very popular; new Roma pupil at school gets an older non-Roma "brother" who helps him/her to adapt to the new environment and seeks to help him/her with learning. "Tutoring" is also important part of integration of Roma children in schools. In order to reduce the numbers of early schools leavers, schools try to integrate them in "free time activities", such as sport clubs. A lot of "scholarships" are provided to Roma students attending secondary school to motivate them to continue their studies.

Policies, targeted measures, and/or campaigns implemented to combat illiteracy among Roma children and adults

Illiteracy among Roma children and adults pose a big problem which is connected with their bad performance at schools as well as very high unemployment rate among Roma. Up to 44 % of Roma of working age can be considered functionally illiterate. Another 44 % have only the basics of literacy and numeracy skills. Only 12 % can be considered functionally literate, what means they are able to answer most of the relatively simple questions that require knowledge of the primary school level. A lot of non-governmental organizations, such as "Romea" or even

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governmental organizations, for example "Agency for social inclusion in Romani localities", support education and literacy among Roma children and adults. They regularly organized workshops, additional education courses; seek to reduce early schools leavers.

Situation of Roma minority at elementary schools

The segregation of Romani children in education is very crucial problem. Disproportionally large number of Roma children was frequently sent to the special schools for mentally disabled children. This fact consequently led to the segregation of Roma community in the field of education. In 2007 the Slovak Republic adopted the new Schools Act which should have solved the problem of the discrimination and segregation of Roma in their access to education. The Schools Act abolished special schools for pupils with mild mental disabilities and nowadays these special schools are considered as elementary schools.

However, most of these schools in order to continue to offer a reduced curriculum just changed their names to 'practical' elementary schools and very often omit the term 'practical' in their official names. Nevertheless, this name change does not mean that the Romani children who had been placed to the special schools only due to racial status have been transferred to the schools which are corresponding to their actual abilities and skills.

Schools for pupils with mild mental disabilities still exist, although they changed their names. Pursuant to research conducted in 2009, Roma children who attend the schools for mild mentally disabled constitute almost one third of all Roma pupils (26,7%), whereas non-Roma children in schools for mild mentally disabled constitute only 2,17% of all non-Roma pupils. In August 2009, the Minister of Education, stated that: 'the proportion of Romani children educated in accordance with the programmes for those with mild mental disabilities continues to be higher than what corresponds to a possible number of children with mental disabilities in any population.'

The main reason for enrolling Romani children into the special schools for mentally disabled children is the fact that they face some of the most appalling aspects of discrimination within

the mainstream education system. On the one hand, mainstream elementary schools are often not prepared or willing to provide additional support to Romani pupils coming from socially disadvantaged backgrounds. On the other hand, while there are two or three Roma children between 30 non-Roma children in a class they often feel discriminated by them. Non-Roma children mostly do not accept them, do not talk to them, do not help them, do not see them as an equal as a result of a stereotype they know from their parents. In Slovak society, Roma are mostly considered as a problematic minority, poor, unemployed people without education, responsible for higher criminality rate. However, the most important problem lies in the prejudices which are permanently created in the society. Prejudice is most commonly the main source of racial discrimination against Roma. According to law, the parents have the right to choose their child's school. Nevertheless, freedom of choice appears to have facilitated segregation in education because parents of non-Roma children often take advantage of the lack of limitations to enrolment and leave schools in which the proportion of Roma is high or growing. Also parents of Roma children think that their children feel more comfortable between other Roma children, so that is why they usually agree with enrolling of their children into the special schools or schools with the majority of Roma pupils.

Another crucial problem of the segregation lies in the testing methods used by School Advisory Centres which have not been significantly changed during the last 10 years. The tests disadvantage Roma in particular since or because they have not been tailored to take into account the background, language skills and other specifics of many Romani children. This shows that there has not been a significant change after adopting a new education legislative, an alarmingly high number of Roma children continues to be enrolled in 'practical' elementary schools, which means that the segregation of Roma children poses an ongoing, in some cases even an enhancing process.

Antidiscrimination projects at schools

At many schools special projects for supporting anti-racial behavior and prevention of pathological phenomena are implemented. These are programs for pupils presented during courses or at majority of schools there are special school psychologist who talk about their behavior with individuals. Also, there are implemented some projects that aim to fight against segregation of Roma children at schools. The most known one is a project called „Together to school" realised by an organisation called Romodrom. Goal of this project is to ensure equal

condition for all pupils at schools. Within this project a coalition of 17 international partners was formed and together they have enough capacity to fight against segregation of Roma children at schools. There are partners such as European Roma Rights Centre, ERPA, Equality etc.).

For instance, organization "ERPA" helps Roma children to integrate in mainstream schools. It provides tutoring for children attending primary schools as well as secondary schools. "ERPA " also helps Roma applicants who will study at universities to prepare them for an admission procedure. During 6 years they helped more than 400 hundreds Roma students. Another campaign to help Roma children to integrate in schools is organized by governmental organizations **"Agency for social inclusion in Roma localities"**. Its main project is based on "inclusive education" instead of "integrative education".

An important NGO, who is successful in implementation of projects, which are targeted against discrimination at schools, is the New school. It´s goal is to support education of minorities, especially Roma children, and to fight against segregation of Roma children at schools and promote equal opportunities for everyone.

8. MUNICIPALITY OF SINTRA

The Roma Community in Portugal

A historic retrospective about the ways of life of Roma communities, concludes that their current situation is still very vulnerable and in spite the social transformations that have been taking place and some improvements of their situation, there are still a series of factors that converge on to a great resistance to their integration, namely: social exclusion, discrimination, mobilization difficulties, resistance to education, loss of economic resources,

decline of traditional professions, high level of detentions and obedience to very strong internal rules.

Roma have been in Portugal for at least five centuries, and early on a notion was created in Portuguese collective imaginary of an otiose and undesirable people, a negative image that has lingered on trough history up until our days. For centuries the policies that have been put in to practice regarding Roma communities have been policies denying their existence has a group, measures that have taken several forms, from exclusion to assimilation.

Some historical references mention that during some reigns (Filipe´s Reigns) death penalty was instituted for Roma that dared to enter the kingdom´s territory, and exile was one of the most common. Later on, a politician named Pina Manique (1800) ordered the removal of children from «vagrant parents» (Coelho, 1892). In 1985, National Republican Guard (G.N.R) ordered "a special vigilance over the nomads" (article was deemed unconstitutional in 1989). Across the country several municipalities continued, for a limited period of time, to allow the presence of "nomads" in their territories.

Therefore an attitude of rejection has become, ever since, a dominant element in the relations between these populations and their environment, with difficulties in accommodation, precariousness in health, expulsion and forbidden the access to public places, general rejection, creating tensions, generating conflicts, especially in times of crisis has those that we are going through at the present moment.

Scarcity and dispersion of available information, the absence of ethnic statistics on essential characterization domains are some of the factors that point out the difficulty of understanding clearly and systematically this community.

Therefore it is considered essential to implement a system of available information on strategic areas for the development of this project:

1. Population numbers and their spacial distribution on Lisbon district.

2. Education/schooling

3. Work/income

4. Ethos and stigma

Population dimension and spacial distribution on Lisbon district

In Portugal, the organization SOS Racism (2001), through an inquiry made next to city councils has produced a total number of 21 831 Roma, and Castro (2008) through two

inquiries with City councils and G.N.R. established a total number of 34 000 (data from the report on auditions on Portuguese Roma, reference to European year for the intercultural dialogue). For the European Commission Against Racism and Intolerance (ECRI) there are between 50 000 and 60 000 Roma in Portugal. More recently (2011), within National Strategy for Roma Integration until 2020, data reveled the existence of 55 000 Roma.

The exact motives and the way of dispersion of Roma across Europe is not known, they arrived at the Iberian Peninsula through Spain where they were object of religious persecutions by Catholic Kings, reasons that have taken them to come to Portugal.

They have established themselves mainly on coast line areas, Lisbon being the second highest council with the greatest number of Roma population. With the end of the transhumance and the process of fixation witch is related with the process of social housing, which allowed, for one side the improvement of housing conditions where they lived, but on the other hand changed the social-economic equilibrium of the community through changes in the means of sustenance (transhumance economy) and to creating a significant more dependence of social support.

Education/Schooling

It is consensual that the majority of the Roma community has very low or no schooling and that formal education is not valued by the community. Only after the second half of nighties, with the creation of the minimal ensure income (Rendimento Social de Inserção –RSI), it was realized the children's needs for integration on the educational system, and it became mandatory by the subsidiaries to assure that their children attend school, which came has a great contribution to keeping Roma children in school.

We can identify some characteristics of this community in the access and utilization of educational services:

a) Few go through preschool;

b) Drop out and irregular class attending rates are high, many times related with family and cultural responsibilities;

c) Success at school is low;

d) There are a lack of social skills in face of the dominant society, but totally adequate to the reference community;

e) Difficulties in accepting rules;

f) There is a low participation in the activities of the educative community;

g) Low parental involvement and a disregard for formal education, contrary to the traditional oral education. (Report of the auditions on Portuguese Roma)

To understand the Roma ethnic vision towards school, one has to know its ethnicity, the processes of socialization, family education, their perspectives and expectations of life. It is important to know that at school there are two structurally different cultural systems: Roma culture, unwritten, of oral transmission, that values concrete thinking, knowledge is related with the performance in daily activities that reproduce the culture of the social group, in opposition to societies majority culture, an educated society, of written transmission, valuing abstract thinking and scholarly knowledge .

Some studies imply that around 38% of Roma community is less than 15 years old. If we consider the existence of some 40 thousand Roma, we may conclude that there are approximately 15 200 Roma children with less than 15 years old . In mandatory education, Roma children school situation reveals itself, in terms of results, incommensurable with the rest of Portuguese children, even with those of cape-Verde children that, amongst all foreign children, where the ones that had the worst performance.

The situation reveals itself in all its gravity when observing the enormous strangulating path of the mandatory and secondary schooling, starting right after basic school.

Data available from academic year 2003/2004 , reveal that from 8324 children and young Roma enrolled, 86,7% were at basic school, from which is deduced the existence of a very high retention rate (relative to 49,6% of the total number of students). On academic year 2004/2005, 91,4% of retentions were not due to learning difficulties, but due to a high level of school absenteeism. On high school (including technological courses) enrollments of Roma young represented a residual weight, justifying a particular effort for the correction of this situation.

Some of the reasons that explain the absenteeism phenomenon and school dropout within Roma ethnicity, are due to the processes of socialization, in which the rhythm of children's lives is set by the rhythm of the adults (street vending, long displacements, weeding's, marriage arrangements, family responsibilities, funerals, …).

In this context the feminine position is of special relevance. The fact is that the great majority of young girl's drop´s out of school around the age of 10 years old, in disrespect with what law stipulates regarding mandatory schooling.

For Roma community the women should play the role of wife and mother, and simultaneously give continuity to the traditions and ethnic precepts backgrounds. The subordination of women is a constant, the girl obeys the father, them the brothers, with marriage, to the husband, and when an old women or widow, to sons. Roma women are raised with the sense of duty toward their family and kin, with their lives dictated by their social roles and the roles that the community will attribute them.

The status of the Roma women, their educational process and socialization, the key roles which are set to them within the family and community, demands that from an early age they remain next to her mother, protected from eventual external influences, so to acquire all precepts and cultural values, ancestors knowledge is passed on through generations, assuming all Roma women has guardians of traditions. To avoid their affective involvement with members from the rest of society, which may lead to marriage outside the community or the eventual loss of virginity, are the main reasons for which children are precociously taken out of school, preventing them, even if against their will, from remaining in school for longer .

It is interesting to note that these "feminine questions" are supported by Roma women, making them feel strong and valued by the ethnicity and the men, morally superior to the women of the majority culture, that are considered promiscuous regarding men, for not understanding in the same way the value of virginity. The preservation of virginity, the social function that represents in the concept of family and community honor, making proof of it, ritual of Roma marriage, gives them a feeling of power over men, it`s their glory crown. Instead of reaching an understanding in a situation of submission, fragility, they assume what has been designated as an attitude of "Subordinated dominance of the male gender", whose prestigious and image to family community depends of women behavior, from the preservation of virginity until marriage, or avoiding affective relationships outside the ethnicity.

This seems to be a main question for the explanation for Roma young girls low schooling and early school dropout. Women seem to be a hostage of the community, functioning has a banner for ethnic identity, in her condition of breeder, follower and providing continuity to the ethnicity and it´s traditions. That is way it is submitted to surveillance by all community that seems to take over her body, will, feminine attributes and fertility.

Also important is to mention that the characteristics of some educational communities end up to reinforce the difficulties felt by these communities, namely the rigidity of the educational system, that ignore children's own values, ignoring their difficulties, especially for those that don´t go through pre schooling period, to remain in enclosed environments for long periods of time and were discriminatory as prejudices manifestations are frequent against these children.

Work / Income

Traditionally, Roma are hawkers, basket weavers, work on junkyards collecting metals, horse breeders and seasonable agricultures, with little or no professional skills.

Changes in markets, the reorganization of the economy, the disappearance of fairs and agriculture life, which represents Roma traditional ways of life, affected them in particular, which have no conditions for which lead to the loss of their autonomy and dignity.

Other fields of traditional work, beside sales in fairs, for example, working on junkyards collecting metals or basket weavers are also disappearing.

Roma lost the traditional forms of work, have not acquired the formal skills necessary for the integration on labor market, impoverished and lost their autonomy.

The negative representations, the stigmas (that affect all the poor e more severely the Roma community, due to ethnicity differentiation factor), are factors of discrimination that don´t allow for easy access to jobs.

It is a common situation when an employed Roma is fired after is ethnicity is known (which Leeds many to live in a situation of ethnic clandestinely).

This situation caused an increase in illegal activities such has narcotics and weapons trafficking.

The data reveal a Roma incarceration rate higher than the rest of the population; in 1997 it was registered 145 inmates per each 100 thousand habitants. 20% of those have been in prison more than once, detained for felonies related with narcotic traffic 64%, 22% due to theft and simple and aggravated robbery and 8% for homicide or attempt of homicide.

The author questions if this community is inclined toward illicit activities or it may be the eye of police and law that may be pointing them out insistently and with some inflexibility.

From the analysis of the levels of legal penalties amongst Roma population and the rest of the imprisoned population, it is visible a number of differences that show Roma inmates with heavier penalties that those of the rest of the inmates.

Regarding the characterization of Roma inmate population, age varies from 16 to 78 years old, with higher incidence on age groups ranging from 21 to 29 and 31 to 39 years old. Has for gender distribution, there's been a progressive increase of feminine population from 29 years of age and a decrease of masculine population. In most of these situations women are drafted to elicit activities by man, although this happens mainly after they reached puberty. Around 80% of inmates has no schooling or manifested any intention to do so inside prison. Has far has professional occupation, conclusion drawn is diversely quit scars, 77% been street and fair vendors, and with little statistical significance, basket weavers and housewives in case of women.

In this context, two political measures are responsible for the greatest thrive, until now, in improving life conditions of Roma population in Portugal: The Special Rehousing Program (PER/1993), regarding the field of housing, and the already mentioned, the Social Insertion Income (RSI).

According to data from National Social Security , the number of Roma families that beneficiate from RSI are 5275, corresponding to 3,9% of the total of all beneficiated families. Lisbon district has the highest number of beneficiated families, with 609 families.

Roma community is marked by a high number of families living in extreme conditions of poverty and dependence. Their poverty is extreme and their mean way of life is ever distant from the rest of the population.

Ethos and stigma

Roma live in Portugal for 500 years, they are Portuguese, they are scattered across national territory, they follow their own social criteria where at the base of its organization is family (family is more important than the individual itself). It is also marketed by collective memory and strong identity, and strong connection to the group of origin.

Roma are the only ethnic minority recognized as such in Portugal and their closed culture, strongly embedded by tradition and a coercive endogamy protect this poor marginalized minority trough centuries of exclusion and even prosecution. Roma perception of themselves, as individuals and of the surrounding groups and ecosystems, lead Roma to an extreme situation: a small, divided group, stacked between mandatory tradition and urgent change claimed by today's world. This situation is visible on social exclusion and poverty, but its deep roots reside in two main elements of Roma Ethos: the consanguinity / endogamic rules that ensure women are the fiduciary guarantee of succession of men´s identities, privileges

and belongings, between generations. The valuation of an oral culture and the social under valorization of education as a useful tool for life (an effect stronger among women). Social mobility in Portuguese society is based very much on education. Therefore the exclusion of women of the educational process and the low rates of educated men, drive Roma into a situation of very few chances to compete with the majority. On the other hand, minimum weigh and welfare subsidies are dependent of mandatory attendance to elementary school. This is slowly changing the panorama and puts under stress the will of the new generations and Roma tradition administrated by elders. A social tension between generations that Roma society never experienced before in Portugal. Surely an opportunity but also a dangerous paths as Roma have to face deep contradictions with their Ethos: the very definition of who they are.

Cultural preservation is fundamental, has a guarantee of continuity has a group, and in that sense they have develop adaptive strategies, involving the young, searching for the conciliation of the past and the modern times. It's about the preservation of its culture and identity and the adaptation to new social and economic realities, where change is a constant and goes into direct conflict with the strong Roma tradition, crating adaptive difficulties. We face a community with a strong since of identity transformed in to a self-defense mechanism and strategy for survival, against a history of social animosity and marginalization.

There are a set of structural practices and traditions that have travailed:

a) Respect for Roma laws applied by internal court that solves conflicts and allows life in community possible;

b) Respect by family (most important element of the community, more important than the individual);

c) Respect by the children and the old;

d) Respect by endogamy (respect for marriage according to tradition, for feminine virginity, marriage between cousins,);

e) Respect for women virginity (that implies that she cannot have relationships outside the community and therefore must abandon school precociously), has a guarantee of consanguinity, supporting the transmission of goods between families and generations;

f) Power resides with old man with the consequent submission of women. (Auditions report made on Portuguese Roma).

Social representations relative to Roma are generically negative and are therefore a limitation to their integration. Portuguese public opinion is the worst of the European Union: it's the most racist and stereotyped, the one that most rejects Roma own self cultural elements and that relates poverty, Roma and exclusion has the same. The media lacks information and education on the subject, they transmit stereotyped images, negative and of great violence, with the consequent production of negative effects next to the populations. Generally pointed out has the most rejected, underdeveloped, unruly to any structure. The media is fundamental in the deconstruction of the stereotype and the building of bridges through the diffusion of information that explains models or clarifies behaviors.

Local Context

Mira Sintra Roma Community

In 2007, Sintra´s city municipality promoted sociological research on "Roma community of Sintra county" (Bastos, 2007 A e B) from where the following conclusions were drawn. Sintra is a county with a strong Roma presence, with 68 families, that's 289 people (1996 data), which represents the 5th county with the highest number of Roma families. The presence of this population in Sintra is related to the tendency of Roma families to concentrate on urban or suburban spaces leaving rural parishes.

There are 602 Roma individuals in the county, corresponding to 0,17% of the population, in a universe of 363755 habitants, being Mira Sintra parish where lies the greatest percentage (1,62%) in face to total population.

Mira Sintra Parish was established in 2001 and has a population of 6149. It is market by the contrast between two urbanization moments, in 1975 with the Ancient Neighborhood and in 2000 with Foundation D. Pedro IV Neighborhood.

Foundation D. Pedro IV neighborhood is inhabited mainly by immigrants from African origins and by all parish Roma population, that in this way is located only on this neighborhood.

At Mira Sintra the total percentage of people of Roma ethnicity is 1,62% which translates on being the parish with the highest percentage of Roma in the population of the entire county.

More than half of the Soma population of Mira Sintra Parish is young, 60% has less than 25 years old, and population with 65 years old or more represents 2% of the entire population. Has far has population distribution trough age groups, the parish is in tune with county and national tendencies, it's a young population that is characterized by a high birth rate and a number of old aged people of little significance.

The technicians of city hall of Sintra have identified has the main constrains/obstacles sensed at the interventional with Roma community the following aspects:

- Ignorance and incomprehension on behalf of social intervention agents of the specificity of Roma populations.
- For one side Roma population homogenization attempts, but also despise for history and dynamics particular to any territorial context of relations that are built amongst different ethnic groups and between each one and the local institutions and services.
- Literacy deficit that generally affects Roma populations in a situation of greatest social vulnerability that transforms, many times, the relations with schools, services and institutions in relations of mistrust and almost imminent conflict. Each one of these parts reacts accordingly with the image that it has of the other: Roma people fear been "deceived" by services technicians
- that know how to speak a language that they not always understand, and act by gathering the family, to pressure them. On the other hand, technicians generally can´t listen Roma people without fearing being "deceived".
- The situation of poverty and severe lack of economic resources, educational resources, of professional skills, etc, that places Roma people in great disadvantage in having access, including, to the specifically created social measures to respond to the most needed groups of the population.

PART FOUR: LOCAL ACTION PLANS AND LOCAL CAMPAIGNS

Intercultural Institute Timisoara

The core element of the campaign organised by the Intercultural Institute of Timisoara was represented by the activities done by teams of pupils supervised by teams of teachers from seven schools in the Timis County. After attending the professional development event, with support of the members of the Local Action Group, teachers set-up in their schools groups of pupils who got engaged in a process comprising several steps and focused on a specific issue of the local Roma community.

These school-based activities already had a significant impact at the level of the local communities concerned, as they draw the attention of all pupils in the respective school, of their parents and of others outside school, including members of the Roma communities and local authorities. However, the plan of the campaign was to aim at a much wider impact by using the activities developed and implemented in schools as a topic for a media campaign and for dissemination activities among a larger audience. Schools in Timis County have been identify as a logical target audience for such a dissemination.

Thus, the project was presented in a special meeting with the General School Inspector and cooperation was requested for the organisation of a meeting with representatives of the management of all schools in Timis County. It was agreed that a meeting of this kind could be organised at the beginning of September. The Intercultural Institute took the responsibility manage the content of the meeting and to cover the costs related to the participation of school representatives from all county, including coffee break and lunch, while the Timis County Schools Inspectorate took the responsibility to pass on the invitation to all schools and request participation.

Participants

School directors and in some cases representatives of School Boards from over 200 schools from Timisoara and all other administrative units of the County. About one third of the participants were locals from Timisoara, while the rest had to travel distances from 10 to 90 km. Some participants represented schools from rural places where Roma communities live, while others are from places where Roma are less visible. Some schools had already experiences with projects focused on Roma education but for the majority of them the topic was new.

Besides the representatives of the schools, several inspectors from Timis County Schools Inspectorate also attended, together with several representatives of Timis County Teachers' House, the institution in charge with in-service teacher training.

Content of the presentation

The meeting was opened with a brief introduction of the General Inspector, Prof Cornel Petroman. Calin Rus, director of the Intercultural Institute of Timisoara made an extended presentation of I am Roma project, with focus on the activities done by the schools involved. Some elements of the work done in this context by the partners of the project from different countries were also given. The description of the methodology used in the seven pilot schools was followed by a detailed presentation of the results obtained and of the proposals made by the groups of pupils in each school. At the end, the floor was open for questions and comments from participants.

Feedback and discussion

Several school directors provided very positive feedback to the presentation, showing a direct interest for implementing the suggested methodology in their schools in the future. For this, they requested support (training and materials) from the Intercultural Institute. In response to these requests, it was confirmed that all those interested will be provided with copies of the manuals published as part of the project and that a new training session will be announced soon. Some other participants expressed interest not to engage in the whole process but to partner with one of the schools involved and to organise a local activity in which to present the results of the partner school and to have a debate based on these results. There were also several school representatives with sceptical attitude, who objected that they do not have the possibility to determine teachers and pupils in their schools to engage in such activities, that there are other priorities and that they do not believe teachers in their schools will volunteer to do such activities. The representatives of Timis County Teachers' House suggested organising in partnership with the Intercultural Institute a following training session for teachers on how to use the methodology. This way, the certificates delivered could represent a better motivation and recognition for the efforts of the teachers. The meeting was closed by General School Inspector who also added a number of technical and administrative instructions to school directors for the start of the new school year.

Conclusions and follow-up

The event allowed for the presentation of the project and of the activities implemented in the pilot schools to all schools in Timis County, thus reaching a very large audience. The partnership established with Timis County Schools Inspectorate proved to be very effective in this respect. The event also allowed participants to formulate concrete proposals and requests in order to make the dissemination process effective in their schools. Therefore, the Intercultural Institute committed to support the follow-up of this meeting with concrete actions stated below:

- Distribute copies of the publication describing in detail the methodology used with the pilot schools

- Organise a second capacity-building training in the following months (preferably before the start of the second semester of the school year or for the following school year) in cooperation with Timis County Teachers' House

- Publish on a website details about the activities realised by the pilot schools so that they can be used as a basis for local activities and debates in other schools

- Provide further advice and consultancy to schools interested to develop similar activities in the future.

The company S.C. Regio News S.R.L. was contracted to organize a final press conference. The event was organised on 31st of January 2013.

Media was present to the meeting. Some examples of articles from the last public conference are below. Also attached to this report is the press release (in Romanian). During the meeting, the project team explain the project concept and its results. In the room were present persons from the County Agency for Labor, the League for Defending Human Rights, ACDR (Democratic and Civic Alliance of Roma), freelancer journalist, Roma Party, local newspaper AGENDA, Intercultural Institute Timisoara, News Timisoara – local media, Timpolis – Local media, PressAlert.ro – local media, Romanian National Television, Mediafax – National media, Radio Timisoara.

This event was an important opportunity to present the results of I AM ROMA project in front of eight different media channels. The program of the meeting was as follow:

- Official opening

- Brief presentation of I AM ROMA – project

- Brief presentation of some results from the local mapping – the Roma situation in Timisoara and Timis County

- Presentation of the activities done by each school and the impact that the local campaigns had in their communities: Biled, Sannicolau-Mare, Tomnatic, Pesac, Periam and Timisoara

- Presentations of public events done in Timisoara – results of the Living Library event from 18th of December 2012.

- Discussion about imagine of Roma people in media – and what can media institutions do in order to promote a positive imagine.

