Co-funded by the
Erasmus+ Programme
of the European Union

Promoting the integration of Roma women
Agreement number: *2020-1-RO01-KA204-080214*

PROMA

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Comparative report on best practices regarding the integration of Roma women at the local level in Romania, Spain, Greece and North Macedonia

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Published on: September 2022

This document has been produced with the financial support of the 'ERASMUS+ KA2 - Cooperation for innovation and the exchange of good practices' programme of the European Union. The content represents the views of the author only and is his/her sole responsibility. The European Commission does not accept any responsibility for use that may be made of the information it contains.

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Introduction

‘‘PROMA – Promoting the integration of Roma women’ is a 24-month (December 2020 – November 2022) project co-funded by the ‘ERASMUS+ KA2 - Cooperation for innovation and the exchange of good practices’ programme of the European Union (*Project no.: 2020-1-RO01-KA204-080214*). PROMA focuses on adult education with the aim to foster the integration of Roma women in their local communities through education. The project is implemented in 4 countries with dense Roma populations (Romania, Spain, Greece, North Macedonia) and involves 2 groups of participants:

- Roma women;
- Formal & non formal educators of Roma women.

The specific objectives of the project include:

a) Utilizing the competitive advantages and social promoting vehicles of the local context in all 4 implementing countries;

b) Building the capacities of formal & non formal educators of Roma women; and

c) Design & implementation of local pilot programmes aiming at social inclusion of Roma women through education jointly by educators and Roma women.

In parallel to “Task 1.1: Research at national level for identifying the specific country contexts and actual needs of Roma women”, EU wide research took place focusing on good practices related with the integration of Roma women at local level having education and training in their core, with particular emphasis to the cases where Roma women were actively involved at all stages of the

practice (conception, design, implementation). For the identification of these good practices, information was collected through secondary sources of information, including, but not limited to:

- National Roma Platforms in all EU countries and their work;
- Projects and interventions officially acknowledged as best practices;
- Relevant pilot activities undertaken by local Authorities;
- Work performed by organisations and NGOs either representing or supporting Roma populations;
- European institutions and organizations.

The findings of the secondary research were validated through the field research. In the four (4) implementing countries, primary information has been collected via interviews with: officials from the National Roma Platforms; educators (formal and non-formal) with a solid track record in supporting Roma women; and Roma women having been involved in similar initiatives.

Based on the aforementioned process, this report presents all good practices identified as practical examples, highlighting the key success factors in each case and introducing replication potential and mechanisms to other contexts. This report will also form part of the needs' analysis deliverable (Task 1.3: Needs' assessment).

Best Practices from Romania

Best Practice 1	
Title of the practice	AEC (Alternative Education Club)
URL of the practice	https://policycenter.eu/en/clubul-de-educatie-alternativa-cea/
Location /geographical coverage	Ferentari neighbourhood (Bucharest)
Brief description of the practice	Empower children to break the cycle of marginalization, poverty and hopelessness in which they find themselves through sports and alternative education.
Institution/ Organisation/ Service provider/ Implementing agency	Policy Center for Roma and Minorities Foundation
Target Group(s)/ Beneficiaries	Roma children
Main Services provided	Six days a week, even during the summer holiday, the children have access to a multitude of activities: • Remedial education –The goal of this activity is to support the children to reach the educational level suitable for their age. • Non-formal education (sports, artistic and cultural activities) • Artistic and cultural activities – drama, music, painting, financial education, health education, photography, quilling, storytelling, educational games. • Mentoring – this activity aims to consolidate the relationship between the children and the staff of the AEC by counseling them in order to define the personal development objectives. • Community organizing – each week there are meetings with the mothers who participate in the AEC activities in order to identify

	issues within the community and to find the most suitable solutions to engage and involve the members in the process of change.
Assessed effectiveness of/ Contribution that the practice has made to the integration of Roma women at local level, along with tangible and not tangible results that reached	• Create a safe, creative and challenging space for the children, inside the school • Offer counseling and mentoring for a group of children who are actively involved in the project • Develop innovative approaches focused on school performance improvement and also forming cognitive, artistic and creative abilities • Create strong sport teams in order to improve discipline, team work, self-esteem and respect for the opponent • Promote the idea of active citizenship and respect among the Roma and non-Roma children involved in the project
Is the practice tailor-made based on the cultural and socio-economic environment of each partner country, as well as on the specific needs of Roma women?	The club is set in one of the neighborhoods well known for drug usage and trafficking, prostitution, HIV/AIDS and domestic violence. Extreme poverty, illiteracy, detention and its consequences are characteristics that the kids we work with, their parents and society in general, have come to consider normal for this community. Children from this area rarely graduate high school or university. No one – not even their parents – considers they are able to succeed in the academic field. The program is highly successful as it is fully immersed in the neighbourhood, it engages children in various ways (remedial to fun activities to personal development) and it creates a partnership with the parents.
Is the practice suitable for local, regional or national implementation? What are the conditions (institutional, economic, and social) that need to be in place for this good	This program can be implemented at the local level. It involves strong relationship with the community as well as with institutional partners (schools, authorities in the area). It needs a strong volunteering group as well as donors willing to commit themselves on a long term with the risk that results will come after a (long while).

practice to be well-replicated (in a similar context)?	
What are the elements of this practice which could be used in the capacity building programme (IO2)?	The educational partnership created with parents. Incorporate fun, extra-curricular activities (dance, etc.)
What are the possibilities of extending the good practice more widely?	This practice could be replicated at a local level.