The discussions were focused a lot on what are the responsibilities of the media agency and of the journalist in order to change the mind set and to promote a more positive imagine of the Roma communities. A lot of problems were raised; the main one was again the fact that even if the journalist would like to have an objective article / media product, the editor has the right to change it. This was one of the cases discussed. Another one, was that the journalist are not all the time aware of the impact of their words and how they describes a subject.

Calin RUS, director of Intercultural Institute Timisoara pointed some facts that are being generated by a wrong message. In which way and how a negative article / media product effects the live of the people from that community. Also the Roma representatives that were present in the room raised important points into the discussion, because they are a lot of time victims of discrimination in the media. One example that was discussed was the local scandal about a famous house – Muhle House – a historical house that is in derelict and a big national scandal was produce that the actual owners are not taking care of historical building. The main problem seems to be that the owners are Roma. This event and the way media reflected the event affected a lot imagine of the Roma's in Timisoara.

The conclusion of the event was that this kind of meetings are needed more often, where the journalists are put face 2 face with members of different communities. And a project like I AM ROMA – that worked in changing the mindset and that worked with students and teachers it is needed, because a lot of stereotypes are promoted and created in schools.
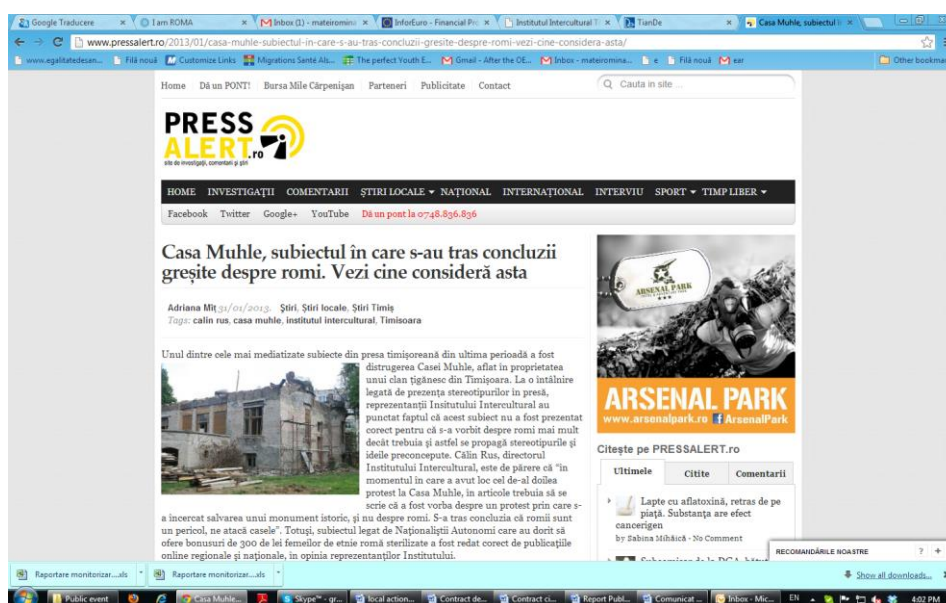
Capacity building program

Capacity building (November 2011 – February 2012)

A training concept and a set of specific training materials were developed. A manual for teacher was also published and distributed among the teachers and the schools.

A group of 12 teachers was selected and trained in order to apply in schools an adapted civic education method, based on the principles of participatory democracy, in order to empower students to identify problems of the Roma community and propose public policy solutions. Thus, students, not only become aware of the presence of Roma in their neighbourhood, but they also understood the types of problems of the Roma communities and challenge authorities to take action in order to solve these problems.

A partnership agreement was established with the School County Inspectorate and a call for participants was sent through the networks of the Ministry of Education and the media. The aim was to select 2 teachers from the same school will work together (preferably one civic education teacher and one head teacher). Unfortunately this was not the case for all the schools.

The selection criteria were: awareness of the situation of the Roma community in their neighbourhood / locality; motivation to put into practice the competences developed during the training; student-centred approach.

In order to support teacher's efforts and to monitor progress, an online platform was used.

Teachers were trained during 4 full working days on the following topics:

o What is a democratic process?

o What are the structure and the mechanism of a public policy and how can a citizen / student influence a public policy?

o What is the connection between stereotype – prejudice and discrimination and what is intercultural learning?

o What is the local and national situation of Roma communities in Timisoara and Romania (what national policies are available and what local and regional actions were done)?

o What are the steps of "Students are proposing solutions for the problem faced by the Roma communities" and how to implement?

The program of the capacity building program was:

		Capacity building program I AM ROMA 23 – 26 februarie - Muntele Mic
Thursday , Feb 23	14:00 - 18:30	Presenting the objectives of the training course Getting to know each other and creating a safe learning atmosphere in the group
	19:00	Dinner
Friday, Feb 24	09:00 – 10:00	Project presentation I AM ROMA The mechanism of public policies The methodology "Students are proposing solutions for problems faced by Roma community"
	10:00 - 13:00	Simulations and activities for intercultural learning I
	13:00	Lunch
	14:00 - 15:00	Simulations and activities for intercultural learning II
	19:00	Dinner
	21:00 – 22:00	Working groups on case studies

Saturday, Feb 25	09:00 - 11:00	Study cases presented by the participants - implementation of the methodology "Students are proposing solutions for problems faced by Roma community"
	11:00 - 13:00	Roma situation at local and national level – Ion Goracel
	13:00	Lunch
	14:00 - 15:00	How to work with students? Overcoming challenges
	19:00	Dinner
Sunday, Feb. 26	08:30 - 11:00	Online support and monitoring
	11:00 13:00	Organizing final event and local campaigns Review of the main challenges
	13:00	Lunch
	14:30 15:30	Evaluation of the program Departure

The methodology "Students are proposing solutions for the problem faced by Roma communities" is based on principles of tolerance and interethnic communication.

The primary goal of the methodology is to develop in students a commitment to active citizenship and governance by:

- o providing the knowledge and skills required for effective citizenship

- o providing practical experience designed to foster a sense of competence and efficacy

- o developing an understanding of the importance of citizen participation

This helps the students to:

- o learn how to monitor and influence public policy

- o learn about policymaking processes

- o develop concrete skills and the foundation needed to become responsible participating citizens

- o develop effective, creative communication skills

- o develop more positive self-images and confidence in exercising their rights and responsibilities

The methodology has the following steps:

- o As a class project, students work together to identify and study a problem that the closer Roma community is facing – it is important to underline that the problem identified must be one that can be solved though a public policies – or by local and regional authorities

- o They propose a solution in the form of a public policy recommendation

- o They develop an action plan for getting their policy proposal adopted and implemented

- o Students display their work in a portfolio and documentation binder and present it in a simulated public hearing

- o Organize local public events to raise awareness about the problems faced by the Roma communities

Campaign strategy

Core activity of the campaign (March – December 2012)

During a period of about 3 months (March – May 2012) and them in November – December 2012, students from 7 schools, guided by their teachers were implementing the participatory democracy approach through the following steps:

- Research in order to identify the main problems of the Roma community in their locality,

- Selection of one problem for a more in-depth analysis,

- Analysis of existing and alternative public policy solutions to the problem,

- Choice of a public policy as solution of the class and

- Development of an action plan on how citizens can influence the authorities in implementing the public policy proposed.

Members of the LAG and various NGOs and public institutions concerned with Roma issues were involved in the process.

At the end of this process each class organized two local public events to present their project. Students from all classed involved gathered in Timisoara at the end of the school year to present their project in front of local and regional authorities, parents, teachers and the media. After the first presentation (which was a success) the public institution that represents the Government in the region – Prefectura Timis invited the members of the local action group, the teachers and two students to come to an public meeting with the authorities from the places where the schools were, local authorities from Timisoara and the members of the Mix Group for Solving Roma issues in Timisoara (its members are different local institutions from Timisoara).

In December was organized also a Living Library event. In the event were invited members of the civic society, persons working with disadvantaged groups, representatives from the Roma communities, local and regional authorities and media.

The Human Library is an innovative method designed to promote dialogue, reduce prejudices and encourage understanding. The main characteristics of the project are to be found in its simplicity and positive approach.

In its initial form the Human Library is a mobile library set up as a space for dialogue and interaction. Visitors to a Human Library are given the opportunity to speak informally with "people on loan"; this latter group being extremely varied in age, sex and cultural background.

The Human Library enables groups to break stereotypes by challenging the most common prejudices in a positive and humorous manner. It is a concrete, easily transferable and affordable way of promoting tolerance and understanding.

It is a "keep it simple", "no-nonsense" contribution to social cohesion in multicultural societies.

In this event were present 10 "Human Books" – people from Roma communities and people working with disadvantaged groups. They were prepared in advance in what a book need to know and to do in this process.

The titles of the books were the followings:

- Beyond appearances – by Jean Goracel

- The traveler – by Jury Maris

- The child crying – by Diana Popa

- A different childhood – by Vera Faraon

- Traveling though live – by Daniel Greberdinger

- I even meet happy Gypsy – by Mircea Barbu

- "If I could …" – by Antal Francise

- "What you have done if you were me?" – by Fusteac Raul

- "Council of Europe and Roma" – by Calin Rus

- "Always be ambitious" – by Mariana Silaghi

After introducing to the public the Human Books offers, the readers were invited to choose one book and they had 20 minutes of discussions. After 20 minutes the human book was returned to the librarian and put it back on the "shelf". After a short break the book could be borrowed again by a new reader, there were organized three rounds of "reading". That meant that each participant could read three different human books and each book was read three times.

Public visibility

The project focused a lot on visibility in media. A short movie to disseminate the project was made.

Also a contract with a media specialist was done. There were the following results:

- May – regional news

- October – regional news

- November – "Vezi ce iti doresti" – 30 minutes, regional

- December – "Restart Romania" – 60 minutes, national

- December – "Vezi ce iti doresti" – 30 minutes, regional

For the live of the project, there was an interactive online site with information about this project in Romanian – the address is http://suntrom.wordpress.com/ On this platform are presented relevant information about the work done in the project I AM ROMA, but also relevant information about Roma communities in Romania. Such as: testimonials from people from Roma community, links for different resources, information about the imagine of Roma communities in media, information about the schools involved in the project and their activities at the local level.

Local campaigns

In the project I AM ROMA were involved the following schools and teachers:

Nr. Crt.	Name	Surname	School
1.	Basista	Livia	Secondary school with classes I-VIII Tomnatic
2.	Timoce	Silviu	Theoretichal high school from Periam
3.	Bonţe	Minodora	Vocational School Biled
4.	Fenichiu	Corina	Vocational School Biled
5.	Belin	Cosmin	Secondary school with classes I-VIII Pesac
6.	Jurca	Ioan	Secondary school with classes I-VIII Pesac

7.	Murar	Aurelia	High school for Sports Banatul, Timisoara
8.	Ardelean	Alina	Secondary school with classes I-VIII no. 15 Timişoara
9.	Bucşe	Sandu	Theoretichal high school from Periam
10.	Mişcodan	Daniela	Secondary school with classes I-VIII no. 15 Timişoara
11.	Gherescu	Nistor	Secondary school with classes I-VIII Tomnatic
12.	Ioniţa	Amalia	Secondary school with classes I-VIII no. 2 Sannicolau Mare

In each school the following activities took place:

1. High school for Sports Banatul, Timisoara

The problem identified was: low interaction between Roma and non-Roma students.

The solution proposed was education thought sports. The groups of students proposed to organize a sports camp with both students Roma and non-Roma, where to use peer education, and the non-Roma students to be mentors for Roma students.

Local actions implemented: two public meetings between local authorities, students and other teachers. They proposed a football game between classes from the high-school and the school from Pesac, but the students from Pesac, due to financial difficulties could not attend the meeting. In one of the meeting they invited also the director from the County Direction for Youth and Sport (CDYS) Timis, and he promise them that if they will apply with a project in the beginning of 2013 asking financial support for such an activity, they will receive the support from CDYS. Also the director of the high-school offered his entire support for this activity to happen in the spring of 2013.

2. Secondary school with classes I-VIII no. 15 Timişoara

In the process were involved students from VII and VIII classes, having as mentors the teachers Ardelean Alina and Miscodan Daniela.

The problem identified was: low participation of Roma youth and adults to the community life and lack of public utilities for hygiene.

The solution proposed was: renovating a Centre to promote education of Roma children with public utilities – washing machines. The group of students identified a building of the school that is not being used. They proposed as a solution, to renovate there a centre for less privileged persons from the area. They were thinking to create there a place for the Roma women to come and wash their clothes and meanwhile to have illiteracy courses with the women and education activities with the children (such as after school centre). The group required only the renovation of the place and the logistical elements. They (together with their teachers) offered volunteer to be in charge with the illiteracy courses for the women and the education activities for the children.

Local actions implemented. The students organized two public presentations, one in June and one in December. At the final conference students from VII and VIII classes participated together with other teachers, representatives from other NGOs and the community from Fratelia neighbourhood.

The plan to create such a community centre was presented also to the City Hall and to the Prefecture. The idea is still under discussion.

3. Secondary school with classes I-VIII no. 2 Sannicolau Mare

The problem identified was: is related with hygiene and keeping clean the street called – Roma Street.

The solution proposed was: The students considered that the problem can be solved by taking more frequent the waste collection and by renovation of common toilets and emptying existing or construction of new toilets.

Local actions implemented: There were organized two public events where the representatives from the City Hall were invited. During the meeting students indicated that lack of sewage requires rehabilitation of the common unhealthy toilets from the "Roma Street" or raising news ones as those built on a neighbourhood Street – Abator. Students mentioned that during the year 2012, they discussed their project with representatives of local government: Mayor Dănuţ Groza, Mr. Deputy Farce and Counselor Mr. Radu Asaftei. They had proposed public policy to address the specific involvement of Roma and Roma social aided cleaning action on Roma Street. Students read the letter to the mayor requesting him (Danut Groza) the support of City Hall to address the Roma community from Sighet, indicating that this action of cleaning the Roma Street must be a continuous support for the Roma community and for the involvement of the community in maintaining cleanliness the area and improving quality of life for the community members.

Students said they had much to learn by participating in this project, most of them went for the first time in the areas where Roma community is living. They also had the opportunity to see how works the public authorities and they felt responsible for trying to improve the life of Roma in the Sighet, with their project proposals.

Representatives from the City Hall, Mr. Bogdan Homorodean (Environment Agency inspector) and Manuela Lavrenski (social worker), appreciated the involvement of students from School Gymnasium no.2 in this civic project. It is noted that local authorities have claimed some students' solutions on Roma Street, for example the City Hall intensified waste collection activities in that area. Also they initiated with funds from the City Hall, the construction of a septic tank to ensure sanitation toilets in the street. Existing toilets were emptied and they

started draining rainwater and excess water from public wells, located near houses, in an area without buildings.

4. Secondary school with classes I-VIII Pesac

The problem identified was: precarious living conditions and no access to labour market.

The solution proposed was: the students involved in the project proposed to introduce in their village the Second Change program - A program that can allowed the adults from Roma communities to continue schools and in this way to improve their access to the labour market.

Local actions implemented: The students first visited the Roma community from their neighbourhood; there they discovered that the Roma people are living in precarious condition, without electricity, drinking water, windows in their house etc. They organized a public event where they proposed as a solution to this situation, to introduce the program Second Change in order to motivate the Roma population to become more active in the labour market. This proposal was presented to the local authorities from Pesac and also from Timisoara. During the project, the students were involved also in an international exchange, when two persons from Italy visit their school and discussed about different methods to help the Roma community.

5. Secondary school with classes I-VIII Tomnatic

The problem identified was: Lack of information regarding access to compulsory and free of charge education system. Persons from Roma communities are not all the time aware of the importance of educational system. They don't send their children to school, most of them don't graduated not even 8th grade – and this make their access to the labour market very difficult.

The solution proposed was: To hire a school mediator which can promote more the benefits of being in school and she/he can mediate the connection between the school and the community

Local actions implemented: The group had several discussion with the representatives from the City Hall and the Local Council in order to motivate them to open a position for a Roma mediator. They were also proposing to involve more the Roma community into the public participation processes, because in the local institutions there is no Roma representative. Also they involved the local media and the group of students (together with the teachers) creates a local initiative group – GICA.

6. Theoretical high school from Periam

The problem identified was: school drop-outs of the children from Roma communities.

The solution proposed was: to hire a school mediator which can work more close with the Roma students and to make the connection between the school and the community.

Local actions implemented: There were several discussion with the school director. The problem and the solution was presented also in Timisoara where representatives from City Hall from Timisoara – Social and Health Department and representatives from Prefecture were present. To hire a school mediator is the responsibility of the School County Inspectorate and this proposal was submitted also to them.

7. Vocational School Biled

The problem identified was: Poverty, inadequate housing and limited access to health services. After the last census, the number of Roma in the village – Biled is 143, a figure inaccurate because they refused to declare as being Roma. Representatives from the City Hall believe that the number is much higher, but unfortunately there are no official dates.

The solution proposed was: To create a community centre for Roma people. This centre should be equipped with washing machines to help mothers, and shower for personal hygiene, for the benefit of families who don't have home bathroom.

Local actions implemented: For the solutions proposed, the students submitted a request to the Local Council Biled, suggesting a possible space for the Centre, a dilapidated building of the

former boarding school which is in the propriety of the Vocational School Biled. They also organised two public events, one with the local authorities in June and one commune event with the community in December. The second one was to involved all the members from the community and also to draw attention of the problem faced by the Roma community. The students were doing creative workshops but also presenting their solution for the Roma community. During the event in December were invited also representatives from the local authorities and using methods of non-formal education, the students lobby for their ideas to improve the situation of Roma community.

Impact of campaign

The impact of project activities is likely to be visible in the future, as they aimed at changing mentalities and attitudes towards Roma, which will be reflected at a later stage in changes in behaviours. We can speak of at least two levels of impact

Local impact in the schools and communities directly involved

- The biggest impact was, without doubt, among the groups of young people directly involved in the activities initiated by the schools or those who attended the living library event. The proof of this impact is in the account of these activities, in the products of these activities (proposals for public policies and local projects) and in the feedback they provided

- Activities also reached to other young people in the participating schools and other people in the local communities concerned, including local authorities

- Teachers involved in the process also changed their perception on the Roma communities. Taking in account that the teachers are strong multipliers of the information, their future students will benefit also from the project activities. Indeed **At the level of the general public, through media**

- The general public was reached through the articles, radio and TV broadcasts reflecting the activities of the campaign

- The group of online activists also passed on the message of the campaign through comments to articles in online media

- The debate organised with journalists contributed to changes of attitudes of journalists, which will affect their future professional performance. For example, two journalists who attended the debate on 13 September wrote very positive articles both immediately after the event and later, and contacted us to comment the recent proposal of an extremist group from Timisoara who proposed 300 lei to Roma women who get sterilised. They also published correct articles on this topic quoting our comments.

Recommendations and conclusions

o Direct interactions between young non-Roma and Roma produce the best effects in changing attitudes (this is what happened during the activities in schools and during the living library)

o Such events can provide interesting positive subjects for the media, changing the tendency to reproduce stereotypes (usually journalists say the public is not interested in positive news, but they reflected well the activities of the young people from the schools involved)

o Direct interaction of journalists with Roma is more effective than just presentation of statistics, media monitoring results or lectures by experts

o The interest of the media is bigger if results are presented in public events involving politicians or various officials (we had the students present the results in front of the County Mixed Group on Roma Issues)

o Training of teachers is essential for conducting effective activities and the training needs to be associated with continuous support throughout the process. Once teachers have been through this experience, they become very valuable resources for future work in this field. The work of the teachers needs recognition and support

o Local partnerships, with Roma and non-Roma NGOs, as well as with the media, can bring more effective and sustainable outcomes.

Romani CRISS

Issues and challenges faced

The first challenge faced was selecting the communities. Due to limited resources, it was not possible to conduct the campaign in all communities with significant Roma population.

Therefore, the communities were selected firstly, to serve the purpose of research, on multiple criteria: traditional and non-traditional communities, communities with multiple identities (Roma-Hungarians; Xoraxane – Muslim Roma), etc. When selecting the communities it was taken into consideration to identify those where a very low number of

people declared their ethnic identity within the last census, in 2002, compared to the unofficial data. After conducting the research on identifying the reasons for which Roma don"t declare their ethnic identity, the campaign were designed and conducted, based on the findings of the research.

Campaign strategy development

It was obvious the campaign component – reaching to communities – lacked entirely from the approach of other organizations and of the National Institute for Statistics. Therefore, it was decided CRISS would tackle this as well, as a complementary measures to all other lobby and advocacy actions. CRISS has conducted focus-groups in Roma communities to analyze the reasons for which Roma don"t declare their ethnicity to census. Based on the focus groups" results, it was noticed Roma lacked information on what census is, on the confidentiality of the data collected, etc.

Motivation

When planning the campaign, it was established that, besides the informative, educational purposes of the campaign, the focus would be to motivate the Roma to declare their ethnicity without fear of negative consequences.

SWOT Analysis

It was analyzed, together with the expert who designed the campaign, what exactly needed to be changed. The historical background of Roma was taken into discussion and to what extend this affected the census result in the past years. At this point, the potential organizations and institutions which might have had interest in this issue were identified (National Institute for Statistics, Roma local NGOs, European Grassroots against Racism Movement, and others).

Simplicity

The messages CRISS has chosen to communicate within the campaign were simple, in order to reach properly to the Roma audience. Messages which were to be used during the Festival,

as well as on campaign materials were brainstormed. The messages were tested on small groups of Roma.

Awareness > Alignment > Engagement > Action

The components of the campaign were designed with the purpose of taking the target group from the state of lack of information, through interest, concern, motivation and finally to a state of reward.

Campaign – strategic plan

Issue:

Low number of Romanian citizens of Roma origin officially declared compared to the unofficial number estimated by national and international organizations, as well as by institutions. Scope of the campaign: Identifying possible actions for adequately reflecting the Roma minority within the October 2011 census. Target group: Roma communities at local level in the regions: Brasov, Hunedoara, Tulcea, Ilfov, Bucharest.

Activities undertaken:

1. Door to door campaign

The door to door campaign was carried out as a mobile caravan, where a team consisting of

Roma experts in different backgrounds, with NGO experience, discussed with people,

individually, about the census, its importance, ethnicity, questionnaire which was applied by the census, difficult questions. Member of the LAG joined the door-to-door campaign. Also, the advantages of declaring the ethnicity within the census were discussed. Roma communities from the following localities were included in the campaign: Brasov (Apata and Homorod); Tulcea (Babadag and ValeaTeilor); Hunedoara (Petrosani and Orastie); Bucharest – Ilfov (Tunari, Baiculuineighbourhood, Stefanesti).Door to door campaign in Homorod, Brasov Campaign in Babadag, Tulcea county

2. Delivering the message of the campaign through Roma public figures

A Roma actress, a Roma actor and a Roma singer, famous in Romania, have been involved in the campaign. They travelled to Roma communities, with the mobile caravan, and discussed

about the pride of being Roma and declaring it publicly. Materials used in the campaign were printed with their image and with the messages of the campaign.

3. Informative materials

The messages of the campaign were printed on several materials, distributed throughout the campaign. The materials had a practical use, besides the informative purpose (mugs, bags, scarfs). Bag – message **"Declare your ethnicity openly within the census"**

Project visibility within the campaign

A very important element of the "I am Roma" project was used: the logo, which is the Roma flag, was printed on all project materials, as well as the project title. Since its significance was highly relevant for the purpose of the campaign, this was very valuable: the Roma flag strengthens the sense of identity, as well as the message of the campaign, which was translated in Romani language: *"I am Roma – Me sem Rom"*.

Content of flyer and posters

The following materials were produced: Banners – mentioning the Roma dignity march (2 pieces); Bags (1000 pieces); T-Shirts (800 pieces); magnets (1000 pieces); mugs (1000 pieces); scarves (100 pieces). T-shirts, bags and scarves, as well as the banner, were used within the Roma dignity march. Flyers (4000 pieces) and posters (1000 pieces) were produced, with the same topic of the campaign, and were used by the LAG members in their local door-to-door campaign.

4.Festival – Roma Dignity March "Me sem Rom"

For making the information available at national level and attracting the mass-media in promoting the message, a series of activities were organized within a festival organized in Bucharest. The festival included innovative actions, such as flash mobs. The event was organized in partnership with several Roma local NGOs.

On the 1st of October, a Roma dignity march was organized, in order to emphasize the pride of being Roma and the importance of assuming the Roma identity. Over 500 people attended it. The following NGOs partnered Romani CRISS in organizing the event: ***O Del Amenca, Eltera association, The Association of the Florists in Romania, Gypsy Eye organization,***

the Roma Journalists Association, Romano Butiq Association, Romano Suno Association, SanseEgale Association, Centre for Counseling and Social Inclusion – Xoraxaj, Roma Youth for Unity, Solidarity and Transparency Association, The Health Mediators Association – ZuraleRomnia.

Romani CRISS has covered the travel expenses of participants from other localities than Bucharest who attended the march. The opening of the event included speeches from a Roma actress, who encouraged the Roma participants to the march to be proud of their heritage. A Roma child from Babadag (Roma-Turks traditional community) had a speech as well. The representative of a Roma student association has read the speech the US Ambassador has sent to Romani CRISS, on the occasion of the Roma dignity march event. It was important to reach to representatives of all target groups: Roma children, Roma young people, as well as to adults and elder.

This was the message His Excellency, Mark Gitenstein, Ambassador of the United States to Bucharest gave on the occasion of Romani CRISS event, Roma Dignity March:

"The dignity march is a great way to show pride as the Roma community. Roma should be celebrated for their unique cultural history and at the same time embraced as equal and full members of Romanian society. It is important for all Romanians to value Roma traditions, and to realize that this is a multiethnic country. All minorities, including the Roma, are important parts of modern Romanian culture.

The census that begins next year should be a moment to show pride in your Roma heritage. The 2002 census is widely believed to have underrepresented the number of Roma living in Romania. When the census takers come next year, I hope that all Roma proudly claim their heritage and be counted correctly.

I hope that the spirit of pride from today's events will linger and encourage you to speak out when you hear someone make disparaging remarks against Roma. We need to be vigilant and disciplined about such derogatory comments in every day conversations, and strive to say in a friendly way, "excuse me, but that's not right." When discriminatory

George Soros and VadimKolpakov (Roma famous musician in the US, who was part of Madonna"s latest world tour) have sent video messages on the same occasion as well. The video message of Mr. George Soros is available on Romani CRISS official channel on Youtube and can be accessed here:

http://www.youtube.com/watch?v=dTHwKg7omwE&list=UU79dS-YvaaXrd6oiORZt_g&index=16

The video message of Mr. VadimKolpakov is available on Romani CRISS official channel on Youtube and can be accessed here:

http://www.youtube.com/watch?v=aCXs1UtYXZc&list=UU79dS-YvaaXrd6oiORZt_g&index=17

The participants marched from PiataUnirii to Piata Alba Iulia. On the way, most of the partner organizations had presented short moments: e.g. Gypsy Eye Association, short dance for dignity. The Roma Dignity March was organized in a European framework. Romani CRISS is member of a European network, founded in 2010 – EGAM (European Grassroots against Racism Movement). The Roma March was an event organized simultaneously in various countries by EGAM members.

5.EGAM Manifesto in the context of the European event

Roma, racism, Europe : "Dosta !", and Roma Pride

One year ago, numerous Romanian and Bulgarian citizens were brutally deported from France because they were Roma. These acts of violence happened live on TV and yet under the complete indifference, not only of the European politicians, but also of the European civil societies.

For many, they appeared as the latest act of a tragedy that has been going on throughout Europe for several centuries and from which Roma people should inevitably suffer, with the persecutions by the Nazis and their collaborators being the paroxysm, but not the end.

Many have resigned themselves to indifference, because of weariness, because of a lack of political or institutional protection, because they convinced themselves that Roma people accepted or even desired to be dominated.

The evocation of these violent acts is yet unbearable : in Hungary, far right militia have demonstrated in villages, like Gyöngyöspata, where many Roma people lived and were forced to flee. In Czech Republic and in Hungary, murders and racist crimes are taking place. In many villages, Roma people are separated from the rest of the community because the local authorities have built walls on that purpose like in Tarlungeni or Baia Mare in Romania, Michalovce, Košice, Prešov, or Svinia in Slovakia, Sliven in Bulgaria,… In Serbia, Croatia, Moldova, France and Turkey, violent racial discriminations permeate all sectors of daily life. Forced deportations are taking place to Kosovo and from Germany, Denmark, Sweden, etc.

This disastrous list could endlessly go on to the point that sometimes the feelings of fatality, incapacity and even normality of violence prevail even among us.

These feelings are similar to those that the members of the American gay community felt until the late sixties. They were used to demeaning representations, to marginality, to being denied the same rights as other citizens, to frequently suffer from individual or police violence, only because they were gays.

On June 29th, 1969, like every day, the police raided a small gay bar named Stonewall Inn in Greenwich Village, New York City. On that day, a handful of regulars joined by locals

decided to say "Enough !". After four days of confrontation with the police, around 2,000 people organized a march in the streets of New York City : the Gay Pride was born.

One year after the proclamation of an official anti-Roma policy in France, few days, months and years after the unbearable racist violences the Roma people have been victims of all over the continent, October 1st will be the "European Roma Stonewall". On this day, we, leaders of the Roma and antiracist European civil society, will take our responsibilities and shout with strength and determination : "Dosta !", "Enough !". With pride and hope in a Europe cleared off racism, antisemitism and all racial discriminations, we will march for the first Roma Pride.

We have had enough of racist stereotypes, enough of permanent racial discriminations, enough of forced marginalization, enough of daily life violences, enough of the scapegoat status, enough of racist murders which have been affecting Roma people and communities at the heart of our continent for too long now, Enough !

Together with numerous civil society organizations, committed citizens, famous or anonymous, powerful or weak, we will march at the heart of the main European cities to raise awareness about and to denounce the racism and the racial discriminations Roma people are today victim of all over Europe. Thanks to cultural events, we will go and meet these who want to know better the diversity of Roma cultures, identities, stories and memories, far from old-fashioned stereotypes and clichés.

Through our joint action, we will give life to the European dream and his founding value of equality. Our claim will be simple and clear : the equality of rights and the equal enjoyment of rights for all individuals living in Europe. In one word : dignity.

Thus, we will lead a European coalition of solidarity and ideal, from Norway to Turkey, from France to Latvia and through Romania, Hungary, Bulgaria and many other European countries in order to proudly and loudly proclaim : Roma Pride !

Benjamin Abtan, Secretary General of the European Grassroots Antiracist Movement – EGAM and, per country :

Albania : **Aldo Merkoci**, President de MJAFT ! Movement and **AdriatikHasantari**, President of Roma Active

Austria : **Barbara Liegl**, CEO of ZARA, **Alexander Pollak**, Executive Director of SOS Mitmensch and **Andrea Härle**, Executive Director of of **Romano Centro**

Belgium : **Patrick N'SialaKiese**, Member of the Board of KifKif

Bulgaria : **KrassimirKanev**, Chairman of the Helsinki Committee and **DeyanKolev**, President of the

AmalipeCenter for interethnic dialogue and tolerance

Croatia : Mario Mazic, Director of Youth Initiative for Human Rights – Croatia

Denmark : **Thomas V. Lytken Larsen**, President of the Center for Positive Integration – CePI, **Anne Nielsen**, Chairwoman of SOS mod racism and **Sofie Amalie Andersen**, Chairwoman of Nyt Dansk Romanetværk

Finland : **Janette Grönfors**, Coordinator of Rasmus, Network Against Racism and Xenophobia and Founding Member of Nevo Roma

France : **Dominique Sopo**, President of SOS Racisme et **EugèneDaumas**, President of the French Union of Gypsy Associations - UFAT

Great-Britain : **Samuel Tarry**, „Hope not hate" Campaign Director

Germany: **SerdarYazar**, Board Member of the Turckish Union in Berlin-Brandenburg (TBB)

Hungary : **Janos Farkas**, President of the Minority Roma Government in Gyöngyöspata and **Erika Muhi**, Director of NEKI

Italy : **Angela Scalzo**, President de SOS Razzismo and **Olga Bala**, Presidente of Partita Romilor

Kosovo : **Raba Gjoshi**, Director of Youth Initiative for Human Rights – Kosovo and **OsmanOsmani**, Director of Initiative 6

Latvia : **AnhelitaKamenska**, Acting Director of the Latvian Centre for Human Rights

Moldova : **NicolaeRadita**, Chairman of the Roma National Center

Montenegro : **Boris Raonic**, Director of Youth Initiative for Human Rights – Montenegro

Norway : **Kari Helene Partapuoli**, Director of the Norwegian Center Against Racism

Romania : **Margareta Matache**, Executive Director of Romani Criss

Serbia : **JovanaVukovic**, Coordinator of the Regional Centre for Minorities and **Maja Micic**, Director of Youth Initiative for Human Rights – Serbia

Slovakia : **Irena Bihariova**, Chairwoman of Ludiaprotirasizmu (People against racism)

Turkey : **SeldaBilcer**, President of Roma Youth Association and **CengizAlgan**, spokesperson of Durde !

6.Flashmob

A flash mob against discrimination was organized – famous actors and public figures were involved in preparing choreography, on a song played by a Roma band. The rehearsals, with a professional choreographer, lasted one week.Actors such as DoinitaOancea, Ionut Ghenu, Carmen Tanase, MajdaAboulumosha, CatalinCiurdar, MadalinMandin attended the rehearsals and the event itself, which took place on the 22nd of October 2011, in downtown Bucharest. The event was repeated two times, during one hour. A banner with an anti-discrimination statement was posted near the open area where the event took place.

Banner used during the Flashmob action – "Say no to discrimination! I am Roma = I am human"

7.Commemoration of Roma victims of Holocaust

In the context of the Commemoration of the massacre on the 2/3 August 1944, when in "Zigeunerlager" Nazi concentration camp in Auschwitz-Birkenau (Poland) thousands of Roma and Sinti people were killed (elder, women and children), Romani CRISS has organized a commemoration event. The event gathered 50 people (mainly Roma young people, enrolled in high schools, beneficiaries of Romani CRISS programs). It was organized at the Memorial of the Holocaust Victims in Romania. One organization and two institutions have supported the event:

National Centre for Roma Culture – Romano Kher, the National Institute for Holocaust Studies

"Elie Wiesel" and the Centre for Monitoring and Combating Anti-Semitism.

His Excellency, the Ambassador of Poland, Mr. MarekSzczygiel, as well as representatives of

Germany, Sweden, UK, Royal Embassy of Netherlands, Hungary joined the commemoration.

The participants, including Roma from the communities near Bucharest, have joined speeches of 2 Roma Holocaust survivors. Roma young people of high school age have read, both in Romanian and Romani, memories of Roma Holocaust survivors.

The Romanian Prime Minister has sent a message through his councilor, Damian Draghici:

"The Genocide to which the Roma population has faced during the fascist regime is a historic fact which will remain in the public memory and conscience. Our duty, of the civil society, of politicians, and of all who love democracy, is to make sure such thing won't happen again. What is also really important is to understand the past mistakes in order to promptly react, during present times, each time values such as tolerance, inclusion, diversity or liberty are put under question"

After the commemoration, a cafe-style event was organized. The participants have watched a film on the Holocaust thematic, which was followed by discussions on similarities to current issues, impact of the history on the Roma communities, stigma and discrimination.

8.Capacity building program

National context

Roma in Romania lack cultural and social elite groups, which can cooperate for the interest of the Roma communities and to advance the specific interests of this ethnicity, with a tough historical background. Therefore, it was necessary to try to build a youth network professionally trained, talented, and motivated to civically engage for the Roma communities in Romania. The communication opportunity built by bringing the people together, along with attending a human rights oriented training course have been aiming to contribute to form such network.

Issues and challenges faced

The main challenge was the high number of applicants, interested in the class. The challenge was properly managed by CRISS by using an adequate selection procedure.

The announcement was circulated at the beginning of November 2011. The announcement got to grassroots, but also to the Roma business sector 51 applications were received. The selection committee has used a selection grid to select 30 participants, according to the criteria established.

Description of the capacity building program

The program was announced on Roma networks, student networks, as well as in universities.

The course, entitled Human Rights Academy, was organized in partnership with Amnesty International and FXB Center for Health and Human Rights – Harvard University.

Partner information Amnesty International is a global movement, with more than 3 million supporters, members and activists from more than 150 countries, who militate for stopping human rights abuses. The Amnesty International vision is that every person benefits from the rights ruled in the Universal Declaration on Human Rights, as well as in other international human rights standards. Amnesty International is independent from any government, political ideology, economical interest or religion and is financially supported mainly by members through public donations. Romani CRISS is the strategic partner in Romania of Amnesty International, since 2009.

FXB Center for Health and Human Rights within Harvard University is the first academic center which is exclusively focused on the dynamics between health and human rights. Founded in 1993, through the support of Francois-Xavier Bagnoud Association, the center is a world leader on applying advocacy initiatives for including human rights norms in the international health policies.

The program benefited from the participation of the following trainers: Helle Jacobsen, from Amnesty International, Arlan Fuller and Sarah Dougherty, from FXB Center for Health and Human Rights – Harvard University, PhD Mariana Sandu – Roma historian, Prof. PhD Daniel Barbu, Prof. MihaelaMiroiu, gender expert, Prof. LilianaPopescu, both from the University of Political Science, CristiMihalache, Roma Education Fund and Isvan Haller, from the National Council for Combating Discrimination.

The participants were from the following **regions**: Bucharest, Reghin (Mures County), Vaslui, Marginenii de Jos (Prahova County), Gurusada (Hunedoara County), Brasov, Iasi, Craiova (Dolj County), Lazareni (Bihor County), Constanta, Timisoara (Timis County), Campina (Prahova County), Barcanesti (Ialomita County), Ormenis (Brasov County), Lechinta (BistritaNasaud County), Arad, Filipestii de Targ (Prahova County), Braila and Medgidia.

The topics of the course were the following: human rights campaigning, human rights and access to health care services, international and national legislation protecting human rights, school segregation, Roma history, gender equality in the Roma communities, Roma and the public discourse in the Romanian society.

Impact

Concretely, in the localities where campaigning actions were conducted by Romani CRISS, more Roma declared their ethnicity compared to the results of the 2002 Census:

- Babadag – 1248 Roma declared compared to 168 in 2002
- ValeaTeilor 69 Roma declared compared to cu 2 in 2002
- Apata 536 Roma declared compared to 146 in 2002
- Petrosani 627 Roma declared compared to 528 in 2002
- Haghig 690 Roma declared compared to 656 in 2002

The number of Roma declaring their ethnicity in the Roma communities where CRISS has carried out campaigns has increased with 111 %, compared to the results at national level, 15%. Romani CRISS has implemented the campaign in 10 localities in Romania, reaching to approximately 200 Roma in each community. The Roma Dignity March reached in Romania to more than 500 participants. The meetings with the local authorities in Brasov, Sf. Gheorghe, Tulcea, Deva and Craiova reached to approximately 20 representatives of local authorities in each county.

In the communities where the campaign was carried out, the target group got a deep sense of what ethnic identity means, stigmatization and discrimination. Having Roma public figures

approaching them to speak out and declare their ethnicity empowered them and encouraged them to publicly assume their ethnic identity.

Media coverage

Magda Matache, Executive Director of Romani CRISS, interviewed during the Roma DignityMarch A press release was launched with regard to the Roma Dignity March.

Romani CRISS, together with O Del Amenca Roma Cultural Center Association, Eltera Association, Florist Association in Romania, Gypsy Eye Association, Roma Journalists Association, Romano Butiq Association, Romano Suno Association, Equal Opportunities

Association, Counseling and Social Inclusion Center for Xoraxaj Roma, Young Roma Association for Unity, Solidarity and Transparency and ZuraleRomnia- Health Mediators' Association

Press release

Bucharest, 1st October 2011

„Me sem Rom, me semRomni!" Dignity march

Over 500 people from all over the country (from the counties of Brasov, Braila, Cluj, Constanta, Dolj, Galati, Giurgiu, Iasi, Ialomita, Salaj, Tulcea, Vrancea) celebrated today the pride of being Roma at the „Me sem rom, me semromni" Dignity March organized in Bucharest.

Throughout today‟s action, the organizer requested equal rights for all the people living in Europe, in one word, dignity. It was also sending a message of solidarity with the Roma people from Bulgaria who are facing racist actions against them these days. The message of his Excellency, Mr. Mark H. Gitenstein, US Ambassador in Bucharest, was the following: „*The dignity march is an extraordinary way of proving the pride of belonging to the Roma community. The Roma should be celebrated for their unique history and in the same time, they should be accepted as members of the Romanian community with full rights.*"

Those taking part at the event were Roma from various nations, both traditional and non-traditional, adults and children, Roma and non-Roma. After an emotional debut of the action, when Rodica Tudor sang *a capella* the Roma anthem, the participants chose different ways (older or more modern ones) to express their identity: the flash-mob of the Gypsy Eye Association, short speeches and an artistic moment held by children. The international artist,

VadimKolpakov, from Via Romen band in USA, supports the involvement of children in identity assertion: „*the children must have enough information about the history and contribution of Roma in order to be proud and for them to grow as representatives of the Roma community.*"

Also present at the march, the actress DoinitaOancea declared to be proud of her ethnicity. "*I was never ashamed to declare my ethnicity, even if sometimes this caused me troubles. During the census that will take place this month, I hope you and your families will declare yourselves as Roma*". The message was reinforced by George Soros, who declared to be very pleased to show his support in this day "*of celebration of the cultural heritage of the Roma*" and encouraged us to "***Si mishtoteaven Roma!** (Be proud to be Roma!)*"

The event was European and it was organized all over the continent by Roma leaders and antiracist European civil society leaders.19 publications (daily newspapers, press agencies or blogs) have promoted or reported on theRoma Dignity March.

Adevarul, a Romanian daily newspaper reports:

> *"It is the first Roma march in Romania, and the idea belongs to non-governmental organizations which militate for the rights of this ethnic group. The main purpose of the march is to prepare Roma for the Census in October. The leaders of the organizations are trying to persuade Roma to declare their ethnic origin to the enumerators. The march sends a solidarity message for the Roma in Bulgaria and raises awareness on the ethnic tension which is occurring to Southern Danube."*

Hotnews, a news agency, mentions about the march:

> *"A woman who joined the protest mentioned that this type of manifestation is not enough for*
> *combating discrimination, but affirmative public policies are necessary. She added that there are negative characters in every group, but in crisis periods, the whole blame is taken by the*

minorities, in each corner of this world".

Romania libera, another daily newspaper in Romania, cites the speeches of Romani CRISS"
executive director and of DoinitaOancea, the Roma actress.

"We are asking you proudly declare your ethnicity within the census which will be conducted
starting with October 20 until October 31", said Magda Matache to the March participants.
"Doinita Oancea said to the march participants that in her 28 years old he was never ashamed that she has a Roma origin, even if sometimes she had problems as a result of recognizing her ethnic origin. „What the majority population should know is that delinquency has no color. Nobody should associate Roma to delinquents. Here we have good, beautiful, talented people, people who studied", said Doinita Oancea".

Other actions within the campaign were also covered by media: door-to-door campaign in
Bucharest, Baicului neighbourhood, meeting with authorities in Tulcea

Recommendations and conclusions

The results of the campaign indicated this type of campaign should be continued, not only for
the purpose of having Roma declaring their ethnicity within census, but to contribute to the
strengthening of the Roma identity and to fight stigma and the effects of stereotypes and
discrimination.

Changing perceptions is a heavy process, which involves engagement in efforts on a long
process. This type of campaigns should be carried out continuously. The idea of involving
public figures to promote anti-discrimination messages gives results. Promoting the Roma
identity through public figures is also an action with great impact. It impacts positively
Roma, who identify themselves with role models.

Recommendations and conclusions – Human Rights Academy

The program was successful and its main advantage was that in was built as an annual event.

Unfortunately, although fund-raising efforts have been carried out by Romani CRISS to organize the event in December 2012 as well, no resources are available at the moment for this purpose.

The recommendation for the main I am Roma project applicant is to evaluate the available resources in the project, and if possible request a budget reallocation in order to support the Human Rights Academy in Romania in 2013 as well.

Both partners, Amnesty International and FXB Center for Human Rights – Harvard University have agreed to a potential partnership for the future event.

Recommendations and conclusions – I am Roma project

The initiative was very successful in Romania. The activities impacted directly the Roma beneficiaries: in the Roma communities where the campaigns on declaring the ethnic identity within the census the number of Roma assuming their ethnicity in front of the enumerators was 111% higher compared to the results from the most recent census. Further, the beneficiaries of the capacity building program, according to the evaluation of the program, found the information and the methods used very resourceful and useful for their activities and work in the Roma communities. The campaign for changing the perception of the majority population with regard to the Roma is part of a larger perspective and actions CRISS needs to conduct continuously, but represented a very creative start for this type of campaigns.

EUROPEAN DEVELOPMENT AGENCY

Local Action Plan

Within our local activities we have decided to focus on Roma and non-Roma children age 11 – 15 years. We believe that in the age of 11 – 15 years, children still form their opinions on social issues. Non-Roma children can be negatively affected by attitude that their relatives have towards Roma. On the other hand, due to change of lifestyle, Roma children do not possess

information about Roma history, which was passed on in families. Due to this, they are more outrooted, their identity and roots of being proud of their minority are vanishing. On the other hand, children in age 11 – 15 years are old enough to discuss about the problematic and to be aware of their behavior and its consequences. By presenting Roma problematic from more points of view, we want to give them the chance to form their own opinion and to find out that racism and social prejudices is not the right way of behavior.

The other part of project activities focuses on experts on Roma problematic in Prague – local Roma coordinators. Even if they have great knowledge in this field, we have found out that they miss the newest information about Roma issues. They are too concentrated on the districts where they work and are now aware of what is done on the national/European level. By our CBP we would like to provide them with as many information as possible to broaden their knowledge. Also with would like to support better cooperation with the Prague Municipality and help them to implement some mutual projects in Prague.

Specific Goal 1
Constitution of Local Action Group
Strategies
To create LAG that involves strategic people for implementation of local activities.
Results
Group consisting of 10 members from different fields of occupation (media specialist, public sphere representatives, NGO representatives etc.) who could come up with innovative ideas for our campaign and local strategy. Mutual cooperation of this group will lead to definition of new approaches to Roma problematic.

Specific Goal 2
Change prejudices against Roma minority among children

Strategies
Preparation of 3 interactive days for children (11 -15 years old) where they will be taught about Roma history and culture, about people´s differences and tolerance. The goal is to challenge bad stereotypes about Roma minority that they have learned from their families and friends and to make them consider their Roma classmates being the same as they are.
Results
3 interactive whole-day activities for children organized in the House of National Minorities premises. Each activity is organized for 30 children (we will send invitations to schools where there is a lot of Roma children attending classes together with non-Roma). - 1st activity – 14th March 2012 – the topic is mutual understanding and security in social relations. We have created a program together with experts on social issues, police and representatives of the Ministry of the Interior of the Czech Republic. There were 48 participants at the 1st campaign day**.** - 2nd activity - 17th May 2012 – the topic is Roma history and cultural differences. The program will be built on discussion, presentations of typical clothes and music and interactive games. We will present movies on Roma issues, a member of the movie-making team who will discuss the film with children. There were 52 participants at the 2nd campaign day. - 3rd activity - 19th June 2012 – during the last activity for children we will open the exhibition of pictures which the children drew for the art contest. The goal of the campaign, challenging bad stereotypes about Roma minority will be reinforced. Part of the campaign day will be to award the winners of the contest. There were 55 participants at the 3rd campaign day.

Specific Goal 3

Education of experts on Roma problematic in the Czech Republic
Strategies
Aim of this activity is to support experts on Roma problematic in their activities, to broaden their knowledge and provide them with the newest information concerning Roma issues.
Expected Results
Six capacity building programmes for 20 experts on Roma problematic.
We will organize 6 one-day CBPs on different topics about Roma issues. There will be experts hired to present the newest information about social aspects of the problematic, news in Czech and European legislation, new trends and approaches of NGOs etc.
By organizing these events we want to give experts an opportunity to grow in their jobs and to provide them with useful information they would need while dealing with Roma issues. During CBPs, there will be presented outcomes from transnational workshops in Sintra, Portugal and in Timisoara, Romania.
Among participants there will be pro-Roma NGO´s employees, social workers, representatives of local municipalities, policy makers and Roma citizens. They will be able to discuss about Roma problematic and to share experience from different fields of Roma related activities.
There were in total 106 participants at Capacity Building 1 . - 5.
These activities will take place on 16th February 2012, 22nd March 2012, 19th April 2012, 31th May 2011 and 28th June 2012.

There will be 2 minor activities to support work of Roma experts:

1. we will create a website for experts on Roma problematic within Capacity Building Programme. There will be published best practices, experts can discuss questions on online forum. Moreover, useful documents for their everyday work will be there. European Development Agency plans to use the webpage, update it and promote best practices in the field of work with Roma and fighting discrimination.

2. we will create an educative DVD, which will present an example of best practice of an educational DVD for primary schools, which will be suitable for teachers to use in classes with 11 – 15 years. In this DVD we will utilize experiences learned from the campaign. There will be produced 100 copies of the DVD, which will be distributed to schools in Prague.

Specific Goal 4
Promoting I am Roma: Changing Mindsets project and it´s local activities in the Czech Republic
Strategies
To promote every activity that is done within I am Roma project and to stress out the problematic of racial prejudices and xenophobia in the Czech Republic
Expected Results
There is promotion of the project during every local activity. There were press releases produced for each event. We will publish an article in local news about every activity for children, also there will be announcements in Roma radio broadcast about I am Roma project. For opening of the exhibition a little press conference will be take place. For this activity, we have started cooperation with Mrs. Iveta Demeterova who is a well-known Roma journalist. Having her in our team means a great promotion for the project.

At every material/document connected with the project, there is logo of Iam Roma: Changing Mindsets project and logo of the European Union .

Until beginning of December 2012, there were 6 press releases produced. There appeared 4 articles in local newspaper of the Prague 5 City Quarter. There were radio reportages in the Czech Radio.

There were activities attached to main project campaign activities:

1) Art contest for children – children will draw pictures or create their own small masterpieces on two topics: "What do I know from Roma history" and "How does my classmate´s family live". The contest will last till the end of May and the ceremony for winners will take place in the House of National Minorities on 19th June 2012. After the ceremony, the will be 14 day´s exhibition of all children´s work in the House of National Minorities.

2) Exhibition of Roma history and culture – 14 days exhibition organized by the Museum of Roma Culture taking place in House of National Minorities premises. This exhibition will take place in April (1st to 14th April 2012) for celebrating International Roma Day (8th April), also in this time there will be the second activity for children organized in the same building so children can visit the exhibition too. It will be an exhibition of pictures from collection called Beautiful times and will present Romani history. There will be two educational posters about Roma during genocide in the Second World War and some traditional Romani costumes too. All schools in Prague were invited to visit this exhibition, however it is opened to all public and the entrance is free.

Key issues of EDA´s Local Action Plan:

1) <u>What is the problem that the LAG wishes to tackle in relation to the sub-theme?</u>

- As stated above, when it comes to relations among children at schools, the biggest problem is growing racism. Many children are influenced by their parents opinion or by media. We would like to help them to form their own opinion based or the fact that all people are equal.

- What action have you identified to improve/create new solutions?

- We have decided to present Roma as a part of population that has been living with us for ages and that shares the same history. Thanks to our educational days and to exhibition we preset Roma minority to children is other way than it is presented by media. For every activity we try to invite children from schools where there is a high number of Roma pupils and where possible tension between Roma and non – Roma can occur.

3) What help do you need from attached experts and the other participants of the project?

- We definitely need experts to help us with implementation of project activities. Mrs. Filova, as a representative of the Prague Municipality with life-long experience of working with Roma in public sphere, is a great source of contacts. Thanks to her we can easily get enough experts to educate our CBP members, she has also contacts for schools in Prague. Mr. Goral and Mr. Kryl are both experienced in organization of activities for children and in work with Roma minority. Mrs. Demetorova – a media expert- is a PR representative of our group. As she works in the Czech Radio, she makes broadcasts about Roma and our project. She also helps us with other publicity that is done through press releases and through the Internet.

4) What will have happened after we have completed all of your activities, especially in relation to our core target audience of 11-15 year olds. What will have changed?

- We do hope that we will manage to help children to create their own opinion on Roma minority, which does not bear prejudices. If relations among classmates in Prague schools improve (given the feedback from their teachers), we consider it as a big success. The exhibition about Roma history is open to public and Mr. Goral is ready to provide it´s visitors by any additional information of Roma history so we hope that even older people will come and will learn some interesting facts about Roma history.

Evaluation of I am Roma project implementation in Prague

Overall evaluation of the project was positive. Project I am Roma is considered to be beneficial and it has positive impact on children challenging negative stereotypes about Roma.

The second subchapter describes methodology used for preparation of the project evaluation report. The third subchapter analyses the situation in primary schools before the I am Roma campaign. The fourth subchapter evaluates the campaign itself. The fifth part focuses on impact of campaign after the end of campaign activities. The sixth subchapter analyses contribution of I am Roma campaign to improvement the state of art and its necessity in relation to activities, services and initiatives for fight against racism Roma in the Czech Republic. Lastly, the final subchapter compiles evaluation of the I am Roma project implementation in Prague.

Methodology of evaluation

The evaluation report of I am Roma: Changing Mindsets project implementation is based on semi-structured interviews with participants of project activities and experts who were members of the Local Action Group.

The interviews took place in mid-November 2012, 5 months after the last I am Roma campaign day took place. European Development Agency decided to do the evaluation several months after the campaign (in the meantime there were summer holidays), because we wanted to analyse a longer-term impact of I am Roma campaign. The evaluation report is based on 11 semi-structured interviews. The interview was based on a questionnaire with 6 open-ended questions (see attachment No. 1). We spoke to primary school teachers, who participated at the campaign; Roma coordinators at Prague districts; and members of Local Action Group (see table No. 1).

Table No. 1

Role in the project / occupation	No.	No. of Roma
Teacher at primary school	5	0
Roma coordinator	2	0
Member of Local Action Group and Roma coordinator	1	1
Members of Local Action Group	3	2

Total	11	3

Among participants at the campaign there were children from majority society, from Roma minority and other ethnic minorities. For this reason, the report distinguishes the impact of the project on Roma and non-Roma children.

Situation before the campaign

Expert on Roma issues shared the view that primary school pupils from Prague were only little informed about Roma history, culture, traditions and heritage before the I am Roma campaign implementation. This state of art was perceived by Roma as well as non-Roma children. In comparison to situation a decade/years ago, current Roma children know less about history of their minority. There are two reasons for this situation. Firstly, the generation of grandparents, many of who survived Nazi terrorism against Roma, did not like to speak about past, because the painful memories would return and now there are last witnesses living. Moreover, during the communism period the lifestyle of Roma changed – they were motivated by the communist regime to settle down, change occupations and stop nomadizing. Secondly, the current children know less about their minority due to change of family life-style. There are less discussions in the families "how was it in past". Adults talk less with children – some of them have less free time. Children spend more time watching television and by the computer. The change of life-style of Roma families influences that less children know Romani and it is stopped to be spoken at schools.

Evaluation of the campaign

The goal of the I am Roma campaign at primary schools in Prague was to raise awareness about Roma history, culture and current life of Roma. The campaign was positively evaluated due to several reasons.

Firstly, the campaign was educative and pupils widened their knowledge about Roma history, security a current life of Roma. These activities help Roma pupils to increase their self-

confidence, which is still too much low. Big success was the topic security in streets - all interviewees agreed about its utility. Children realised thanks to this educational day, what consequences could have an innocent nodus. Teachers suggested that the topic could be extended in future.

Secondly, the active participation of children in campaign was positively evaluated. The children were asked questions, they have participated actively in discussions, telling stories and experiences, they could ask, they helped by exemplary demonstrations or they drew pictures. Children could create themselves their own more positive opinion about the Roma minority that is based on their findings. Thanks to this approach, children knew that they are respected as equals and their opinion was respected.

I am Roma campaign discussions were moderated by Roma, who are successful in their professional life. Moderators were Ladislav Goral - actor, academic and employee of the Government Office in the area of Roma minority – and Iveta Demeterová – Czech Radio redactor. Moreover, other successful Roma from other professions were introduced to children. All experts agreed by the evaluation of the I am Roma project that introduction of positive models to children, is crucial. Especially boys need more male models. For Roma children they are a strong motivation factor to learn. Different occupations show children that they can choose other than manual occupations, should they wish so. Teachers from one primary school proposed that more personalities should be presented to children who are from a more variable spectrum of occupations and the occupations are more attractive to children (e.g. sportsmen, fashion designer, policemen).

On the other hand, these personalities showed to children from majority society, that there are successful Roma, too. A negative stereotype, which is often presented in the media, was dismantled, that all Roma are unemployed or they are working on low-skilled positions.

Schools, which were involved in the project, have Roma and non-Roma pupils According to experts it was very important that children from both nationalities participated. Teachers expressed opinion at one primary school that there should be a higher proportion of children from majority society.

Part of the I am Roma campaign was an art contest for children, who participated at discussions. Evaluation interviews showed that the competition was an important part of the campaign activities. Thanks to the contest, children have strengthened and repeated new knowledge and experiences from the I am Roma campaign. When the pictures were drawn, children had to remember, what they heard during the campaign, and to think about it. Roma children asked for more information mainly at home from their parents and grandparents. Children discussed the pictures among themselves and with teachers, too. Non-Roma children searched for additional information internet.

Teachers and experts were amazed by creativity and ideas of children. Mostly historical themes were on the pictures, handcrafts, arts and nomadic way of life. The history was often romanticized. A more detailed analysis of pictures showed that unconsciously captured hierarchy in families in Roma family. While drawing pictures, children were discussing them, information and feelings were shared and prejudices were dismantled. Children viewed the competition pictures carefully, they asked additional questions and authors of pictures answered them gladly what they drew and what inspired them.

Evaluation of the campaign impact on pupils

Evaluation of the I am Roma campaign implementation after 5 months after last activity showed, that it had impact. Above all, the gained knowledge and experiences remained alive in memories of children and teachers who accompanied them. Viewpoints from the campaign emerged in discussions of between children and they spoke about it with family.

The participation of teachers, who escorted children to the campaign, turned out to be important. The teachers could refer to the campaign and experiences from it when necessary. For example, information and discussions from the I am Roma campaign were used in one school by discussions about choice of occupation.

The evaluation of the educational character of the campaign was positive. Children, who had not known, how to behave safely, now know that. Adults have perceived that the tensions in relationships between children have calmed down. In one Prague district the school attendance has improved. Children learned about the Roma history and culture – Roma as well as non-Roma children.

I am Roma campaign in context of activities fighting against discrimination of Roma

Experts consider meetings of Roma and non-Roma children (outside school, too) to be one of the tools how to decrease discrimination of Roma. The activities should be aimed at mutual getting acquainted with cultures and informing children from majority society about Roma history, culture and current life. The aim of these activities should be, that children create a more realistic and positive opinion about Roma instead of negative image gained from media. The experts recommend that children could spend more time together outside the school, too - for example at school trips, schools in nature, leisure time activities or in clubs for children and youth, where non-Roma and Roma children can go.

I am Roma campaign activities are suitable tool for this kind of non-formal multicultural education. In future, there could participate more non-Roma children at the educational days. The necessity of campaigns like I am Roma proves the fact, that the City Hall of the Capital City of Prague has organized educational days for primary school pupils from the budget of the city hall in autumn 2012.

Meetings of Roma and non-Roma children are an example of practical implementation of multicultural education. Experts consider as dissatisfactory the current state of art of multicultural education and fight against xenophobia at schools. There should be organised more discussions. Children should hear more explanations, so that they really start to understand and stop adopting attitudes from parents or media. Racism against Roma is increasing currently according to the Roma coordinator of one Prague district, because the social tensions escalating – household and state incomes are decreasing due to economic crisis.

The second area of activities, which are necessary in order to decrease discrimination of Roma, is support to increase living standards of Roma. The experts mentioned two fields of activities for children in primary schools – help to Roma people by mastering education and the importance of examples of successful Roma people, who succeeded in professional life. Help to Roma children in mastering education is provided mainly through afternoon tutorage. If a pupil does not understand the learned immediately, he loses interest in it and so other problems attach to it – they lose self-confidence, that leads to problems with school attendance and

behaviour. Disadvantage of the afternoon tutorage is that it depends on finances from grants. If a grant finishes and there is no other following project, the social service stops. Moreover, the resources are limited and afternoon tutorage can receive only a restricted amount of children.

The second activity, which is necessary in primary schools, is meeting positive examples of successful Roma according to expert. Teachers in one school mentioned that especially boys need strong male model. Personalities of both nationalities - Roma and non-Roma – can be presented to children. It is important that Roma are engaged in the activities, so that Roma children can identify themselves with them, they can talk about similar problems. For example, discussions with interesting people can be organized (for example continuation of I am Roma campaign). Another idea is to organize interesting workshop which will be led by experienced instructors, who would be the positive models for children.

Conclusion

What is the best way against racism and prejudices? The evaluation of I am Roma project shows that there should be a mutual will of both sides to improve current situation. Both sides have to talk to each other and not to blame simply the current problem on the other. They should have active approach, not passive to problem solution.

It is important that the majority society get to know the Roma minority – its cultural environment, problems, feelings. Implementation of I am Roma project showed that discussions bring positive impacts and they motivate to think about the problem. It would be good to continue in organizing them after the I am Roma project finishes.

In order to improve the situation of Roma in the Czech Republic in long term it is necessary, that the activities fighting against racism and prejudices are stated early on by children from majority society. The highest chance to influence the opinion is by children before they create it on basis of media or are influenced by adults with prejudices. For this reason it is important to create potential places for not formal meetings of both cultures inside and outside of school. I am Roma discussions are very important for Roma children, too, because thanks to them they learn more about their culture. They strengthen their self-confidence. The will of Roma

children to learn is strengthened via positive models of successful persons. Moreover, children widen their knowledge about possibilities of how to succeed at the labour market.

We have mentioned in the introduction of the evaluation report, that the I am Roma campaign was very positively evaluated by interviewees thanks to attractive model of non-formal education, in which the children actively participated. The I am Roma campaign has impact also after end of activities – information and arguments are emerging in discussion , e.g. by choice of occupation. Necessity and suitability of I am Roma campaign is supported by the fact, that the City Hall of the Capital City Prague organizes educational days, similar to I am Roma campaign, from its own financial resources.

MUNICIPALITY OF DOBRICH

An Integrated and Concentrated Approach to Roma Integration

Targeted programmes involving regional and local authorities

Municipal local policy towards integration and ethnic communities' inclusion is part of common national policy for improvement quality of life oof citizens and gurantee conditions for equal opportunities for all.

Municipal Council for cooperation of ethnic and integration problems elaborated Program 2011 – 2015, adopted by Municipal Council Decision 3 / 20 Dec 2011 in correlation with National legislation regarding different ethnics. The Council has Annual Action Plan and list of activities in the frame of the program – economic development, employment and social aid, education, culture and youth activities, healthcare, etc.

Transversal, integrated and concerted policies and dedicated actions proposed by the local authorities to address the 4 EU Roma integration goals (Education, employment, Healthcare, housing and essential services)

Action Plan / Working Program of District Council for cooperation in ethnic and integration issues for period 2010 – 2015

Action Plan/ Working program in ethnic and integrated issues 2010 – 2015 of Municipal Council of ethnic and integration issues – Municipality Dobrich

Policies, targeted measures and/or campaigns implemented to encourage public participation of Roma community

Roma people participate in community initiatives, celebrations, campaigns and promotions, cultural and sport events. Inclusion and participation of roma in community life is natural and guaranteed.

National Context

The Integration policy is a part of the common national and local policy for improvement quality of life of citizens and for guarantee preconditions for equal opportunities for all and rights for sufficient development of everybody, independently of his social origin, ethnic or religious belongings, sex or other attributes.

Preserving and development of ethnic identity is a priority of national policy. It is important to underline participation of ethnic groups who work jointly with local administration for preserving and identification of ethnic communities.

The National Roma Integration Strategy of the Republic of Bulgaria (2012-2020) is a strategic document, an expression of the political commitment of the Government to the European development of Bulgaria, in line with the National Reform Programme of the Republic of Bulgaria (2011-2015)[23] and with the National Action Plan for the Decade of Roma Inclusion 2005-2015 initiative.

The Strategy applies an integrated targeted approach to the citizens of Roma background in vulnerable condition, which falls within the framework of a more general strategy for combating poverty and exclusion, and it does not exclude rendering support to disadvantaged persons from other ethnic groups.

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[23] The National Reform Programme of the Republic of Bulgaria (2011-2015) was developed in implementing the Europe 2020 strategy which was approved by the European Council in June 2010 and in compliance with the new instrument for better coordination of the economic policies in the EU, the so called European semester.

The National Roma Integration Strategy of the Republic of Bulgaria (2012-2020) takes into account the existing situation of the Roma community in the country in terms of social economic and demographic conditions.

The operational implementation of the National Roma Integration Strategy of the Republic of Bulgaria (2012-2020) shall be carried out two periods. The first period, 2012-2014, will be completed with the completion of the implementation of the National Action Plan for the international initiative Decade of Roma Inclusion, updated in 2011.

Vision

The integration of the Roma and of the Bulgarian citizens in a vulnerable situation, belonging to other ethnic groups, is a pro-active two-way process, aimed at overcoming the existing negative social economic characteristics of these groups and building prosperity of the society.

Strategic Goal

Creating conditions for equitable integration of the Roma and the Bulgarian citizens in a vulnerable situation, belonging to other ethnic groups, in the social and economic life by ensuring equal opportunities and equal access to rights, goods and services, by involving them in all public spheres and improving their quality of life, while observing the principles of equality and non-discrimination.

Guiding Principles And Horizontal Aspects Of The Implementation

The 10 Common Basic Principles on Roma Inclusion, adopted by the Council of EU on 8.06.2009 shall guide the implementation of the Strategy:

1   Constructive, pragmatic and non-discriminatory policies
2   Explicit but not exclusive targeting
3   Inter-cultural approach
4   Aiming for the mainstream
5   Awareness of the gender dimension
6   Transfer of evidence-based policies
7   Use of European Union instruments

8   Involvement of regional and local authorities

9   Involvement of civil society

10 Active participation of the Roma

The principles refer to key success factors, such as the transfer of evidence-based policies, the use of the EU instruments (legislative, financial and coordination), to involvement of regional and local authorities, of civil society and active participation of the Roma.

Priorities :

Education, Healthcare, Housing Conditions, Employment, Rule Of Law And Non-Discrimination, Culture And Media.

Local Context - Municipal local actions and bodies for ethnic integration

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Municipal local policy towards integration and ethnic communities' inclusion is part of common national policy for improvement quality of life of citizens and guarantee conditions for equal opportunities for all.

Integration policy of Municipality Dobrich

The Municipal Council of Dobrich possesses good understanding of importance to underline participation of ethnic groups who work jointly with local administration for preserving and identification of ethnic communities for last decade.

Their decisions define sound local policy and working instruments for better integration.

Municipal Council of ethnic and demographic problems is a municipal public body for effective organization, consultancy, cooperation and coordination that aims realization of national policy for integration of people with different ethnic origin on the territory of the Municipality.

The Council coordinates actions of different governmental, municipal institutions and civic organizations for realization of programs and projects for inclusion of different ethnic communities to economic, public and social life.

Municipal Council for cooperation of ethnic and integration problems elaborated **Program 2011 – 2015**, adopted by Municipal Council Decision 3 / 20 Dec 2011 in correlation with National legislation regarding different ethnics. The Council has Annual Action Plan and list of activities in the frame of the program – economic development, employment and social aid, education, culture and youth activities, healthcare, etc.

By elaboration of Municipal Program for cooperation of ethnic and demographic problems the main stakeholders establish conditions for regulation of ethnic problems in the municipality. The program identifies main goals, tasks, priorities and activities in the key public spheres, which realization will guarantee change of adoption's way, categorization and presentation of ethnic groups, as well as their fruitful integration in Bulgarian society.

Necessary directions of work to which must be concentrated and addressed local efforts are envisaged, too.

Main Program's principles are:

1. Equal rights for all citizens, independently of their age, sex, religion and ethnic belonging
2. Cooperation between government, civic and public sector.
3. Voluntary participation of every citizen on the territory of the municipality
4. Permanent and responsible commitment with the program for the period of its acting.

Council of ethnic and demographic problems in fact is a municipal public body for effective organization, consultancy, cooperation and coordination that aims realization of national policy for integration of local people and minorities

Policies, targeted measures and/or campaigns implemented to encourage public participation of Roma community

Roma people participate in the community initiatives, celebrations, campaigns and promotions, cultural and sport events. Inclusion and participation of roma in community life is natural and guaranteed.

The Program for integration of citizens of different ethnic groups 2011 – 2015 is open for suggestions and necessary changes during its implementation.

The Municipal council of ethnic and demographic problems reports annually about program's implementation.

Municipal Council of ethnic and demographic problems elaborates annually Plan for program's realization with responsible bodies and time schedule. It leads to more specific priorities and directions, well as defined measures and expected outputs.

Specific details as well as expanding to other problematic spheres and necessary practical actions is duty of institutions and organizations taking part in realization of municipal local policy about ethnic and demographic problems.

The Program for integration of citizens of different ethnic groups 2011 – 2015 is open for suggestions and necessary changes during its implementation.

The Municipal council of ethnic and demographic problems reports annually about program's implementation.

Objectives, goals and current actions / policies under project "I am Roma"

Major Strategic Objective

Creation of capacity and necessary conditions for equal integration of Roma into Dobrich social, economic and political life and hence, achievement of equal opportunities and equal access to rights, goods and services for Roma population.

Goal 1

Fostering active Roma participation in local and national Roma policy

Ensuring stronger participation and involvement of Roma people in the local community, in the local policy design structures and their actions' implementation with respect for the principles of equality and non- discrimination

Goal 2

Educational Roma Integration – an important prerequisite for their social inclusion and opportunity to break intergenerational transmission of disadvantages

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Achievement of higher enrollment of Roma children in preschool education, reducing dropouts among them and changing parents' behavior

Goal 3

<u>Reducing significant lags in health status and life expectancy of Roma through establishment of sustainable model of healthcare services and promoting knowledge</u>

Provision of equal access to quality healthcare

Project "I am Roma" - action plan and outcomes

Programmes	**Target groups**	**Objectives/Outcomes**	**Outcomes**
Capacity building programme			
campaign activities			
Capacity building actions			
Social economy and human rights	*Universal*	*To involve Roma people in the local community and in the local policy design structures with respect for the principles of equality and non- discrimination*	*More pro-active Roma participation in the local and national policy and community life*
Round table – Dialogue / Meeting / of Municipal Council for	at least 12 repr.of roma people		Elaborated New Annual Action Plan of Municipal Council for cooperation at ethnic and integration problems

cooperation at Ethnic and integration problems			
Organizing Open Session of the Parliamentary Commission for discrimination protection	local roma community		Increased awareness about civil rights and responsibilities, governmental structures for discrimination protection and their contact points
1 workshop Explanatory campaign among Roma people	at least 12 repr.of roma people		
2 days Study visit in NGO "Romani Criss", Romania	12 roma people		Improved capacity and new ideas for integration work in the community

Employment of Roma health mediator	Roma community	To Strengthen and expand the net of health mediators	Effective Operation of Community centre
Health and well being 4 workshops with partici-pation of min 40 roma repr. Dissemination of Printing materials	*Local roma people*	*To promote healthcare services and better knowledge of health as way for access to modern healthcare*	*Improved knowledge of basic health and available services*
Local awareness raising events			
Local awareness campaign about parents' role for children professional and personal development	*local roma families*	*To encourage parents' participation in the school life and to support change the mindset of Roma parents*	*Reduced drop outs and correctives*

3 workshops with roma families - at least 12 part.			
Educational roma integration Preparatory educational group work with roma children – at least 60 part. Joint final events – concerts and awards	roma children	*To improve Bulgarian language and basic knowledge of roma children*	*Changed stereotypes and positive results in motivation of roma children to learn* Achieved better literacy, start and results of roma children
Special workshops with roma women – mothers	roma women	To increase effective use of roma women – mothers as mediators between families and public services	Improved knowledge about available public social services, healthcare and education

Dissemination of Printing materials			Raised awareness about community among roma
National and roma cultural and children events and roma celebrations events 2 events – assembly and children performance – 14 Jan and 8 April,	universal		Improved performance of roma culture among local community

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Social economy and human rights

Objective:

To involve Roma people in the local community and in the local policy design structures with respect for the principles of equality and non- discrimination

Outcomes:

More pro-active Roma participation in the local and national policy and community life

Actions:

A. Round tables with participation of main stakeholders and Roma representatives

1. Participation as Delegates of Regional Commission in the National Meeting for presenting and discussing "National Roma Integration Strategy" 2012 – 2020 "and its Action Plan date: 14 November 2011, Sofia

2. Organizing Round table – Dialogue / Meeting / of Municipal Council for cooperation at Ethnic and Integration problems

Organized at **18 January 2012 Round table** (operating session) of the Municipal Council of ethnic and demographic problems reported Action plan and its implementation for 2011 year (

part of Programme for ethnic and integration problems for 2011 – 2015) and discussed and elaborated annually Plan for program's realization with responsible bodies and time schedule for current 2012.

3. **Participation in Dialogue / Annual Meeting / of Municipal Council for cooperation at Ethnic and Integration problems dated 17 January 2013**

Most of LAG members participated in this regular annual meeting as in the last year.

The Council coordinates actions of different governmental, municipal institutions and civic organizations for realization of programs and projects for inclusion of different ethnic communities to economic, public and social life.

By elaboration of Municipal Program for cooperation of ethnic and demographic problems the main stakeholders establish conditions for reglamentation of ethnic problems in the municipality. The program identifies main goals, tasks, priorities and activities in the key public spheres, which realization will guarantee change of adoption's way, categorization and presentation of ethnic groups, as well as their fruitful integration in Bulgarian society.

Organized at 17 January 2013 Round table (operating session) of the Municipal Council of ethnic and demographic problems reported implementation and results of the Action plan for year 2012 and discussed and elaborated Action Plan 2012-2014 for integration of Bulgarian citizen in vulnerable social and economic conditions as part of Regional Strategy of Region District Dobrich and National Strategy for Roma integration 2012 – 2020.

The Plan is elaborated with active participation of Roma NGO's on the basis of principles of political frame of EU for human rights protection, observing principle guaranteeing equal opportunities for all citizens and non-addmission discrimination at different characteristics and ethnic origin.

The Plan had been reported and adopted as municipal document for actions by Municipal Council at its regular session at 29 January 2013.

4. Participation in the Annual Meeting of Municipal Council against Drugs

Dated: 18 January 2013

Members of our local group are active members of Municipal Council against drugs, too. Main goal of the Council is limitation of risk behavior among children and young people through

implementation of integrated, sustainable and effective preventive programs and increasing commitment of local community. Distribution of printing materials – brochures and fliers against drugs through educational national and municipal campaign had been reported, too.

Active roma representatives, health mediators and social workers discussed organized visits in roma families and dialogues addressed to their attention to the informational materials distributed in the roma neighborhood aimed increasing knowledge about harmfulness of drugs, tobacco and alcohol for children's' life.

The council will continue to implement Municipal preventive programs in the schools, to establish skills for healthy way of life and to work with families, teachers and young people next year, too.

B. Organized study tour - exchange visit in NGO"Romani Criss", Bucharest, Romania, 19 – 21 June 2012, Brief Summary

Group of representatives of Municipality of city Dobrich dominated by members of "I am roma" project and Municipal experts, social and educational workers, visited offices of NGO"Romani criss" in Bucharest, Romania regarding Decree for business exchange No.32/13.06.2012 year.

Agenda

Visit's agenda was discussed and finally arranged by hosts. As goal was to increase knowledge about activities, achieved results, strengths and next projects representatives organized on spot visit in neibourhood school currently implementing one of the "Romani criss' projects.

Main visits and presentations have been done in the classroom of the school and in the offices of 'Romani Criss".

Main actions – visits, presentations and discussions

The NGO "Romani criss" is existing since 1993 year. It has proved experience as active institution, working for solving problems on discrimination of Roma in Romania, statute as observer to the permanent Commissions for human rights protection in UN and represents NGO's of Romania at Sessions of Integration Committee in Council of Europe.

During its existence the NGO established useful relations with Roma communities and governmental authorities in the whole country, with other NGOs in Romania and abroad as well as with donors, working in the sphere of human rights and minorities' rights.

The hosts organized visit in the neighborhood school in Bucharest with majority of Roma students and represented actions related to Roma education and their retaining in the school. In practice "Romanicriss" applied as leading partner in the Programme "Long life Learning" of EU in partnership with Ministry of Education and other organization. "Romani criss" is organizing project's activities in 5 schools in the capitol with involvement of 150 children. These actions are multiplied in the other area of the country. By this way totally in the project are involved about 1500 children. Target groups are the children from 304 class and 7-8 class, having problems with their educational process. The projects provides: additional lessons after regular school classes in the new furnished classrooms, dresses, textbooks and stationeries and special work with physiologist to overcome stress and for achievement of positive attitudes for better educational results. The project's execution will serve as pilot model for Romanian Ministry of Education for application of such type of education in contemporary educational system of the country.

Consequently Romani criss' experts presented activities of their work in almost all spheres of public life and that are in correlation with fight against discrimination and for roma integration -protection of basic human rights, access to social and administrative services, housing for homeless, overcoming underdevelopment and increasing health culture of roam.

The organization provides free judicial defense in the court in cases against Roma, too.

For illustration of achieved results of different projects we receive a few brochures: a) Roma and the Public Discourse in Romania - Best Practices Guidelines; b) the Implementation of Human Rights – from discrimination against Roma to law enforcement abuses (2008 – 2009); c) Roma school participation, non attendance and discrimination in Romania

The Romani criss model for provision of health assistance among Roma community is recognized and multiplied by EU institutions and in Bulgaria, too.

Outcomes and conclusions

We think that visit of our participants – members of the local action group of the project "I am Roma", teachers, participating in preparatory training of our Roma children – next first class students, health mediators, working with Roma community and the experts of Municipality city Dobrich, was useful and will increase not only the capacity of our local action group in the project, but will add new ideas for future projects aiming better social integration of the local Roma population and for implementation of the Municipal Program for Roma Integration 2011 – 2020 and the next Annual Action Plan of the Municipal Council for cooperation at ethnic and integrating problems – 2013 year.

Established contacts are good floor for future joint work in partnership and trust.

Attached to the report is the list of participants of exchange visit and hosts and some pictures of the meeting (on CD)

Capacity building programme:

Health and well being

Objective:

To promote healthcare services and better knowledge of health as way for access to modern healthcare

Outcomes:

Improved knowledge of basic health and available services

Actions :

Organized 4 health workshops and preventive examinations

The action was among Roma community and aimed promotion of healthcare services and better knowledge about health as way for access to modern healthcare. Total 102 Roma people participated in 4 workshops with lecturers- doctors, medical nurses and mediators. The topics

were: "AIDS and other sexual infections" (19.07 – 22 participants), "Cancer diseases – symptoms and treatment" (22.08 – 44 participants), "Social diseases – hypertonic and heart diseases (05.09 – 24 participants)" and " Family planning and preventions" (16.10 – 23 women).

93 Roma passed preventive examinations, most of which were without access to healthcare due to not paid insurances. There were registered about 10% diseases in their first phase and with optimistic prognosis and treatment.

The project hired additional medical equipment for those medical examinations.

Project's printing materials were distributed during sessions and examinations, too.

Translations

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Written and verbal translation has been contracted for project's documents' preparation.

Employment of health mediator

Due to needs for strengthening the net of health mediators, third one has been selected in the first phase of "I am roma "project". She had been paid by the project for her first seven months - (May – November 2012). The mediator acts in the roma neighborhood. She is roma native. With her employment we expect to achieve more effective operation of Community centre towards promotion of healthcare services and improved knowledge of health as way for access to modern healthcare.

Local awareness raising campaign:

Educational Roma integration

Objective:

To improve Bulgarian language and basic knowledge of Roma children

Outcomes:

Changed stereotypes and positive results in motivation of Roma children to learn

Achievement of higher enrolment of Roma children in preschool education, reducing dropouts among them and changing parents' behaviour

Achieved better literacy, start and results of Roma children

Organizing preparatory scholarships with participation of Roma children.

Work on educational Roma integration started at mid of March 2012 and finished at mid of June 2012 year. The 70 children of pre-school age participated in the training. The project provided catering (small lunch), sets of essential additional students' stationeries and sport equipment for all 70 students – freshman in the next school year. We expect as outcomes changed stereotypes and positive results in motivation of roma children to learn and achieve better literacy, start and results of 70 roma children of preschool age that will enroll first class in autumn this year.

Organized meetings with parents of children, participating in the project, in the beginning were aimed to build sustainable environment for the upbringing of their children and for personal and professional development.

The action corresponds to the national policy as at present amendments of law of education had been adopted and preschool whole day education is obligatory.

The teachers asked parents and collected feedback - questionnaires (example is in the report documents) with their evaluation and proposals. Unfortunately, most of parents declared that are illiterate, but like project's actions towards their children and hope that it will improve knowledge of Bulgarian language of their children.

The end of the preparatory lessons and school year had been celebrated by the students in front of the schools. Selected pictures of the event are on the CD.

Prospects and National and local actions:

✓ *New updated law for education in Bulgaria*

✓ *Provision of additional preparatory hours and whole day learning in basis schools especially for basic first classes of education*

✓ *New tools and programs for social local policy – work with roma families and with children in risk through special community support centres*

✓ *Acting partnerships with Bulgarian Red Cross and Bulgarian church*

Conducting massive informational activities for family planning and capacity raising of families for bringing up their children

Organized informational campaign aims creation of conditions for reduction of significant differences in the health status of Roma people, improvement their health culture and position in the community. It contains 3 sessions-workshops and visits in 30 Roma families of teams consisting of doctor, nurse and health mediator. Direct dialogue included: specific advices, answers of questions and also provision of printing materials (not only prepared by the "I am Roma project"). First, pour Roma families with many children have been visited- for example. As in this social group dominate early births of yang girls, special attention was given at work

with Roma women – mothers. Presumption is, that they also acting as primary carriers and can be used as effecting mediators between family, schools and state organization in such areas as child protection, healthcare and education.

The three sessions-workshops have been organized in the community center in Roma neighborhood. A lot of Roma participated and highly evaluated efforts for visiting Roma families.

The topics of workshops were as follows:

Early births and marriages –   47 Roma participated dated 22.11.2012

Healthy feeding   -   47 participants dated 20.12.2012

Maternity and babies healthcare –   47 participants dated 20.12.2012

Main conclusions: The visits were highly evaluated by Roma people. As most of visited families have many children and live in very poor conditions, dispute was addressed to future births' reduction. There is urgent need for daily actions, heavy work with families to change their behavior, to increase responsibilities of Roma parents to their children and to create regular basic health habits.

Informational campaigns – Preparation and dissemination of printing materials

The project provided printing materials for Informational campaigns and actions against violence, discrimination and harmful dependency (alcohol, drugs and smoking), encouraging tolerance and respect to the differences. They are: "10 steps to quit smoking", "Advices to clear air – advices, physical effects of stop smoking, reasons, what to do, how, "Myths and facts

about alcohol", Tobacco smoke around us – risks of passive smoking" " What to do if drugs accidents happened". (The leaflets are in the package).

Leaflets, brochures and others available of other actions related to minorities and disadvantage groups have been distributed in all events and meeting of social workers, doctors and mediators.

They are addressed against violence, discrimination and harmful dependency (alcohol, drugs and smoking), encouraging tolerance and respect to the differences.

In the frame of the project "I am Roma" **three cultural events** have been organized - Annual General Assembly of Local Community centre "Romano drom-2002", folk evening, children's performance and distributed brochure "Talents" incl. Roma children in 14 January 2012, celebration of International Roma Day – 8 April 2012 and Annual Assembly of 'Romano Drom 2002" NG) with cultural children performance festival at 14 January 2013. The events were conducted jointly with local community centre " Romano Drom-2002" as result of signed partnership agreement for collaboration and joint work on project activities- part of Annual Action Plan of

Roma Organization for year 2012, presented on session of Municipal Council of Dobrich in 20 December 20111 as part of Annual Working Plan for development of community centers and adopted by Decision 3 / 20 Dec 2011.

Project formulated following problems:

- ✓ *Roma psychology identities and unique culture*

- ✓ *Roma children live in isolation - traditionally they are excluded by their parents from early children educational institutions*

- ✓ *Education is not value for their parents, families and community*

- ✓ *The patriarchal norms of excessive control of the behavior of the girls and women in some Roma subgroups also make them early school leavers*

Prospects and National and local actions:

- ✓ *New updated law for education in Bulgaria*

- ✓ *Provision of additional preparatory hours and whole day learning in basis schools especially for basic first classes of education*

- *New tools and programs for social local policy – work with roma families and with children in risk through special community support centres*
- *Acting partnerships with Bulgarian Red Cross and Bulgarian church*

Dobrich campaign

The activities include massive campaign focused on combating stereotypes and prejudices against Roma.

The implementation of the campaign plan is addressing two audiences:

- local Roma community and

- general public;

Roma adults to increase their knowledge in communication with governmental, municipal and legislative administration, services and bodies and about their human rights, opportunities and duties;

Main message: we are able to be equal and active

Outputs: workshops and seminars, city events, joint concerts of talented students and brochures; distribution of printing materials

Roma parents to be more responsible and ambitious for giving chance for better life of their children taking obligations for stronger control and motivation of their educational process and professional development

Main message: give chance to your children

Outputs: workshops and school events

Local community, in particular- local administration. It will aim changing of their suspicious behavior to Roma and their abilities for improvement of their performance in the community social and economic life. It must increase chances for achievement of conditions with respect of their human rights and ethnic identity.

Main message: Roma integration – main stream against poverty

Outputs: workshops, multicultural cultural events

Communication channels and media coverage:

The project's "I am Roma" progress has been reported and the local community informed through local media and newspapers as the journalists participated in all joint cultural events of the project (in the first intermediate report). As local authority, Municipality Dobrich organizes weekly brief meetings with local media, where they are informed about project's actions – workshops, visit exchange, educational sessions, materials and project ideas of LAG members.

The campaign has been be reviewed by the local action group after collection of feedbacks from Roma people, parents, school teachers and directors, evaluation of effectiveness of community center in the Roma neighborhood.

Impact of the campaign

Experience of project's initiatives and campaigns and their results could be used as achievement and examples for more massive actions and long term municipal and national policies.

The project actions are additional and complementary to the activities of social workers of the Municipality toward social inclusion of minorities. They are sound, selected and proposed by active Roma people as they know best urgent needs of minorities.

Project "I am Roma"

- ✓ Provided significant contribution to the tailoring specific regional and local programs for social inclusion of Roma minorities.

- ✓ Worked for changing stereotypes and positive results in motivation of Roma children to learn and obtain professional skills.

- ✓ Added value to the working good model of partnership with local actors and Roma NGO's for provision of policy for real social inclusion of minorities, exploring their potential, directly impacting on their life and strengthening trust within local community

- ✓ Tested details and acted as pilot in preparatory actions for establishment a set of integrated social services as "good lessons" for "good starting" of Community Centre for social inclusion (building is under reconstruction till June 2013).

MUNICIPALITY OF HERAKLION

Issues and challenges being faced

Many projects towards Roma integration have been implemented in the past. Some were successful. However, the needs are still serious.

The issues and the challenges regarding the local Roma community are the following:

- ➢ Inappropriate housing conditions (especially at the camp) &

  Past negative experience on efforts to solve the local housing problems.

- ➢ Limited opportunities to enter the formal labor market – obstacles regarding the legalization of their existing forms of employment &

  Economic crisis – negatively affecting the entrance to the labor market/ the income.

- Illiteracy – often drop-outs regarding school attendance – low percentage of students completing basic education.

- Important social needs – much poverty – many single-parent poor women &

  Weak public social policy – high rate of dependency on EU funded projects and on volunteer work.

- Discrimination – stereotypes.

- Lack of recent exact data / out of systematic research on Roma issues

- Need to further develop the social dialogue on a new basis, with the participation of the Roma themselves.

During the implementation of the project, there were many threats and difficulties, which we have tried to overcome and achieve the best possible result.

One of the most important issues was the connection with Roma living in the camp.

The Socio-medical centre for Roma, which is positively operating for 6 years, helped us to find the way to get closer to the camp, and to talk with representatives of Roma for this certain project.

Unfortunately, the discrimination, the stereotypes, the racism were obvious in every action and every move, we wanted to make. The past negative experience on efforts to achieve mutual trust created difficulties in communication, but also in the implementation of actions.

We analyze below the threats, the weaknesses, we faced in developing our local campaign and the ways in which we have managed to overcome the difficulties:

1. Creation of the DVD

We faced the time-consuming bureaucratic process from the Department of Education in Crete, in order to allow us to enter in the school facilities, to create the dvd. We contacted with executives of the Ministry again and again, so that, we can take the approval required.

2. Participation in the Festival

We faced problems about the participation of non Roma children in the Festival. We sent the invitation to all primary schools of Heraklion, but only a few took part. Some directors of schools were hesitant to participate in the event. Others didn't respond to our invitation at all, and some had already planned other activities or excursions this day.

3. Dissemination of DVD in primary schools

We faced problems in communication with the public service from the Ministry of Education, in order to disseminate the DVD in primary schools.

That's why we organized an event in the Chamber of Commerce with the support of the Head Director of Education in Crete and we presented the dvd of the project to principles of the primary schools. They were very enthusiastic with the children history we created. We distributed to them copies of it.

The second action of dissemination of the dvd was to send 100 copies to the executive of primary education and provide all schools of Heraklion with our dvd. She assured us, that the presentation started and the dvd will be presented during this school year.

5. **Organization of a Social Research Event**

     People were not eager to fill the questionnaire, however we succeeded in persuading them to do so, that this is an action, that will help the future relations with Roma. That is obvious from the high number of the filled questionnaires.

Action Plan

Taking under consideration the results of the transnational Workshop of the project in Sintra, the Local Action Group after several meetings prepared a proposed framework for the development of a Local Campaign in Heraklion.

The Local Campaign will focus in the awareness for Roma children.

The Roma children are usually the most wronged victims of the local stereotypes. There is a negative treatment of Roma children, as a result of the general stereotype against Roma people.

This situation (issue) leads to the following consequences. Discrimination in school, acceptance difficulties in social groups like sport teams. Discrimination for Roma children leads to the discrimination for Roma adults.

Our Strategy is based on the development of a campaign of communication and partnership that fights negative stereotypes, increases sensitivity and awareness of children for Roma

children. The most important is to notify the diversity of Roma people, the different culture, the different way of life, but the need of harmonious coexistence. Our children will change the world.

General Goals

➢ The reduction of discrimination against Roma children.

This objective /goal can be achieved through the increase of sensitivity and awareness of children for Roma children and develop methodologies and collective activities, that aim at the harmonious coexistence of children.

➢ In long term, the broader acceptance of Roma children can lead to the decrease of discrimination against Roma in general.

Developing our campaign strategy

Local meetings - LAG:

Constitution:

- ➢ social workers
- ➢ stakeholders
- ➢ representatives

Action 1: Creation of DVD & Presentation in primary schools

Action 2: Organization of a Festival «The Celebration of

Action 3: Organization of a

Action 4: Dissemination of

Action 5:

Printed material:

Main messages:

Our children change

Other messages:

….My borders are the stars….

Roma people have a

Audience - Target group:

Children in

Our main goal/objective:

The reduction of

Our second goal/ objective:

In long term, the broader acceptance of Roma children can lead

I. The Local Campaign as a strategic plan		
Specific Goals	**Strategies**	**Expected Results**
Constitution of a Local Action Group, that can help us to realize our objectives (social workers, stakeholders and Roma)	Definition of actions in which each one can help according to his/her experience	Innovative strategies definition to tackle Roma discrimination. Creation of an action plan, that helps in the achievement of objectives
The reduction of discrimination against Roma children	**1. a) Creation of a DVD and TV-Spot,** with a children's story, which will be presented to students and teachers in primary schools. (Budget 9.840,00 euro). One copy of the dvd and Tv-spot are included, in this part. **b) Dissemination of the TV-Spot** with an anti-discrimination social message, that will be disseminated in 2 Local channels (Kriti Tv & Creta channel), in 2 Local Newspapers (Nea kriti & Patris) and in 2 Web Newspapers (Cretalive & Crete Plus). (Budget up to 5.000 euro).	**1 a & b.** The relationships between children in school and social life of Roma children will be improved. This action will help to sensitize children and give them the opportunity to become aware. We hope the effects of the results are long term, that they last beyond childhood during adult life, and that they have an impact in families through their children.

2. Organization of a Festival «The Celebration of Spring». We chose a season that everyone enjoys and is neutral in regards to the specific discrimination day etc. to symbolize togetherness, social solidarity and happiness. It took place on the 18th of May 2012 with great success and participation of the schools. Everybody enjoyed it. (Budget 8.487,00 euro).
It included:

➢ Actions and plays between children (theatrical game, drawing, dance, presentation of dvd etc.)

➢ Micro sound coverage (Music)

➢ Video recording (Editing, Montaz)

➢ Buffet for children

➢ Canvas of the Festival

One copy of the dvd of the Festival and a dvd with photos of the festival are included, in this part.

3. Printed material: Poster, Leaflets, T-Shirts with an anti-discrimination social message. The posters were used to inform people in Heraklion about the event of The Festival, leaflets were distributed with the main messages of the project and the upcoming events and T-shirts were distributed to all students, who participated in the festival. T-shirts will be distributed to the students in schools, when we disseminate the dvd in primary schools. Leaflets were also be distributed, during the social research. (Budget 4.550,39 euro).

One copy of a Poster, a Leaflet and a T-Shirt are included, in this part.

2 & 3. Roma and non-Roma children from primary schools participated in the festival. They collaborated between them, they played together, they danced etc. We distributed to them T-shirts with an anti-discrimination social message, which symbolize togetherness, social solidarity and happiness.

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	5. Presentation of DVD in primary schools to students. Discussion with the students and the schoolteachers. This action will take place in the next school year – in September of 2012.	
The reduction of discrimination against Roma in general	**Organization of a Social Research Event**, that took place in the centre of Heraklion, in August 2012. (Budget 3.936,00 euro). It included: The distribution of questionnaires and the distribution of leaflets. We are expecting the results of the research and the final report of the experts. The final report will be disseminated in several local media (newspapers, web pages, etc.) One copy of the questionnaire is included, in this part.	It was an informative event, that activated people, which involved the distribution of leaflets and the implementation of a social research regarding social behavior and knowledge on discrimination stereotypes. The leaflets included a short description of the project and the main anti-discrimination messages of our campaign. People were not eager to fill in the questionnaire, although we succeeded in persuading them to do so at the end and that is obvious from the high number of the filled questionnaires.

General Impact

The reduction of discrimination against Roma children. Our goal has been achieved, through the increase of sensitivity and awareness of children for Roma children and developing methodologies and collective activities, that aim at the harmonious coexistence of children. The socialization of children begins at pre-school age, therefore the participation of children in activities in the primary public school gave them the opportunity to become aware.

➢ In long term, the broader acceptance of Roma children can lead to the decrease of discrimination against Roma in general.

Results – Specific Impacts

The Local Action Group after several meetings decided to pursue innovative strategies to tackle Roma discrimination. An action plan, was created which helps in the reduction of discrimination against Roma children. At this moment, we are in the middle of the evolution of the campaign, and we can assure you, that the actions, which have been done, took place with great success and the stakeholders and local community have been activated positively.

Creation of a DVD and TV-Spot & dissemination of the dvd in primary schools.

We created a innovative DVD - children's story, in which Roma and non Roma children took part. It is based on friendship and specifically on the relationships between children in school.

This DVD was presented during the Festival "The celebration of spring" to the students from primary schools, who participated in the festival. They loved this story. After the presentation, they discussed the social messages of this story, with a children psychologist. This action helped very much to sensitize children and gave them the opportunity to become aware.

In October 2012, we organized an event, in which, we presented the dvd to the principles and the school teachers of primary schools. We distributed copies of dvd and they assumed responsibility to include this action in their school program. They were very positive and enthusiastic with this tool.

The second action of dissemination of the dvd was to send 100 copies to the executive of primary education Mrs Stefanatou and she provided all schools of Heraklion with our dvd. She assured us, that the presentation started and the dvd will be presented during this school year.

This action will sensitize children and help them to change their behaviour against Roma children in schools. As a result, the school and social life of Roma children will be improved.

We hope the effects of the results are long term, that they last beyond childhood during adult life, and that they have an impact in families through their children.

Festival «The celebration of spring»

This season symbolize togetherness, social solidarity and happiness.

Roma and non-Roma children from primary schools participated in the festival.

We distributed to them T-shirts with the main anti-discrimination social messages of the project:

Our children change the world…

We live together

We live harmoniously

They collaborated between them, in various activities:

a) Presentation of DVD and Discussion with a children psychologist

b) Table Games

c) Theatrical game (butterflies, bees, ladybugs)

d) Painting

e) Crafts

f) Dance (Cretan dance in a circle)

This action helped children to come closer, to collaborate, to play, to dance, to laugh together etc.

Social Research

It took place from 30/07/2012 until 5/08/2012 in the centre of Heraklion. It was an informative event, that activates people, which involves the distribution of leaflets and the implementation of a social research regarding social behavior and knowledge on discrimination stereotypes. The leaflets included a short description of the project and the main anti-discrimination messages of our campaign.

We are expecting the results of the research and the final report of the experts. The final report will be disseminated in several local media (newspapers, web pages, etc.)

About 1.000 people accepted to fill the questionnaire, although they were not eager to do it in the beginning.

Indicators

To monitor and validate our action plan quality and quantity indicators were used:

1. The number of schools, which will receive and use the DVD to children in public school classes (our indicator is 10 schools). 100 copies have actually distributed to schools.

2. Our indicator is 1.000 filled questionnaires and 1.004 have actually been completed.

3. Dissemination of message TV-SPOT (quality indicator is sensitization of society).

4. The celebration of Spring Festival (quality indicator: the sensitization of children and quantity indicator: our target was 5 schools to participate and 4 schools actually participated).

Recommendation and conclusions

The project was one more action of Heraklion Municipality, which contributed to the social integration of the local Roma community. For the future actions our recommendation are the following.

Regarding the projects for Roma in the future:

➢ Improvement of the programming procedures

➢ Better use of the established local, national and international cooperation

➢ Emphasis on the housing issues that remain the main obstacle for all efforts towards Roma social integration.

Regarding our local campaign, we have developed a campaign, which helps in the reduction of discrimination against Roma children. Our campaign is based on the dissemination of the dvd, that we created, in schools and in local media.

We are in the middle of the evolution of our campaign, and we can see, that the actions, that have been already completed, had great success. In the Festival, children really enjoyed it. They were very happy, they played, they danced etc. After the end of the event, we could see only happy faces. This event brought all children closer together, regardless of their colour or race.

The creation of the dvd was also a unique experience. The shooting of the film was taken in the camp and the actors were real Roma people and real students of primary schools. They were very cooperative and helpful and tried to do the best for our team (director, operater, e.t.c.). It is obvious, that this action was an innovative way to communicate, interact and work together like a team. Everybody enjoyed this action very much.

In August, the social research took place in the centre of Heraklion. Over 1.000 people filled in the questionnaires. We distributed also leaflets with the anti-discrimination messages of the project.

This research aimed to indicate the social trends and attitudes of Heraklion' non Roma residents for Roma people. The purpose and objectives of the research was achievd through a market research with the method of the survey (based on structured questionnaires) to non-Roma citizens of the Municipality of Heraklion.

In general, research shows that non-Roma citizens of the Municipality of Heraklion are still very cautious against local Roma people. They have difficulties to make relationships with them and blame them for the situation that already exists.

The general conclusions of the survey are summarized as follows:

- ➢ Non-Roma citizens in Heraklion have limited knowledge of the Roma culture.

- ➢ Main sources of information about Roma are the media and the social environment, while it is impressive that the family environment is a source of information only for a few non Roma people.

- ➢ Personal contacts between Roma and non-Roma Roma are rare and transient.

- ➢ The disposal of non-Roma people for relations with Roma are rather negative and cautious in case to become friends and professionally partners and wholly negative in the case of a closer relationship like marriage.

- The majority of citizens think that the local community has negative stereotypes towards Roma.

- Positive element is the opinion of the non-Roma to the negative attitude of society towards Roma, which satisfactorily consider it slightly or moderately justified.

- For non-Roma citizens, the main factors enhancing the prejudice towards Roma is the State, which has much responsibility for the current situation, but also the Roma themselves, who by their behaviour don't try enough to be part of the local society.

- Among the factors that could improve the harmonious coexistence with the Roma, non-Roma suggest to improve the education of Roma and non-Roma residents, and also the provision of better information for Roma.

- The non Roma citizens of Heraklion believe, that Roma children are victims of larger prejudice and face the discrimination and exclusion, but rather, that their parents do not give them the chance to integrate properly into society.

- The non-Roma citizens are confident that there is discrimination for Roma children in schools, but they appear cautious allowing their children to socialize with Roma children.

In these general results of the survey, there are differences, depending on sex, age and educational level of the participants. It is generally demonstrated that:

- Women express more their prejudice and they are more negative in making relationships with Roma. Moreover women compared to men believe deeply in the responsibility of the State and the Roma themselves.

- Older people are clearly more negative towards the Roma than younger children, who seem cautious to Roma, but they are not completely opposite in making relationships with them and improve climate and harmonious coexistence.

- People with medium and high / higher education level compared to people with unspecified educational level, look more positive towards the Roma people.

Accordance to the above results seems that, if the stakeholders want to improve and change the lives of Roma and helps them to integrate harmoniously into the wider society of Heraklion, they should consider the following points:

➢ There are negative perceptions of non-Roma for Roma over years, which are required to be faced systematically and with long term action plans.

➢ There is no sufficient information and knowledge about Roma and their culture. Media, Family and Education can help the non-Roma society to understand and respect the culture of Roma.

➢ Non-Roma people expect from the State and from Roma people to deal the situation and both try to change their attitude.

➢ There is sense of fear and insecurity towards the Roma, which can be faced by promoting examples of harmonious relations between Roma and non-Roma, as well as giving positive aspects of coexistence with the Roma (e.g. enhancing culture, harmonious economic cooperation, etc.).

➢ The survey results showed that the behaviour of non-Roma is much less biased against Roma children. The enhancement of young Roma education, the participation of Roma children in various activities with non Roma children and the development of a communication strategy (social plan), could have faster results in improvement of the relations and harmonious coexistence of the two groups.

➢ There are groups of non-Roma people who are more willing to listen and learn, like young people, and we should focus more on these groups to affect in the future.

At this moment, we have already provided to the Executive of schooling activities department of Primary Education in Crete, Mrs Stefanatou, with 100 copies of the dvd. She distributed to all schools of Heraklion this dvd and asked them to include it, in their class lessons and in their school projects. She assured us, that many primary schools have started the presentation of the dvd.

Another action we have done, was the organization of a meeting, in which the principles of primary schools of Heraklion took part. We presented the dvd and the main messages of the

program. We distributed to them over 40 copies of the film and we discussed with them the organization of other activities during the school year, in primary schools.

The next step is to provide all schools with this tool and disseminate the anti-discrimination social messages for the next school years.

Our recommendation is this effort, which we make by this project,

NOT TO STOP HERE,

after the end of this program.

BELFAST HEALTH AND SOCIAL CARE TRUST

Goal

To promote social inclusion and address issues of discrimination of the Roma community through partnership working to cultivate positive changes in outlook about Roma in Belfast

High Level Objectives

- To raise awareness of Roma language, culture and traditions and challenge perceptions and stereotyping of Roma in Belfast within the public, statutory, voluntary and community organisations working with Roma communities.

- To begin to build the capacity of staff in public, voluntary and community organisations to engage with the Roma community in Belfast

- To lay the foundation for economic stability and independence through the establishment of a social economy programme for Roma women.

- To promote the integration of Roma youth with local communities thorough single identity and intercultural programmes.

Context for Programme

Romanian Roma are probably one of the most vulnerable and deprived ethnic minority groups in Belfast. Their relatively new inward migration to Northern Ireland has presented statutory agencies with a number of significant challenges.

The Belfast LAG felt that the greatest challenges in working with and for the Roma community were the absence of any meaningful relationships with that community and the historic fear and mistrust that Roma have for statutory organisations.

Established models of building trust and relationships (that were successful in our own peace process) have been utilised by the LAG and they are beginning to pay dividends. We are at a developmental phase of this process and because of this the LAG believe that any media coverage of the I Am Roma programme (at this stage) could be detrimental to the overall objective of social inclusion.

The programme was developed following consultation with all the key stakeholders and is applying a community development approach to campaigning. The target audience incorporates:

- The Roma community: Building capacity, supporting emerging leadership, facilitating conflict resolution
- Host communities and voluntary and statutory organisations: Improving awareness, rights and responsibilities, challenging myths and stereotypes.
- Media and Politicians: Using background briefings to challenge negative reporting and political misconceptions.

The LAG is hopeful that if the social economy aspect of the programme is successful then the work can extend beyond December 2012

An evaluation framework is being developed by Trademark Belfast, a not for profit organisation which works towards social change.

Youth event	To facilitate single identity work using multimedia approaches culminating in a	DVD produced

| | joint event DVD showing. Followed by a 12 week good relations programme. | Improved relationships between Roma and local youth

Increased understanding of Roma culture amongst local youths

Development of multimedia skills amongst Roma youth |
| --- | --- | --- |
| Capacity Building | Inter-church event.

 2 x Orientation to Belfast for Roma.

 2 x Know your rights training for A2 nationals | Improved knowledge of rights and available services amongst Roma people who attend |
| Health & Well-being | 2 x basic health care for mothers

2 x basic first aid for mothers | Improved knowledge of basic health care and first aid amongst Roma women who attend

Improved relationships between Roma women who attend and local health professionals |
| Celebration of Roma Event | To publicly recognise the achievement of the I am Roma Belfast Inclusion Pilot | Increased awareness of project and issues facing Roma people amongst local population |

Capacity Building	Objectives/Outcomes	Commence	Finish	Outcomes
Capacity Building (Local Action Group)	2 x awareness raising sessions of Roma Culture 2 X basic language lessons 2 x Small worlds event to include Chinese and Polish community Publication of Guidelines on assisting people from A2 Countries	Jan 2012	December 2012	Increased awareness amongst a range of staff of the issues facing Roma people in Belfast Increased awareness of rights and access issues Increase capacity to engage with people from the Roma community
Associated publicity / advertising	Local media, newssheets and internet	Ongoing		Increased awareness of I am Roma project Increased awareness of

				issues facing Roma community in Belfast
External evaluation	To evaluate impact of interventions	Ongoing		Evaluation report produced

Support for Local Action Group	Objectives/Outcomes	Commence	Finish	Outcomes
	1 x Interagency study visit	June 2012		Increased knowledge of other projects that are effective in address issues facing the Roma community
	Facilitation of Action Group	Ongoing		Effective delivery of the I am Roma project

Programmes / campaign activities	Objectives / Outcomes	Outcomes	Monitoring and Evaluation Activities
Employment of Roma Liaison Officer	To facilitate the programme of work associated with the I am Roma project, including capacity building and campaign activities	The successful delivery of I am Roma project	- Monthly progress reports from the Liaison Officer will highlight key achievements and challenges - Detail events held / meetings attended and who liaised with

| Social Economy | To utilise creative arts, to develop a small scale social economy project, to enhance the economic independence of Roma women | Increased income for Roma women Improved relationships between Roma and local women | - Participants details recorded to monitor attendance levels
- Session records collate types of activities, outputs of sessions
- Semi-structured interviews with participants will be conducted at 3 stages of the project – pre project, mid way and end stages
- The interviews will ascertain their views on the project as well as specific outcomes such as increased income
- Improved relationships will be assessed by obtaining participants views on relationships as well as indicators of success, such as evidence of attendance at social activities / family events,
- evidence of improved understanding of the 'other' community will be sought at each stage e.g. on a scale of 1 to 10 how would you rate your understanding of Roma culture; impact of racism; history of northern Ireland conflict.
- Replication of NILT survey questions/ adaption. |

Programmes / campaign activities	Objectives / Outcomes	Outcomes	Monitoring and Evaluation Activities
Youth event	To facilitate single identity work using multimedia approaches culminating in a joint event DVD showing. Followed by a 12 week good relations programme.	DVD produced Improved relationships between Roma and local youth Increased understanding of Roma culture amongst local youths Development of multimedia skills amongst Roma youth	- Participants details recorded to monitor attendance levels - Session records collate types of activities, outputs of sessions - A graffiti wall will be used to gather participants views, this will be utilised at 3 stages of the project – pre project, mid way and end stages - The graffiti wall allows for a creative approach to engage with young people, it will gather their views on the project as well as specific outcomes such as Improved relationships and evidence of improved understanding of the 'other' community - Replication of Young Life and Times survey questions/ adaption.
Capacity Building	Inter-church event. 2 x Orientation to Belfast for Roma. 2 x Know your rights training for A2 nationals	Improved knowledge of rights and available services amongst Roma people who attend	- Participants details recorded to monitor attendance levels - Session records collate types of activities, outputs of sessions - informal consultation with participants at events - requests of support / advice from those at events

			stakeholders note increased requests – stakeholder survey

Programmes / campaign activities	Objectives / Outcomes	Outcomes	Monitoring and Evaluation Activities
Health & Well-being	2 x basic health care for mothers 2 x basic first aid for mothers	Improved knowledge of basic health care and first aid amongst Roma women who attend Improved relationships between Roma women who attend and local health professionals	- Participants details recorded to monitor attendance levels - Session records collate types of activities, outputs of sessions - Semi-structured interviews with participants will be conducted at 3 stages of the project – pre project, mid way and end stages - The interviews will ascertain their views on the project as well as specific outcomes such as Improved knowledge of basic health care and first aid amongst Roma women who attend - Improved relationships will be assessed by obtaining participants views on relationships as well as indicators of success, such as evidence of attendance at health clinics, accessing services, uptake of immunisation,
Celebration of Roma Event	To publicly recognise the achievement of the I am Roma Belfast Inclusion Pilot	Increased awareness of project and issues facing Roma people	- Semi structured interviews with local community leaders and stakeholder groups to assess level of awareness

		amongst local population	

Capacity Building	Objectives/Outcomes	Outcomes	Monitoring and Evaluation Activities
Capacity Building (Local Action Group)	2 x awareness raising sessions of Roma Culture 2 X basic language lessons 2 x Small worlds event to include Chinese and Polish community Publication of Guidelines on assisting people from A2 Countries	Increased awareness amongst a range of staff of the issues facing Roma people in Belfast Increased awareness of rights and access issues Increase capacity to engage with people from the Roma community	- Participants details recorded to monitor attendance levels - Session records collate types of activities, outputs of sessions - Anonymous online survey (via survey monkey.com) of statutory and voluntary organisations working with Roma to asses awareness of issues facing Roma people in Belfast; awareness of rights and access issues; Increase capacity to engage with people from the Roma community - Assess if Roma community believe organisations respond to their needs better – semi structured interviews

Capacity Building	Objectives/Outcomes	Outcomes	Monitoring and Evaluation Activities
Associated publicity / advertising	Local media, newssheets and internet	Increased awareness of I am Roma project Increased awareness of issues facing Roma community in Belfast	- Assessment of media coverage – television, print and internet, content analysis of articles to assess increased awareness of I am Roma project - content analysis of articles to assess Increased awareness of issues facing Roma community in Belfast - conducted monthly by BHSCT Community Development Unit
External evaluation	To evaluate impact of interventions	Evaluation report produced	- Report successfully delivered, on time and meeting requirements

Support for Local Action Group	Objectives/Outcomes	Outcomes	Monitoring and Evaluation Activities
	1 x Interagency study visit	Increased knowledge of other projects that are effective in address issues facing the Roma community	- Participants details recorded to monitor attendance levels - Session records collate types of activities, outputs of sessions - Semi structured interviews
	Facilitation of Action Group	Effective delivery of the I am Roma project	- Targets met on schedule

CONCLUSIONS AND RECOMMENDATIONS

In reviewing the campaign a number of key issues were highlighted. These are issues which the research team believe should be considered by any future proposals for the development of the programme. The programme:

1. Should continue to focus its efforts on policy level interventions.

2. Should continue develop an engagement strategy at departmental, national and international levels.

3. Should continue its strategic support of and partnership working with advocate NGO's and the public sector

4. Should focus on a mainstreaming strategy to ensure the continuation of the awareness training in appropriate institutions.

5. Should continue to actively promote the strategic and operational significance of interagency working

6. Should seek to engage in local economic development through promoting social economy projects as a means of maximising the potential of additional skills for the local economy.

EUROPSKA ROMSKA PRACOVNA AGENTURA – ERPA

Within our local activities we have decided to focus on Roma and non-Roma children age 11 – 15 years. We believe that in the age of 11 – 15 years, children still form their opinions on social issues. Non-Roma children can be negatively affected by attitude that their relatives have towards Roma. On the other hand, due to change of lifestyle, Roma children do not possess information about Roma history, which was passed on in families. Due to this, they are more out rooted, their identity and roots of being proud of their minority are vanishing. On the other hand, children in age 11 – 15 years are old enough to discuss about the problematic and to be aware of their behaviour and its consequences. By presenting Roma problematic from more points of view, we want to give them the chance to form their own opinion and to find out that racism and social prejudices is not the right way of behaviour. The other part of project activities focuses on experts on Roma problematic in Bratislava – local Roma coordinators. Even if they have great knowledge in this field, we have found out that they miss the newest information about Roma issues. They are too concentrated on the districts where they work and are now aware of what is done on the national/European level. Also we would like to support better cooperation with the Bratislava Municipality and help them to implement some mutual projects in Bratislava.

Specific Goal 1
Constitution of Local Action Group
Strategies

To create LAG that involves strategic people for implementation of local activities.
Results
Group consisting of 10 members from different fields of occupation (media specialist, public sphere representatives, NGO representatives etc.) who could come up with innovative ideas for our campaign and local strategy. Mutual cooperation of this group will lead to definition of new approaches to Roma problematic.

Specific Goal 2
Change prejudices against Roma minority among children
Strategies
Preparation of 3 interactive days for children (11 -15 years old) where they will be taught about Roma history and culture, about people´s differences and tolerance. The goal is to challenge bad stereotypes about Roma minority that they have learned from their families and friends and to make them consider their Roma classmates being the same as they are.
Results
3 interactive whole-day activities for children organized in the House of National Minorities premises. Each activity is organized for 30 children (we will send invitations to schools where there is a lot of Roma children attending classes together with non-Roma). - 1st activity – 14th March 2012 – the topic is mutual understanding and security in social relations. We have created a program together with experts on social issues, police and representatives of the Ministry of the Interior of the Slovak Republic. There were 48 participants at the 1st campaign day**.**

- 2nd activity - 17th May 2012 – the topic is Roma history and cultural differences. The program will be built on discussion, presentations of typical clothes and music and interactive games. We will present movies on Roma issues, a member of the movie-making team who will discuss the film with children. There were 52 participants at the 2nd campaign day.

- 3rd activity - 19th June 2012 – during the last activity for children we will open the exhibition of pictures which the children drew for the art contest. The discussion, which will be led by Roma facilitators and children will discuss the pictures, ideas which motivated to draw them. The goal of the campaign, challenging bad stereotypes about Roma minority will be reinforced. Part of the campaign day will be to award the winners of the contest. There were 55 participants at the 3rd campaign day.

Specific Goal 3
Education of experts on Roma problematic in the Slovak Republic
Strategies
Aim of this activity is to support experts on Roma problematic in their activities, to broaden their knowledge and provide them with the newest information concerning Roma issues.
Expected Results
Six capacity building programmes for 20 experts on Roma problematic.
We will organize 6 one-day Capacity Building Programmes on different topics about Roma issues. There will be experts hired to present the newest information about social aspects of the problematic, news in Slovak and European legislation, new trends and approaches of NGOs etc.
By organizing these events we want to give experts an opportunity to grow in their jobs and to provide them with useful information they would need while dealing with Roma issues. During

CBPs, there will be presented outcomes from transnational workshops in Sintra, Portugal and in Timisoara, Romania.

Among participants there will be pro-Roma NGO´s employees, social workers, representatives of local municipalities, policy makers and Roma citizens. They will be able to discuss about Roma problematic and to share experience from different fields of Roma related activities.

There were in total 106 participants at Capacity Building 1 . - 5.

These activities will take place on 16th February 2012, 22nd March 2012, 19th April 2012, 31th May 2011 and 28th June 2012.

Specific Goal 4
Promoting I am Roma: Changing Mindsets project and it´s local activities in the Slovak Republic
Strategies
To promote every activity that is done within I am Roma project and to stress out the problematic of racial prejudices and xenophobia in the Slovak Republic
Expected Results
There is promotion of the project during every local activity. There were press releases produced for each event. We will publish an article in local news about every activity for children, also there will be announcements in Roma radio broadcast about I am Roma project. For opening of the exhibition a little press conference will be take place.

At every material/document connected with the project, there is logo of Iam Roma: Changing Mindsets project and logo of the European Union .

Until beginning of December 2012, there were 6 press releases produced. There appeared 4 articles in local newspaper. There were radio reportages in the Slovak Radio.

There were activities attached to main project campaign activities:

3) Art contest for children – children will draw pictures or create their own small masterpieces on two topics: "What do I know from Roma history" and "How does my classmate´s family live". The contest will last till the end of May and the ceremony for winners will take place in the House of National Minorities on 19th June 2012. After the ceremony, the will be 14 day´s exhibition of all children´s work in the House of National Minorities.

4) Exhibition of Roma history and culture – 14 days exhibition organized by the Museum of Roma Culture taking place in House of National Minorities premises. This exhibition will take place in April (1st to 14th April 2012) for celebrating International Roma Day (8th April), also in this time there will be the second activity for children organized in the same building so children can visit the exhibition too. It will be an exhibition of pictures from collection called Beautiful times and will present Romani history. There will be two educational posters about Roma during genocide in the Second World War and some traditional Romani costumes too. All schools in Bratislava were invited to visit this exhibition, however it is opened to all public and the entrance is free.

Key issues of EPPA´s Local Action Plan:

<u>What is the problem that the LAG wishes to tackle in relation to the sub-theme?</u>
-As stated above, when it comes to relations among children at schools, the biggest problem is growing racism. Many children are influenced by their parents opinion or by media. We would like to help them to form their own opinion based or the fact that all people are equal.

<u>What action have you identified to improve/create new solutions?</u>

We have decided to present Roma as a part of population that has been living with us for ages and that shares the same history. Thanks to our educational days and to exhibition we preset Roma minority to children is other way than it is presented by media. For every activity we try to invite children from schools where there is a high number of Roma pupils and where possible tension between Roma and non – Roma can occur.

<u>What help do you need from attached experts and the other participants of the project?</u>

We definitely need experts to help us with implementation of project activities. We have secured these experts via Presence.

<u>What will have happened after we have completed all of your activities, especially in relation to our core target audience of 11-15 year olds. What will have changed?</u>

We do hope that we will manage to help children to create their own opinion on Roma minority, which does not bear prejudices. If relations among classmates in Bratislava schools improve (given the feedback from their teachers), we consider it as a big success. The exhibition about Roma history is open to public.

Impact

The goal of the I am Roma campaign at primary schools in Bratislava was to raise awareness about Roma history, culture and current life of Roma.

The campaign was positively evaluated due to several reasons.Firstly, the campaign was educative and pupils widened their knowledge about Roma history, security a current life of Roma. These activities help Roma pupils to increase their self-confidence, which is still too much low. Big success was the topic security in streets - all interviewees agreed about its utility. Teachers suggested that the topic could be extended in future.

Secondly, the active participation of children in campaign was positively evaluated. The children were asked questions, they have participated actively in discussions, telling stories and experiences, they could ask, they helped by exemplary demonstrations or they drew pictures. Children could create themselves their own more positive opinion about the Roma

minority that is based on their findings. Thanks to this approach, children knew that they are respected as equals and their opinion was respected.

I am Roma campaign discussions were moderated by Roma, who are successful in their professional life. Moreover, other successful Roma from other professions were introduced to children. All experts agreed by the evaluation of the I am Roma project that introduction of positive models to children, is crucial. Especially boys need more male models. For Roma children they are a strong motivation factor to learn. Different occupations show children that they can choose other than manual occupations, should they wish so. Teachers from one primary school proposed that more personalities should be presented to children who are from a more variable spectrum of occupations and the occupations are more attractive to children (e.g. sportsmen, fashion designer, policemen).

On the other hand, these personalities showed to children from majority society, that there are successful Roma, too. A negative stereotype, which is often presented in the media, was dismantled, that all Roma are unemployed or they are working on low-skilled positions.

Schools, which were involved in the project, have Roma and non-Roma pupils According to experts it was very important that children from both nationalities participated. Teachers expressed opinion at one primary school that there should be a higher proportion of children from majority society.

Part of the I am Roma campaign was an art contest for children, who participated at discussions. Evaluation interviews showed that the competition was an important part of the campaign activities. Thanks to the contest, children have strengthened and repeated new knowledge and experiences from the I am Roma campaign. When the pictures were drawn, children had to remember, what they heard during the campaign, and to think about it. Roma children asked for more information mainly at home from their parents and grandparents. Children discussed the pictures among themselves and with teachers, too. Non-Roma children searched for additional information internet.

Teachers and experts were amazed by creativity and ideas of children. Mostly historical themes were on the pictures, handcrafts, arts and nomadic way of life. The history was often romanticized. A more detailed analysis of pictures showed that unconsciously captured

hierarchy in families in Roma family. While drawing pictures, children were discussing them, information and feelings were shared and prejudices were dismantled. Children viewed the competition pictures carefully, they asked additional questions and authors of pictures answered them gladly what they drew and what inspired them.

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MUNICIPALITY OF SINTRA

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Regarding the action plan preparation, several meetings were promoted with local entities. On May the 20th a project presentation workshop was held with several technicians from Mira Sintra parish local intervention. Through the utilization of participative methodologies this process has as an objective insure the best possible alignment of technics analysis of those who act and know the territory.

The workshop alignment was essentially the following:

- Preparation: Previous preparation (crossings with diagnostics, existing studies and ongoing projects), with Sintra city hall, Mira Sintra parish and local associations.

- Workshop objectives: Program information, objectives and actions; synthesis diagnostics; identification of problems and opportunities; identification of ideas for projects with prospects of development next to Roma community; and identification of Roma individuals with leadership profile.

During the workshop it was requested the filing of individual forms that had has an objective the identification, having in consideration the self-perception of Roma and social stigma, of the main problems, the existing stigmas, a executable solution by the technician/organization, a executable solution by the project I Am Roma, the main results expected and those one would not wish to happen at the end of the project.

Problem definition

Surrounding all problems there is a common cause that conditions the integration of the Roma community – The stigma.

The stigma can be defined has "a deeply profound depreciative attribute, a social categorization that disqualifies people or groups, inhibiting socialization in its full"

Having in consideration what was previously described, project I am Roma comes has a local intervention strategy that pretends to sensitize and change the negative perception of Roma

community, through a campaign of innovative and effective communication and the development of a transferable, sustainable, effective participatory methodology.

Target Public

Has object of intervention two groups are defined: women and children. Women because, according to Roma community, the only patrimony that they have is the culture that they pass on, and women are the reserve of that culture. It is up to women the education of the young, where they learn from early and in an informal and continuous atmosphere, the basic mechanisms of socialization on their specific economical activities, of survival and also an attitude of resilience in a society that they feel has hostile. At the same time the isolation of women from, formal and informal knowledge of non-Roma community, school early dropout, difficulty at attending professional training or the access to work market, turn women into the most vulnerable element inside and outside this community.

The children, because they are the ones that will give continuity to family traditions, and because the development of prejudice and stigma starts in infancy and can only be changed through a precocious intervention.

Roma women and children not only have a main role in maintaining the customs and traditions, but also they intrinsically represent important agents of change. This group and the socioeconomic situation of Mira Sintra Roma community, has previously presented is representative of the national situation.

Therefore in consonance with what was defined on national and local/municipal strategy, the defined strategy is based on the development of a campaign of communication that fights stigmas and prejudice amongst Roma community, starting from a network of partnerships and audition of all local players and the appreciation of Roma culture.

Goals

1. Create know-how skills and empower local actors involved in tackling Roma discrimination, with particular focus on children. Develop methodologies to communicational supports that defy Roma stereotypes and highlight good practices by means of a European exchange program.

2. Enhance the European collective conscience about the mandatory that Roma children access education and that of Roma in general in economic and political life, as well as the violence they're targeted in European space.

Specific Goals

1. Constitution of a Local Action Group that can involve all intervenient (social workers, stakeholders and Roma).

2. Creation of a communication campaign effective in tackling Roma stigma near children.

3. Creation of a communication campaign effective in tackling Roma stigma near women in general and enhancing the economical chances of Roma women.

Has for the first action flag, the methodology goes throw a phase of identification of Roma women needs and interests of those that have pointed out swing has their greatest interest. The creation of a sewing atelier at Mira Sintra and the development of sewing training, adapted to the characteristics of the group. This training and skills process has the collaboration of a trainer and a fashion designer and has the duration of 8 months. On par with this process, fashion prototypes have been developed, with the group, inspired in Roma culture, resulting in a fashion collection that will be presented to the community.

In the second action flag, the methodology goes through the identification of stigmas within the Roma community, this survey took place next to women, children and men, Roma and non Roma. A storyboard was developed, in conjunction with the several groups of the community, and defined the characters characteristics. The script was validated by a group of Roma and non Roma children during a school activity. During this process a group of young Roma musicians was involved, that played and developed a theme with a composer, and are presently having classes with a musician, with the objective of collaborating in the development of the sound track for the cartoons. This action has the support of a illustrator that is producing the characters and movie animation.

Action Flag I – Fashion

The strategy for intervention and communication was developed at three levels: local, through training and capacitation of a group of roma women; local and municipal, through the creation of a fashion collection and display; and last, national, with the release of the results and products developed within the project.

Training and capacitation

The methodology used consisted in the identification of the needs and interests of a group of roma women, which revealed sewing has the activities of their greatest interest.

Molded to the measures of this group of roma women, this project intended to contribute in the creation of an alternative to their current professional situation, through learning professional skills and, simultaneously, to value, before themselves and the community their own skills and c Sewing training took place from October the 20th 2001, to July the 31st 2012, with a two or three day per weak class schedule. Time schedules and training classes durations were defined with the trainees in order to accommodate training activities with family life.

The training program comprised a total of 258 hours, and it was structured in accordance with the national qualifications board training referential. The program included the following subjects:

• Introduction to sewing

• Exercise with thread

• Introduction to clothing production

• Introduction to model creation

• Introduction to cut

• Skirt model creation

• Skirt and dress cutting

• Preparation, assembly and skirts finishing

• Creation of dress models

• Preparation, assembly and dress finishing

• Creation of models for fashion shows competences.

Training was mainly practical and took in consideration the level of knowledge of the trainees in this field of expertise, as well has their low school qualifications. Focus was paid in the creation of works of small dimension that presented immediate results, due to the trainee's low ability to resist frustration. Focus was also given to embroidery works, which

involved manual work, and in this way helped in the initial difficulties in the adaptation to sewing machines.

Story creation

The process of creation was mainly centered in the participation of the young, from roma and non roma communities, but also, several meetings took place with roma men and women therefore involving all community.

Playful methodologies were used in the activities for the development of the various aspects of the construction of the story, from the context where the story is set, the main problem, the characters (physical characteristics and personalities) and scenery elements.

Activities were performed with two groups of roma children, with ages varying from 6 to 14 years old, with the elaboration of the initial script and the definitions of the characters characteristics.

It was a complex process that allowed for the identification of some of the cultural issues and the stigmas that we consider important to mention:

Although being quit imaginative, the stories end up being related to day to day events (anniversaries, school and neighborhood) and there wasn't any defined historical references

specific to roma culture. It was also mentioned by the group, the fact that they have never heard any traditional stories.

Both group speeches were market by violence, struggles and land or "brides" disputes, however, the elders tried to integrate in the story, Portugal´s historic references,

Has for the friends of the hero, in the first group, friends would only be roma children, has for the second group, it was spontaneously mentioned that not only roma children would be friends.

Regarding differentiator aspects of non roma community, for the first group, it was only manner of speaking, the music and dancing. The second group mentioned other issues, however, they have considered that the others, the "the non roma", considered roma has been liars and thieves.

Impact

The collection was presented at the Mira Sintra annual festivities, on the 6th of October 2012, and was received with great receptivity by roma and non roma communities.

For the organization of the event, a partnership was established with the local marketers, that demonstrated some initial resistance in collaborating in an initiative with the roma community, however, that situation was overcome when marketers show the collection and the results of the work made by roma women, which was over their expectations.

This initial situation reflected the reality lived by this community and all the issues regarding the stigmas that are associated to roma community, but from one side, demonstrated that the strategy defined by the project, works, and that namely through work appreciation by this community, their culture and a communication campaign, stigmas can be overcome.

This image clearly demonstrates this fact, the initial resistance was overcome, and the marketers that initially didn't want to participate with the roma community, eventually posted in their shops the news regarding the show. Also, non roma girls participated in the fashion show has well as two roma musicians who played throughout the display. The Mira Sintra roma community was present and participated actively. At the end of the show, trainees went up to the stage where training certificates were presented by the Mayer of housing, health and social action department.

The release of the projects communication campaign, at a national level was presented in the show "Us" dedicated to roma community, which passed on national TV channel RTP2 on the 14th October 2012. The report can be seen through the following link: http://youtu.be/xVwfpVUohpM

It was also made a report by the TABU magazine which is a weekly magazine of the Sol national journal (annex 3).

Several flyers and a roll up´s were made for the project´s divulgation, and they are circulating through several local and national institutions.

Action flag 2 – Tune Movie

The product developed was an animation movie with the duration of 3 minutes and destined, simultaneously, to TV release and, socio-educative intervention in school and community environment. It was developed through the participative process with Mira Sintra roma community and two versions were produced, one in Portuguese, and the other in English destined to be released in the European Union.

Apart from the movie, a small publication was also made and it presents the methodology developed together with a set of pedagogical and technical activities to support the in the movie and theme understanding.

The activities are divided into two groups: exploration and exploitation of the film's theme (culture, diversity, identity, interculturality, stigma,). The activities propose are suggestions that can be adapted to different contexts and publics.

This pedagogical kit was thought for young children and general public, but mainly, to teachers of the first and second cycle of basic schooling and other technicians, that intend to develop activities regarding the promotion of inter-cultural and cultural diversity has well has and to fight stigma next to roma community and other ethnic minorities.

This action was released through the same means of communication has that of action flag – fashion, national TV channel and weekly magazine, with the TV report being available in the following link:

http://youtu.be/K57i1IZPJWo

It is foreseen the realization of awareness meetings next to educational and intervention community professionals.

Challenges and final considerations

Roma are victims of racism, discrimination and social exclusion, live in deep poverty lacking access to healthcare and decent housing. Many Roma women and children are victims of violence and exploitation. Many Roma children are on the streets instead of going to school. Lacking education levels and discrimination in labor markets have led to high unemployment and inactivity rates or, low quality, low skill and low paid jobs for Roma. This is the black picture of the situation of roma in Portugal and Europe, and it is still far away from being overcome.

A better integration of Roma is therefore both a moral and an economic imperative, which moreover will require a change of mindsets of the majority of the people as well as of members of the Roma communities.

Mind change is a slow process that should go from a local to a national approach. This was one of the main challenges faced in the process, not only the time to make it happen but also the time for that change to take roots.

However, we have considered that the main objectives defined were achieved. There was a strong participation of the Roma community, that although it is accused of not participating and exclude yourself, if exposed in this project and felt that his image was enhanced. This

project came also demonstrate that the community is receptive to social intervention, even in some less conservative areas, as was the construction of a tone movie.

We believe that the products created, mainly at the level of stigma fight and promotion of intercultural education, will be an important resource for local institutions, and will serve as a reference on the reflection on the roma community situation.

The methodology used proved itself effective in the involvement and participation of roma and non roma population, that being one of the most innovative factors of the project.

Any project aimed at the inclusion of Roma should be implemented with the participation of the communities themselves in the development, implementation and evaluation. In this sense, the results are products created of the participatory process.

PART FIVE: APPENDICES

APPENDIX ONE: THE LOCAL ACTION GROUPS

One of the key actions at a local level was the establishment of a Local Action Group (LAG). Partners tried to ensure that there were three types of participants in the LAGs:

- those who are well "connected". That is those who have extensive contacts(professional and social). These are people who are connected into different niches and sub-cultures. They have high social capital and constitute a sort of social glue. These will be "activists" in the field.

- Those who have "knowledge", who are sources for data. These will be researchers, policy makers etc.

- Those who are salespersons-that is people who have the skills to persuade and spread the message. these will be people in the media, artists, etc.

Local Action Group: Romani CRISS

Mariana Sandu is a Sociology PhD, graduate of the Interdiscplinary Master Degree courses at "Ecole Doctorale Francophone" – AUF (Agence Universitaire Francophone) and of the History- Georgraphy University. Starting with 2001 she activated as a teacher, counsellor for public information and mainly as a program assistant or coordinator in the field of improving the access to education of Roma children and youth.

Helle Jacobsen holds a Master degree in Culture and Communications. She has been working
for Amnesty for almost 6 years, with Activism, strategic campaigning and lobby. Her expertise includes mainly the anti-discrimination area: LGBT Rights, minority rights - Roma and muslims, as well as on the War against terror.

Arlan Fuller is the Director of Policy and Programs at the FXB Center for Health and Human
Rights and has a Research Associate appointment at the Harvard School of Public Health. He has expertise in international policy, human rights, US government affairs, and legislative strategy. Prior to his current appointment, Mr. Fuller served as a public affairs consultant to the Citizens Trade Campaign, where he advised grassroots labor and trade organizations on strategy for legislative campaigns on trade policy, including the Chile and Singapore Free Trade Agreements.
He has also been a consultant to the Formosan Association for Public Relations, a Taiwanese-
American organization, where he worked with the Taiwanese government in coordinating their legislative efforts in the US Congress. Mr. Fuller was the Legislative Assistant for international relations and trade policy to Congressman Sherrod Brown, a senior member of the House International Relations Committee. In this role, he was responsible for the Congressman‟s policy campaign to increase USAID and State Department funding for global health efforts, as well as organizing a legislative strategy with the House Democratic Caucus on trade policy issues. Mr. Fuller also worked for Senator Edward Kennedy, serving on the Senator‟s Health, Education, Labor and Pensions Committee staff, and

focused on National Institutes of Health grants. Mr. Fuller received his BA in economics from the College of the Holy Cross. He holds a master"s degree in peace and conflict studies from the University of Ulster, Northern Ireland, and a JD from Boston College Law School.

Sarah Dougherty is a research associate supporting the FXB Center. She is on the legal staff at the Institute of Justice and Democracy in Haiti, and is a legal analyst for Partners In Health/Institute for Justice and Democracy in Haiti"s prison health advocacy initiative. Dougherty holds a J.D. from Northeastern University School of Law and a Master"s in Public

Health from Tufts University School of Medicine.

Laura Grunbergis a Sociology PhD, writer, professor and active in the feminist movement in

Romania, being for several years the president of AnA – Society for Feminist Analysis. She

published in the area of gender sociology, organizational sociology, the research interested being connected to topics such as: gender and education, gender and mass media, gender and culture, multiple discrimination and others. Currently, she is an associate professor in Bucharest University, Sociology and Social Assistance and Political Science – within the National School

for Public and Administrative Science, as well as program coordinator within UNESCO-CEPES.

Daniel Barbu (born May 21, 1957) is a Romanian political scientist, publisher, essayist, journalist, and professor at the University of Bucharest's Faculty of Political Science. The head of the Research Institute at the University of Bucharest, and former dean of the Faculty, he was also director of RealitateaRomânească, a daily newspaper, in 1991-1992. He is the author as of June 2007 of eight books and many more articles on political science, and a contributor to the magazine SferaPoliticii.

LilianaPopescuis a university lecturer within the National School for Public and Administrative Science. He holds a PhD degree in the field of political theory (Manchester University, Governing Department, 1996).

Istvan Hallergraduated Geology in Cluj University in 1987 as well as Law in 2010. He worked as a geologist (1987-1990), journalist (1990-1993) and human rights activist (1993-2007). Since 2007 he is a member in the Steering Board of the National Council for Combating Discrimination. As a journalist, he researched the collective violence against Roma communities, continuing the investigation activity for Pro Europe League, sending the first cause from Romania to the European Court for Human Rights, for which the court has emphasized the racial discrimination (Moldovan and others against Romania). Mr. Haller is the author of numerous studies in the field of discrimination.

Delia Niţăis the Anti-discrimination program manager in the Centre for Juridical Resources in
Bucharest. She is conducting initiatives, advocacy and training projects, elaborates reports for
EU bodies and represents the position of the Centre for Juridical Resources on issues regarding discrimination in Romania. Mrs.Niţă holds a Master Degree in human rights from the Manchester University, UK.

Cristi Mihalache is Project Manager of the Roma Education Fund Romania Foundation. He
graduated the National School of Political and Administrative Studies in Bucharest, Romania
with a BA in Public Administration, and holds an MA degree in Human Rights from the Central European University, Budapest, Hungary. Currently he is a PhD candidate with Faculty of Political Science of the University of Bucharest. Mr. Mihalache has been involved in activities related to public relations, international advocacy, grant administration, capacity-building and training with organisations such as Romani CRISS, European Roma Rights Centre, and Open Society Institute. Also, Mr. Mihalache has been involved in the programming process related to social inclusion actively contributing to the

elaboration of the Joint Inclusion Memorandum and the National Development Plan 2007-2013 in Romania. He acted as a consultant for the Management Authority for the Sectorial Operational Programme Human Resource Development (MA SOPHRD), the institution managing the European Social Fund in Romania, as well as for other Technical Assistance projects on issues related to social inclusion of Roma and other vulnerable groups. Beginning 2007, Mr. Mihalache has acted as a consultant on EU structural funding for the Roma Education Fund.

Mr. Ladislav Goral - He is working for Prague Municipality - Department of Minorities and for the House of National Minorities. Besides he has many activities concerning Roma such as teaching about Roma culture at Charles University and Roma theatre (performances in the National theatre in Prague). He is a founder of Roma NGO called RomPraha – an organisation that monitors activities of all Roma NGOs in Prague. He has long-term experience with working in the field of Roma related problematic in the Czech Republic as same as on the international level.

His main task in the project will be to organise interactive days for children in House of National Minorities. He will be the lead coordinator of all people involved and is responsible for the content of these activities.

Mrs. Bozena Filova - Since 2000 she works as Roma coordinator for the Municipality of Prague, she coordinates Roma advisers from all Prague departments (1-22) and deals with all life aspects of Roma minority in Prague – education, re-qualification, job search, work with Roma children, free – time activities, social work in excluded Roma communities, Roma integration, cooperation with NGOs in Prague, projects evaluation, concept of Roma integration. The reason why we chose Mrs. Filova for cooperation is that she is a link to public sphere that deals with Roma minority. As an expert on Roma problematic, she always knows the newest legislation, knows which projects concerning Roma are running in Prague and actively cooperates with various NGOs and social workers. Among other activities within the project, she provides us with contacts for experts on Roma issues.

Mrs. Tatana Bartova – Pavelkova - She has been working for the Museum of Roma Culture since 2011 as the director of the Department of Expositions. She deals with practical and administrative work with collections – arts, audio, pictures, videos, written material etc. and is responsible for textile materials, crafts and employment.

In the project, her main task will be coordination of realisation of the exhibition organised in April. She is also an intermediary of contacts to Roma artists who cooperate with the Museum and who will be invited to participate on interactive days for children.

Mrs. Lenka Kopcakova – Since 1996 she has been chairman of Roma NGO called Velka Ohrada that ended its activities in 2011. Nowadays she is working free lance on several projects of Roma NGOs in Prague and cooperates with experts from the House of National Minorities. Mrs.Kopcakova has a long-term experience in the field of Roma education and employment, free-time activities, criminality prevention.

Mrs. Jana Cardova – She has worked as project coordinator in several Roma NGOs. Last year she was directly involved in a project aiming to requalification of Roma minority (Support of Roma in education and employment) and this experience she has opened her own business.

She has experience with direct contact with Roma minority and with project coordination – in our project she will help with campaign organisation and will be responsible for communication with schools after the project is finished..

Mrs. Jana Hajna – She has studied sociology at the Charles University of Prague, after finishing her studies she started working with minorities. Nowadays she is an employee of the Municipality of Prague, working in the Department of prevention as a specialist on national minorities.

Mrs.Helena Cerna – She deals with projects concerning Roma education and employment in Prague. In 2011 she cooperated with NGO Slovo 21 on realisation of a project called Support of Roma employment. She has been working as a specialist on national minorities in the Municipality of Prague.

In our project she is a coordinator of Capacity building participants and cooperates on organisation of local project activities. She is a great contribution to the project as she has many experience with working with private sector and NGOs as same as with public sector.

Mr. Michal Kryl – Mr. Kryl works for NGO New School that supports education of minorities in the Czech Republic and many of their clients are of Roma origin. Mr..Kryl will cooperate on our campaign as he has many experience with working with pupil of Prague primary schools and he will help with direct coordination of interactive days for children.

Mrs. Iveta Demeterová - she works as s head of Romani broadcast " O Roma vacaren" in the Czech Radio – a national wide public radio. Thanks to this broadcast she can monitor what is actually done in the Roma problematic and always has current news.

We wanted to cooperate with Mrs. Demeterova and make her a media specialist of our LAG. In the Czech Radio´s broadcast she presents every activity done within I am Roma project in the Czech Republic and helps us with sufficient promotion of the project. Also, as a Roma women she is a great example of successful Roma person.

Involvement of Roma minority in our LAG:

Mrs. Demeterova, Mrs. Cerna, Mr. Goral, Mrs. Filova, Mrs. Kopcakova and Mrs. Cardova are representatives of Roma minority.

member 1

Dobrich Municipality

	Name: Anife Rahim Hasan - health mediator
	Organisation: National Health Mediator Network
	www.zdravenmediator.net
	The idea is health mediator to be a bridge between roma community and social services.
Description of activities	Main objectives of National Health Mediator Network :
	✓ To overcome cultural barriers in communication between roma communities and medical local staff
	✓ To overcome existing discrimination in roma medical treatment
	✓ To optimize prevention programs among roma population
	✓ Health education of roma and active social work with vulnerable roma groups in the community
	Activities of National Health Mediator Network :
	o Supporting and facilitating access to health services of all people in unequal position
	o Improving quality of health services

- Increasing health culture of ethnic minorities in unequal position

- Development and strengthening European practices and approaches to facilitate access to health services of the groups in unequal position

- Increasing capacity and skills and know-how exchange of health mediators

- Health mediators participate in the national and local projects"

- "Health promotion and optimization of prevention programs of maturity and child healthcare"

- Prevention of cancer, hearth, inherited diseases and tuberculosis

- "Screening and informative program for breast cancer prevention"

- "Lobbing and work with media"; "Integroma"

Activities as health mediator:

Work at place

Organizing informative campaigns

Increasing roma health culture – workshops in different health themes

Vaccine prevention – looking for children with misses obligatory vaccines in their immunization agenda or needed vaccine

Consultancy

Prevention is the best treatment – carry out campaign people to go for prevention visits

Familiarization of young mothers with proper baby feeding

Hygiene is important factor for healthy life – importance of Hygiene in different diseases for ex. Hepatitis A

Familiarization of roma community with their human rights and duties

Inform roma people for importance of education for their better development and integration

Introduction of sexual diseases and methods for safe sex

member 2

Dobrich Municipality

	Name: Nurdzhihan Syuleyman **Organisation:** National Health Mediator Network **www.zdravenmediator.net**
Description of activities	The idea is health mediator to be a bridge between roma community and social services. Main objectives of National Health Mediator Network : ✓ To overcome cultural barriers in communication between roma communities and medical local staff ✓ To overcome existing discrimination in roma medical treatment ✓ To optimize prevention programs among roma population ✓ Health education of roma and active social work with vulnerable roma groups in the community

Activities of National Health Mediator Network   :

- o Supporting and facilitating access to health services of all people in unequal position

- o Improving quality of health services

- o Increasing health culture of ethnic minorities in unequal position

- o Development and strengthening European practices and approaches to facilitate access to health services of the groups in unequal position

- o Increasing capacity and skills and know-how exchange of health mediators

- o Health mediators participate in the national and local projects"

- o "Health promotion and optimization of prevention programs of maturity and child healthcare"

- o Prevention of cancer, hearth, inherited diseases and tuberculosis

- o "Screening and informative program for breast cancer prevention"

- o "Lobbing and work with media"; "Integroma"

Activities as health mediator:

Work at place

Organizing informative campaigns

Increasing roma health culture – workshops in different health themes

Vaccine prevention – looking for children with misses obligatory vaccines in their immunization agenda or needed vaccine

Consultancy

Prevention is the best treatment – carry out campaign people to go for prevention visits

Familiarization of young mothers with proper baby feeding

Hygiene is important factor for healthy life – importance of Hygiene in different diseases for ex. Hepatitis A

Familiarization of roma community with their human rights and duties

Inform roma people for importance of education for their better development and integration

Introduction of sexual diseases and methods for safe sex

member 3

Dobrich Municipality

Name: Gyultenur Mustafa Syuleyman

Organisation: Local Community centre « Romano drom-2002 »

http://www.romanodrom.hit.bg/

Position: Leader of Woman club

Activities of organisation:

 - *Cultural-educational* - keeping, development and promotion of Roma culture in the region; supporting education and social integration of Roma community health education and help guidance for young Roma.

Implemented projects:

1. "Young Roma - not a passive object of impact, but an active subject in civil society" – 2006;

2. "Health education and training of young Roma for family life" – 2007;

3. "Supporting the transforming process of cultural diversity into source and a factor for mutual understanding and spiritual development of children, and creating an atmosphere of mutual respect, tolerance and understanding" - 2008 – as partner

4. "Integroma" – as a partner;

5. "Improving the detection of cases and success in the treatment of TB in the Roma community in Dobrich" - 2009 - 2011.

6. "Color as a rainbow - together to keep the beauty" - 2010-2011 - with Kindergarten № 10, Dobrich

Activities of member of org.:

Planning, organization and management of all activities of the Women's Club at the community center, participation in the implementation of all projects.

LOCAL ACTION GROUP – Profiles- member 4

Dobrich Municipality

	Name: <u>**Mariyana Georgieva**</u> **Organisation: Local Community centre "Romano drom-2002"** **http://www.romanodrom.hit.bg/** **Position: Secretary**

Description of activities	<u>Activities of organisation:</u> - *Cultural-educational* - keeping, development and promotion of Roma culture in the region; supporting education and social integration of Roma community health education and help guidance for young Roma. *Implemented projects:* 1. "Young Roma - not a passive object of impact, but an active subject in civil society" – 2006; 2. "Health education and training of young Roma for family life" – 2007; 3. "Supporting the transforming process of cultural diversity into source and a factor for mutual understanding and spiritual development of children, and creating an atmosphere of mutual respect, tolerance and understanding" - 2008 – as partner 4. "Integroma" – as a partner;

5. "Improving the detection of cases and success in the treatment of TB in the Roma community in Dobrich" - 2009 - 2011.

6. "Color as a rainbow - together to keep the beauty" - 2010-2011 - with Kindergarten № 10, Dobrich

Activities of member of org.:

Planning, organization and management of all activities of the Women's Club at the community center, participation in the implementation of all projects.

LOCAL ACTION GROUP - Profiles member 5

Dobrich Municipality

	Name: Julide Mertol Redjeb
	Organisation: Section "Education and Culture"; Secretary of the Municipal Council for Cooperation on Ethnic and integration issues
	Position: senior expert "Sport, education and children at risk" ; Secretary of the Municipal Council for Cooperation on Ethnic and integration issues
Description of activities	The Section "Education and Culture" - Dobrich Municipality activities: - Curries out of the state educational policy at the local level, with the aim to provide training and education of future members of Bulgarian society; - Provides conditions for quality, accessible and continuous education of children and students; - Provides an opportunity for discovery, development and expression of children and students; - Organizes, coordinates and monitors activities for implementation of compulsory schooling and the creates disadvantaged children and pupils

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special care;

Municipal Council for Cooperation on Ethnic and integration issues - Dobrich Municipality activities:

- Creating conditions and prerequisites for active participation and social integration of different ethnic groups in all spheres of social, economic and social life in Dobrich municipality ;

- Assisting the integration process of different ethnic groups through the preservation and development of cultural, religious and linguistic identity;

- Ensuring conditions of equal treatment of all citizens, regardless of age, sex, social status, religion and ethnicity;

- Improving access to health, education and employment of representatives of ethnic groups, focusing on the most vulnerable citizens;

- Providing decent standard of living and providing equal access to rights, benefits, goods and services regarding principles of equality and non discrimination.

As a senior expert "Sport, education and children at risk":

- Assisting in the implementation of local policy in education and culture, /especially sports/, health education areas and working with children at risk;

- organizing local cultural events, exhibitions, charity, health promotions and environmental initiatives;

As Secretary of the Municipal Council for Cooperation on Ethnic and integration issues - MCCEI:

- Organizing, coordinating and participating in the MCCEI activities;

- Preparing reports on the work MCCEI and MCCEI work plan for each year with

- Participating in project teams for set-up project proposals, with aim of attracting and keeping Roma children in school, formation of ethnic tolerance

LOCAL ACTION GROUP - Profiles - member 6

Dobrich Municipality
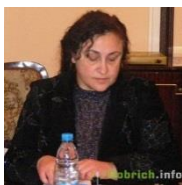
Name: Janeta Ruseva Ruseva

Organisation: Dept. "Child protection", Social Assistance Directorate, "Social Assistance Agency " -

city Dobrich

Activities of Dept. "Child protection", Social Assistance Directorate, "Social Assistance Agency " - city Dobrich
Providing information, consultancy and addressing citizens related to the activities in the field of social support and child protection. Consultancy and providing information to the citizens for opportunities, preconditions and procedures for receiving different social and target aids and integrated additives. Them orientation to other institutions when questions are in their competencies.
Consulting children and their parents, child orientation to appropriate forms of free time usage; consulting couples – candidates to become "accepting" parents and candidate – adoptive parents.
Consulting and assistance for deposing of different petitions and declarations of lower income people.
Activities as Head of Department:
Issuing notifications for social services' delivery.
Protection of victims of violence and traffic.
Investigating candidate – accepting parents for Registration of candidates for adoption.
Individual work with volunteer and professional accepting parents.
Acceptance of signals for availability of children in risk.
Acceptance of petitions for social aid
Survey and evaluation of cases as accumulation of necessary information from the family, child and other sources.

LOCAL ACTION GROUP – Profiles member 7

Dobrich Municipality

	Name: Rositsa Dobreva
	Organisation: Local Commission for Combating delinquency of Underage Persons
	Informative Consultative Commission Dobrich Municipality
Description of activities	- Organizing and coordinating of social – preventive activities among young people in the city of Dobrich ; - Monitoring children's social institutions ; - Organizing educational and institutional corrective measures for minors; - Consulting young with probation; - Working with parents of problem children; - Working with ethnic minorities. Completed Projects: 1. „Hobby - vacation", "Summer School for teenagers", "Children and leisure", "Children's Police Academy" , "Hope and security for children" – With Partnership with NGOs 2. "Joined for reform in the system to work with children at risk "-with Association for pedagogical and social assistance for children – FICE Bulgaria 3. "Deinstitutionalization of children institutions in Bulgaria" – With

UNICEF in Bulgaria

4. National Programme "Municipality - Child Friendly"

5. Project "Integroma" coordination, financed by HRD OP

The I am Roma Belfast LAG was initiated in May 2011 and membership was drawn from a range of public sector and NGO stakeholders who were all beginning to examine their role in relation to addressing the needs of the Roma community. The members of the LAG are as follows:

Belfast Health & Social Care Trust: (Lead Partners): Community Development Team and Health &Social Inequalities Department.

Belfast City Council: Good Relations Unit; working for a stable, tolerant, fair and inclusive society, where individuality is respected and diversity is celebrated, in an inclusive manner.

Belfast Education and Library Board: Educational Welfare Service; providing support to parents, children and young people who have been referred because of concerns with their school attendance.

Bryson Intercultural: dedicated to building good relations between the Roma community and the host community, by supporting the development of cross-agency working groups

Lower Ormeau Residents Action Group (LORAG): Community Development; Playgroup / After Schools; Youth Work; Sport / Recreation.

Northern Ireland Council on Ethnic Minorities (NICEM): carries out capacity building work, anti-racism training, policy work and campaigning on racial equality issues.

Northern Ireland Strategic Migration Partnership (NISMP): providing a regional voice on migration issues to Westminster.

Police Service of Northern Ireland (PSNI): engage with individuals and groups to prevent racist incidents and to make those responsible accountable to the law.

Public Health Agency (PHA): To tackle the underlying causes of poor health and reduce health inequalities through partnership working.

Romanian Roma Community Association: New organisation addressing the needs of the Romanian Roma in Belfast.

Roundtable: challenging racism and racist practices through awareness campaigns, public meetings and conferences

Trademark: A not for profit organisation working for social justice, equality and pluralism.

Local Action Group: *ERPA*

Local Action Group: ERPA

1. *PhDr. Sylvia Porubanova - sociologist, researcher, university teacher, minority expert , Deputy Director/ Research worker of the Institute for Labour and Family Research*
2. *Mgr. Milan Fico, Research worker of the Institute for Labour and Family Research, focused on Roma and minority issues (access to education etc.)*
3. *PhDr. Ladislav Fizik PhD - Roma, University teacher, Director of European Institute of Romany Studies (St. Elizabeth University of Health and Social Work), Roma leader and activist*
4. *Mgr. Ivan Hriczko - Roma (Graduated from the Faculty of Media Communication), Roma expert and activist, Department staff of the Emergency Planning and Community Activities of the Kosice Region Government,*
5. *JUDr. Pavol Vermes - Roma, University teacher - Police Academy*
6. *Mgr. Peter Pollak - Roma, University teacher (St. Elizabeth University of Health and Social Work), ex general director - Office of the Plenipotentiary for Roma Communities*

(Office of the Government) candidate for Member of the National Parliament in the parliamentary elections - March 2012

7. *Dionyz Slepcik - Roma, Mayor of the Lunik IX - biggest Roma Ghetto in Central Europe (part of the town Kosice)*

8. *Tibor Gabor - Roma, Activist, Scauting leader on Lunik IX, Member of the Kosice City Council for Lunik IX*

9. *Bc. Julius Grulyo - Roma, leader, community activist, member of the Moldava City Council, (Kosice Region), Chairman Committee on Social Activities*

10. *Alexander Horvath - Roma, leader, community activist, member of the Jasov City Council, (Kosice Region),*

11. *Jolana Saltiel, Roma leader , Community worker (Bratislava Region)*

12. *Mgr. Tibor Horvath, Roma, community leader and worker on Lunik IX*

13. *Pavol Mudry, founder and general director of the SITA (Slovak Information and Press Agency), President of the Slovak Committee of the International Press Institute (IPI)*

14. *Ing. Ingrid Horvathova - Roma expert - vice chairman of the Kosice Local Partnership of the Social Inclusion - NGO*

15. *Roman Kaiser - Chairman of the ERPA, Roma issue expert*

Timis county Youth Foundation – Mrs. Adriana Pestereanu

Intercultural Institute Timisoara – Mrs. Romina Matei, Mrs. Oana Bajka. Mrs. Oana Nestian, Mr. Eugen Gherga, Mr. Calin Rus

Roma activists – Mr. Goracel Ion, Mr. Facalet Victor, Mrs. Ramona Facalet, Valentin Pepenel

Local Youth Council Timisoara – Mrs. Mirela Lupu, Mrs. Emilia Ciovor

Media representatives: Mrs. Maria Fratila, Mr. Daniel Spataru, Mrs. Carmen Marcu

A group of 12 teachers from secondary and highschools from Timis County

Local Action Group: European Development Agency

	Name: Mr. Martin Synkule **Organisation: European Development Agency** **Position: projects manager** *European Development Agency is a for-profit organisation that is specialised in international cooperation on social related projects. In the past, there were several successful projects implemented such as DENS that was dealing with flexicurity and unemployment. Except of I am Roma: Changing Mindsets project, EDA is participating in another Roma related project called Key Roma.* **Mr. Martin Synkule** has studied European Studies at the Charles University, after finishing his degree he continued his studies at one-year master´s program in the UK. He has been working for EDA since it has been established thus has been present during all projects Implementation and has a great experience with project management.
	Name: Mrs. Iveta Demeterová **Organisation: Český rozhlas Radiožurnál (Czech Radio) –** **National radio broadcast** **Position: Head of Roma broadcast** *Český rozhlas is a national wide public radio channel with more than 1484 employees. It is broadcasting all over the Czech Republic and is also providing foreign broadcasts since 1923.* **Mrs. Iveta Demeterová** has studied andragogy at the University of Jan Amos Komensky. Since 1999 she has been actively engaged in many activities related to Roma minority, for example she has worked as advisor for minorities, in the Agency for social inclusion or in Roma NGO Dženo as media expert. Since 2010 she works as head of Roma broadcast " O Roma vacaren" in the Czech Radio.
	Name: Mrs. Jana Hajná **Organisation: Magistrát hl.m. Prahy (Prague Municipality)** **Position: Specialist on national minorities** *Prague Municipality – Department of prevention deals with prevention of various social problems such as criminality, drugs abuse or problems related to integration of minorities into society.* **Mrs. Jana Hajná** has studied sociology at the Charles University of Prague, after finishing her studies she started working with minorities. Nowadays she is an employee of the Municipality of Prague, working in the Department of prevention as a specialist on national minorities.

	Name: Mrs. Helena Černá **Organisation: House of national minorities** **Position: projects manager** *House of national minorities- is an institution established by Prague Municipality that aims to spread understanding among nationalities and helps to overcome possible prejudices against some ethnics and nationalities. HNM organises many activities to present 12 nationalities it represents: Bulgarian, Croatian, Hungarian, German, Polish, Roma, Russian, Ruthenian, Greek, Slovak, Serbian and Ukrainian.* **Mrs. Helena Černá** deals with projects concerning Roma education and employment in Prague. In 2011 she cooperated with NGO Slovo 21 on realisation of a project called Support of Roma employment. She has been working as a specialist on national minorities in the Municipality of Prague and nowadays coordinates Roma minority in the House of national minorities.
	Name: Mr. Michal Kryl **Organisation: Nova skola, o.p.s. (NGO New School)** **Position: projects manager** *Nova skola, o.p.s. is a NGO that was established in 1996. Aim of this organization is to support education of minorities (Roma children and children of immigrants). This institution organizes seminars, conferences and other educational activities, fights against Roma segregation in schools and helps to improve communication between the majority and minorities.* **Mr. Michal Kryl** is working for the organization Nova Skola since 2008 as a project manager. He is actively working with schools and pupils and organizes various activities for them. He is also responsible for PR activities and represents company on public. He communicates with sponsors, organizes public events etc.
	Name: Mrs. Božena Filová **Organisation: Magistrát hlavního města Prahy (Prague Municipality)** **Position: Department of Minorities** *Prague Municipality – Department of Minorities deals with all the issues concerning minorities living in the Czech republic.*

	Mrs. Božena Filová studied at the Evangelic academy (social and law studies). She has been working with minorities since 1992. Since 2000 she works as Roma coordinator for the Municipality of Prague, she coordinates Roma advisers from all Prague departments (1-22). She deals with all life aspects of Roma minority in Prague – education, re-qualification, job search, work with Roma children, free – time activities, social work in excluded Roma communities, Roma integration, cooperation with NGOs in Prague, projects evaluation, concept of Roma integration.
	Name: Mrs. Lenka Kopčáková **Organisation: NGO Velká Ohrada** **Position: chairman** *NGO Velka Ohrada – is an institution that helps Roma fight unemployment. There were many retraining and educational courses organised for Roma minority with special focus on one-to-one trainings. Thanks to this courses many Roma could find a job and solve their difficult existential situation.* **Mrs.Lenka Kopčáková** has been a chairman of Roma NGO called Velka Ohrada since 1996 that ended its activities in the end of 2011. Nowadays she is working free lance on several projects of Roma NGOs in Prague and cooperates with experts from the House of National Minorities.
	Name: Taťána Bártová - Pavelková **Organisation: Muzeum romské kultury** **Museum of Roma culture** **Position: Collection department director** *Museum of Roma Culture was established in 1991 as a NGO. Nowadays it´s been guaranteed by the Governement of the Czech Republic and there is a special law for this museum. Museum has a lot of different activities such as exhibitions of traditional crafts, housing, interiers equipment, clothing and jewellery, arts, written materials, posters, audio and foto documentations, books etc.They also organise a lot of cultural events such as workshops, seminars, videoprojections, concerts etc.* **Mrs. Taťána Bártová Pavelková** studied archeology. She has been working for the Museum since 2011 as the director of the Department of Expositions. She deals with practical and administrative work with collections – arts, audio, pictures, videos, written material etc. She is responsibke for textile materials, crafts and employment.

Name: Ladislav Goral
Organisation: Magistrát hlavního města Prahy (Prague Municipality)
Position: Roma activities coordinator

Prague municipality – Department of Minorities deals with all the issues concerning minorities living in the Czech republic. Mr. Goral is responsible for coordination of various activities concerning Roma such as Roma employment and free time activities.

Mr. Ladislav Goral studied at Faculty of Philosophy at Charles University. He worked for the Czech government social department and is a founder of NGO R – Mosty. Nowadays he works for Prague Municipality - Department of Minorities and for the House of national minorities. Besides he has many activities concerning Roma such as teaching about Roma culture at Charles University or Roma theatre.

Entity	Action	General objectives
ACIDI	National	Its mission is to collaborate in the conception, execution and evaluation of public policies relevant for the integration of immigrants and ethnic minorities, has to promote the dialogue between diverse cultures, ethnicities and religions. The specific mission of ACIDI is specified in law decree n° 167/2007 of May the 3rd.
Calouste Gulbenkian Foundation	National	The Calouste Gulbenkian Foundation is a private Portuguese institution of public utility, whose statuary goals are the promotion of art, science, education and charity. In the field of charity, the program of human development searches to contribute for the social integration of the most vulnerable social groups of the population and urban communities, through innovative responses.
Sintra City Council	County	It is up to the municipalities to ensure the satisfaction of the necessities of local communities at several levels (socio-economical, territorial planning, basic sanitary, housing, health, education, culture, environment and sport), and define social cohesion and development strategies (Law n.° 169/99, of September the 18th). In the social area the action focuses on:

		- In the fight against poverty and social exclusion promote inclusion and social cohesion; - Promote a social integrated development through an integrated and systematically planning, favoring synergies, knowhow and resources; - To provide incentive to networks of social support that contribute to an equal coverage of services and social equipment through the county and, for the reduction or eradication of social poverty and social exclusion; - Promote spaces for analyses and discussion of problems and potentialities, giving them visibility, favoring a collective and responsible conscience about the different social problems.
Mira Sintra Parish Council	**Local**	City councils have the mission to provide the service in a continuous and integrated way, searching for, citizens, equipment and county spaces appreciation. At a local level to provide incentive to networks of social support that contribute for equal coverage of the county by services and social equipment that make contributions to the reduction or eradication of poverty and social exclusion.
Casa Seis – Association for communitarian development	**Local**	Casa Seis – Association for communitarian development is a private social solidary institution (IPSS) that intends through, activities of social action for family support and infancy and youth, prevent deficiency situations and promote communitarian integration, reduce, in a development perspective, diverse social problems that transversely affect individuals and families.

Choices – Project "New challenges II" Choices program	**Local**	The New challenges II program, developed regarding the Choices program, is at Mira Sintra parish since 2002. The project is a consortium with Casa Seis – Association for communitarian development has a manager and promoting entity, Sintra city council, Mira Sintra parish, CECD or Center of education for the deficient citizen, D. Domingos Jardo Basic school, Matias Aires High school, AESintra or Sintra Business Association and Intercultural school of professions and sport of Amadora has partners entities.
Etnoideia	**National**	Entity specialized in social intervention, acts on rural and urban means through the application of participative methodologies to urban planning and social neighborhood communitarian dynamics and scholarships of exclusion and poverty, with particular emphasis on inter-ethnic and intercultural dialogue issues.

Appendix Two: Resources and links

Useful reports and publications

- European Union Agency for Fundamental Rights (FRA) 'The Situation of Roma in 11 EU Member States Survey results at a glance' (2012) Luxembourg

- Vademecum: The Ten Common Basic Principles on Roma Inclusion, Publications Office of the European Commission, 2009.

- European Union (2012), European Commission Directorate- General for Justice' National Roma Integration Strategies: a first step in the implementation of the EU Framework', Belgium.

- Preventing Social Exclusion through Europe 2020: Early Childhood Development and the Inclusion of Roma Families, European Social Observatory (OSE) and UNICEF in collaboration with the Belgian Federal Programming Service (Ministry) for Social Integration, 2010.

- Roma and Travellers in Public Education – Executive Summary , National Focal Points of the Racism andXenophobia European information Network (RAXEN). 2006 http://fra.europa.eu/fraWebsite/material/pub/ROMA/EUMC_2006_00350001_EN_REV.pdf

- European Roma Rights Centre, The impact of legislation and policies on school segregation of romani children, 2007, http://www.errc.org/db/02/36/m00000236.pdf

- European Roma Rights Centre, The Glass Box - Exclusion of Roma from employment, 2007, http://www.errc.org/db/02/14/m00000214.pdf

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- Communication from the Commission to the Council - Draft Joint Employment Report 2004/2005 {SEC(2005)67} http://eur-lex.europa.eu/LexUriServ/LexUriServ.do?uri=COM:2005:0013:FIN:EN:DOC

- Open Society Institute, Public Heath Fact Sheet; Left Out: Roma and Access to Health Care in Eastern and South Eastern Europe 2006 http://195.66.163.162/download/roma_rhp_fact_sheet.pdf

- European Commission bulletin The Roma in the European Social Fund 2007-2013, available at: http://ec.europa.eu/employment_social/esf/docs/roma_en.pdf .

- European Union Agency for Fundamental Rights. Housing conditions of Roma and Travellers in the European Union Comparative report – October 2010. http://fra.europa.eu/fraWebsite/attachments/Roma_Housing_Comparativefinal_en.pdf

- Petrova Dimitrina (2003) Between a Myth and A Future Who are the Roma? In Social Research Volume 70 No. 1 (spring 2003). http://www.errc.org/cikk.php?cikk=1844 http://ec.europa.eu/social/main.jsp?catId=612

- The Situation of Roma EU Citizens Moving to and settling in other EU Member States' 2009 http://fra.europa.eu/fraWebsite/attachments/Roma_Movement_Comparative-final_en.pdf

- Policy Department Economic and Scientific Policy, The social situation of the Roma and their improved access to the labour market in the EU, an Parliament's Committee on

Employment and Social Affairs (EMPL). (IP/A/EMPL/FWC/2006-05/SC4), October 2008. http://www.romadecade.org/5014

- Decade action plans for country members can be found at http://romadecade.org/decade_action_plans

- Information about the Lisbon Strategy can be found at http://ec.europa.eu/information_society/tl/soccul/eincl/index_en.htm and specifically on the social inclusion objectives on http://ec.europa.eu/employment_social/spsi/poverty_social_exclusion_en.htm

- Council's Conclusions on Inclusion of the Roma 8 June 2009. http://ec.europa.eu/social/main.jsp?catId=761&langId=en

- http://www.romadecade.org/decade_watch_update_2007 The Decade Watch Report.

- The Review of the European Union Phare Assistance to Roma Minorities http://ec.europa.eu/enlargement/how-doesit- work/financial-assistance/phare/evaluation/interim_en.htm

- National Action Plans on Social Inclusion 2008 -2010 http://ec.europa.eu/social/keyDocuments.jsp?type=3&policyArea=0&subCategory=0&country=0&year=0&advSearchK ey=nsr+spsi&mode=advancedSubmit&langId=en

- http://www.romadecade.org/decade_watch_update_2007 Decade Watch Report.

- http://www.soros.org/initiatives/health/focus/roma Public Health Programme – Roma Health.

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- http://www.osce.org/odihr/18148.html OCSE Status Report 2008 on the Implementation of the Action Plan on Improving the Situation of Roma and Sinti within the OSCE Area.

- http://ec.europa.eu/social/main.jsp?catId=518&langId=en&eventsId=206&furtherEvents=yes

- European Commission bulletin The Roma in the European Social Fund 2007-2013, available at: http://ec.europa.eu/employment_social/esf/docs/roma_en.pdf

- The Review of the European Union Phare Assistance to Roma Minorities http://ec.europa.eu/enlargement/how-doesit- work/financial-assistance/phare/evaluation/interim_en.htm

- http://europa.eu.int/comm/regional_policy/themes/urban_en.htm provides information about the EU Urban Programmes.

Evidential base for the exclusion and discrimination of Roma

Publications

- Amnesty International, Treated Like Waste. Roma Homes Destroyed and Health at Risk, in Romania, 2010: http://www.amnesty.org.uk/uploads/documents/doc_20090.pdf

- Amnesty International, Violent Attacks against Roma in Hungary, 2010:
  http://www.amnesty.at/uploads/tx_amnesty/Violent_attacks_against_Roma_in_Hungary_report_web.pdf

- ERRC, Breaking the Silence – Trafficking in Romani Communities, 2011:
  http://www.errc.org/cms/upload/file/breaking-the-silence-19-march-2011.pdf

- ERRC, Life Sentence – Romani Children in Institutional Care, 2011:
  http://www.errc.org/cms/upload/file/life-sentence-20-june-2011.pdf

- ERRC, Standards Do Not Apply. Inadequate Housing in Romani Communities, 2010:
  http://errc.org/cms/upload/file/standards-do-not-apply-01-december-2010.pdf

- European Monitoring Center on Racism and Xenophobia, Roma and Travellers in Public Education, 2006: http://fra.europa.eu/fraWebsite/attachments/roma_report.pdf

- FRA, Data in Focus Report – The Roma, 2009:
  http://fra.europa.eu/fraWebsite/attachments/EU-MIDIS_ROMA_EN.pdf

- FRA, Housing Conditions of Roma and Travellers in the European Union, 2009:
  http://fra.europa.eu/fraWebsite/attachments/Roma_Housing_Comparative-final_en.pdf

- OSI, Security A La Italiana – Fingerprinting, Extreme Violence and Harassment of Roma in Italy, 2008:
  http://www.soros.org/initiatives/brussels/articles_publications/publications/fingerprinting_20080715/fingerprinting_20080715.pdf

Romani Civil Society

<u>Albania</u>

- Unioni i Rromeve te Shqiperise "Amaro Drom" http://www.unioniamarodrom.org/

<u>Austria</u>

- Romano Centro

  http://www.romano-centro.org/

<u>Belgium</u>

- European Roma Information Office

  http://erionet.org/site/

- Opre Roma

  http://www.opreromadmk.hu/hun/index.html

<u>Bulgaria</u>

- Foundation „C.E.G.A." – Creating Effective Grassroots Alternatives"

  http://www.cega.bg/

- Roma-Lom Foundation

  http://www.roma-lom.org/

- Romani Baht Foundation

  http://baht2000.free.bg/en.html

- Center for Interethnic Dialogue and Tolerance „Amalipe"

  http://amalipe.com/en/

Canada

- Roma Community Center

  http://www.rcctoronto.org/

- Roma Rights Network

  http://www.romarights.net/v2/

Czech Republic

- Dženo Association

  http://www.dzeno.cz/?r_id=28

- Romea

  http://www.romea.cz/

- Romodrom

  http://www.romodrom.cz/cs/

Germany

- Rom e.V.

  http://www.romev.de/

Hungary

- Amaro Drom

  http://www.amarodrom.hu/

Ireland

- Irish Traveller Movement

  http://www.itmtrav.com/

- Pavee Point

http://paveepoint.ie/

Italy

- Associazione "Amalipe Romanó"

  http://www.amaliperomano.altervista.org/

- IDEA ROM ONLUS

http://idearom.jimdo.com/

Kosovo

- Roma & Ashkali Documentation Center

  http://radcenter.org/

Macedonia

- National Roma Centrum

  http://www.nationalromacentrum.org/en/

- Roma Rights Forum Arka

  http://www.arka.org.mk/

- Roma Women Organuzation „Daja"-Kumanovo

  http://www.daja.org.mk/mk/IndexMK.asp

- Romaversitas

  http://www.romaversitas.edu.mk/

Romania

- Romani CRISS

  http://www.romanicriss.org/index.php?mylang=english

Serbia

- Minority Rights Center

- Civic Initiatives

    http://www.gradjanske.org/page/home/sr.html

Spain

- Asociacion De Mujeres Gitana De Granada

    http://www.mujeresromi.org/

- Federación de Asociaciones Gitanas Extremenas

    http://www.fagex.org/

Human Rights Institutions and Instruments

- Council of Europe

    www.coe.int

- European Convention of Human Rights

    http://www.echr.coe.int/NR/rdonlyres/D5CC24A7-DC13-4318-B457-

    5C9014916D7A/0/ENG_CONV.pdf

- European Court of Human Rights

    http://www.echr.coe.int/echr/

- European Social Charter (revised)

    http://www.coe.int/t/dghl/monitoring/socialcharter/conclusions/State/France2009_ en.pdf

- International Covenant on Civil and Political Rights

    http://www2.ohchr.org/english/law/ccpr.htm

- International Covenant on Economical, Social and Cultural Rights

    http://www2.ohchr.org/english/law/pdf/cescr.pdf

- Framework Convention for the Protection of National Minorities

    http://www.florina.org/rainbow/framework_convention_e.pdf

- European Commission against Racism and Intolerance

    http://www.coe.int/t/dghl/monitoring/ecri/default_en.asp

- European Parliament

    http://www.europa.eu.int/institutions/parliament/index_en.htm

- Council of the European Union

    http://www.europa.eu.int/institutions/council/index_en.htm

- European Commission

    http://www.europa.eu.int/institutions/comm/index_en.htm

- The Charter of Fundamental Rights of the European Union

    http://www.europarl.europa.eu/charter/pdf/text_en.pdf

- European National Equality Bodies

    http://www.equineteurope.org/

- European Court of Justice

    http://www.europa.eu.int/institutions/court/ index_en.htm

- European Union Agency For Fundamental Rights

    http://fra.europa.eu/fraWebsite/home/home_en.htm

- Organization for Security and Co-Operation in Europe

  http://fra.europa.eu/fraWebsite/home/home_en.htm

- Office for Democratic Institutions and Human Rights

  http://www.osce.org//odihr.

- High Commissioner on National Minorities

  www.osce.org//hcnm

APPENDIX THREE: Documents related to the transnational events and meetings.

This appendix provides agenda's copies of presentations and signed list of participants for each of the transnational events.

Event One: SGM 1 and Scoping Workshop.

This took place on 4-6 April 2011 in Bucharest AND In addition an additional first steering group meeting was organized in Brussels on May 30 -31   owing to the fact that firstly, one of the original partners had withdrawn from the project as result of political changes following an local election and secondly, the Greek partner was unable to travel to Bucharest as at that time there were very severe restrictions in place on travel and related costs for Greek civil servants.

See attached documents marked 3A

Event Two: SGM2 and First Transnational workshop that took place took place in Sintra on 26-29 September

The first **capacity-building** workshop, with more than 40 participants, was a transnational event focusing on the theme of **"Developing local campaigns to challenge negative stereotypes"**. The workshop dealt with the issues of Roma Rights and sought to empower the participants to take

action locally in increasing their knowledge of relevant EU legislation and policies and in nurturing their local strategy with relevant materials and a clear methodology before starting to develop their action plans.

Following a welcome speech from Mrs. Paula Simões, Lady Counselor for Social Affairs, of Sintra Municipality, Haroon Saad, Director of LUDEN, opened the workshop session with an introduction to the Project and a reminder of the European Policy Context. He then invited the participants and experts to share their sound and constructive experience and knowledge during I AM ROMA **'training for the trainers',** building on the following key elements:

- *The partners' actions in the field.* Two Romanians associations presented their local experience in conducting successful campaigns fighting discrimination against Roma people. Ms Cezara David, from the association Romani CRISS presented two examples of campaigns launched locally and promoted at the national level: "Two campaigns in brief: Advocacy campaign and Public campaign". In her speech "The students propose solutions to the Roma problems', Oana Nestian, from the Intercultural Institute of Timisoara (IIT) reported the involvement of students in the preparatory analysis of targeted Campaign addressing stereotypes on Roma. All 'I AM ROMA' partners have been especially interested in learning from the successes of these campaigns.

- *The European approach and perspectives* on Roma and Human Rights was presented by Lydia Gall, lawyer at the European Roma Rights Center. By focusing on legal perspectives the workshop sought to increase knowledge of the attendees on the key legislation they will face in developing their local actions.

- *The Focus on planning and implementing a local campaign:* **T**he presentation by 'I AM ROMA campaign expert', Ian Poitier, enabled the group to access key resources and tools to start setting up their own local campaigns. Ian Poitier has pointed out the paramount importance of following a strategic methodology in the development of I AM ROMA local campaigns based on 9 key steps. He also insisted on the significance of ensuring a long-term impact of their campaigns in order to sustain the impact of the local actions beyond the life of the project.

- *Interesting and innovative case studies* building on the legislative and legal expertise of the European Roma Rights Center and the media expertise of I AM ROMA Campaign

expert, Ian Poitier generated a genuine interest from the majority of the participants. The intervention of the latter enabled the group to access key resources and tools to start setting up their own local campaign.

See attached documents marked 3B

Event Three: SGM3 and Second Transnational workshop that took place took place in Timisoara-May 2012

With 40 participants, the second Peer Review workshop of I AM ROMA Project focused on the theme of Education and on the peer review of I AM ROMA campaigns by project partners and external evaluators. The workshop addressed the challenges facing Roma children in mainstream education and special schools and sought to foster interaction and experience and knowledge transfer among I AM ROMA Partners.

The European perspectives on Roma children in Education, which were presented by Caroline Sykora, Eurochild and World Bank expert. Her presentation emphasized the Roma child perspectives, their limitations and her key recommendations. Mrs Sykora also gave examples of successful actions in pointing out the importance to foster exemplary initiatives – such as the participation of children for instance – and to scale up and invest the successful projects.

Experience sharing with Roma and non-Roma Students and Teachers. Teachers from mainstream education (Alina Ardelean) and special schools (Camelia Carabas) along with one Roma (Sorinel Dumitru) and non-Roma (Cornelia Kirali) students shared their own experiences with the audience. The teachers reported their difficulties to maintain a good level of education among Roma children and the decision of many localities to send pupils to special schools. Despite several programmes of intervention implemented by School's headmasters, too much miscommunication remains between the population and the Roma Community. Sorinel, a school mediator from Constanza, called for the nomination of an officer, a contact person representing Roma interests in the decision-making process, being also an interface between the school and the Roma Community. He also insisted on the importance for the teachers to get to know the Roma

Community, their customs, habits and their vision in order to change mindsets.

Working groups and peer review sessions followed by an evaluation of a Jury of Roma and experts. In order to bring together different visions and explore some key issues more deeply, the participants were divided into groups to exchange on their local campaigns and the challenges they were facing at the local level. A Jury of Roma and experts chaired by Haroon Saad evaluated the Presentations of the 'Progress-Problems-Prospects' reports of the partners according to a list of agreed criteria (ability to replicate, involvement of Roma, sustainability, innovation and impact). The last day of the Workshop was dedicated to the visit of the district Kuntz and the Resource Centre for Social Entrepreneurship which also seeks to empower Roma community.

Study visits in Roma Community. Two study visits have been organised on Tuesday 22 May 2012 and on Friday 25 May 2012. On arrival day, the group visited the District Freidorf before engaging in an inspiring discussion with the Priest of the District. The last day of the Workshop was dedicated to the visit of the district Kuntz and the Resource Centre for Social Entrepreneurship which also seeks to empower Roma community.

See attached documents marked 3C

Event Four: SGM4 and Dissemination events held in Brussels January 2013

Dissemination events

We undertook two events in Brussels to share the outcomes of the project. As part of the overall project, we had established links with EU Roma networks based in Brussels and other EU networks (eg Euro Child) and we organised an informal networking event where partners were able to present their outcomes at "stalls". This allowed for a more café style approach.

The second event was a more traditional workshop at the Committee of the Regions at which we had 40 external delegates participating.

See attached documents marked 3D