Best Practice 2	
Title of the practice	Suroritate
URL of the practice	https://e-romnja.ro/project/programul-de-mentorat-suroritate/
Location /geographical coverage	Romania
Brief description of the practice	A program meant to support Roma girls in graduate school by offering mentorship and financial support.
Institution/ Organisation/ Service provider/ Implementing agency	E-Romnja
Target Group(s)/ Beneficiaries	Roma girls (13-19 years old) who want to graduate highschool.
Main Services provided	An educational scholarship and a mentorship program.
Assessed effectiveness of/ Contribution that the practice has made to the integration of Roma women at local level, along with tangible and not tangible results that reached	The program is effective, as it addresses some of the challenges faced by Roma girls (need to receive encouragement, to increase self-esteem). It offers positive role models (as the program includes talks given by Roma women successful in their fields)
Is the practice tailor-made based on the cultural and socio-economic environment of each	This practice is well designed since Roma girl need not only financial support for their education but also role models and mentorship.

partner country, as well as on the specific needs of Roma women?	
Is the practice suitable for local, regional or national implementation? What are the conditions (institutional, economic, and social) that need to be in place for this good practice to be well-replicated (in a similar context)?	This practice can be implemented at a national level, either by being endorsed by a major donor or by being transformed into a government practice.
What are the elements of this practice which could be used in the capacity building programme (IO2)?	The mentorship aspect and the talks with other women as role models.
What are the possibilities of extending the good practice more widely?	It depends on two aspects: securing financial support and the willingness to put in place an extended infrastructure of mentorship

Best Practice 3	
Title of the practice	Teach for Romania
URL of the practice	https://en.teachforromania.org/be-a-teacher/how-we-train-you/
Location /geographical coverage	Romania
Brief description of the practice	The objective is to reach as many kids by training their teachers so they use the best teaching methods and they are fully committed to the education of the kids.
Institution/ Organisation/ Service provider/ Implementing agency	Teach for Romania
Target Group(s)/ Beneficiaries	Roma children, Teachers

Main Services provided	Promising people are trained so they teach in underserved, vulnerable communities. Teachers are employed for two years, during which they receive training on: ● Pedagogic Theory and Teaching Methods ● Developing Practical Skills ● Practical teaching / Classroom experience ● During the two years they also receive personal and professional development classes and are supported by tutors and coaches.
Assessed effectiveness of/ Contribution that the practice has made to the integration of Roma women at local level, along with tangible and not tangible results that reached	The program has a lot of impact not only on the kids and on their education but also on their communities – as teachers are encouraged to support families and to get actively involved in the communities.
Is the practice tailor-made based on the cultural and socio-economic environment of each partner country, as well as on the specific needs of Roma women?	The program is a wonderful example of obtaining last longing effects. It addresses one of the root causes: lack of adequate teaching. It provides teachers with tools for assisting kids and their families. It places a focus on the importance of communities, of creating an "educational relationship" with families and on building trust with the family and community.
Is the practice suitable for local, regional or national implementation? What are the conditions (institutional, economic, and social) that need to be in place for this good practice to be well-replicated (in a similar context)?	This practice can be carried out at all levels, but it needs management skills, coordinated activities, financing and strong willingness and support from the government (since it would involve structural changes in relation to the training of teachers).
What are the elements of this practice which could be used in the capacity building programme (IO2)?	Building trust with families and with the community. Equip teachers with tools not just for teaching, but for creating an inclusive, safe environment.
What are the possibilities of extending the good practice more widely?	This good practice can be extended with financial support and strong support from authorities. It could become a nation-wide program.

Best practices from Spain

Best Practice 1	
Title of the practice	Sara Romi
URL of the practice	https://www.gitanos.org/actualidad/archivo/123079.html
Location /geographical coverage	Sestao, Spain
Brief description of the practice	Improving the socio-labor quality of Roma women, with the aim of achieving equal opportunities through personalized support.
Institution/ Organisation/ Service provider/ Implementing agency	Fundación Secretariado Gitano
Target Group(s)/ Beneficiaries	Roma women.
Main Services provided	A specialized accompaniment for each woman, in which she will be able to develop her personal and educational skills. At the end of the program, the women will obtain a certificate related to the training completed.
Assessed effectiveness of/ Contribution that the practice has made to the integration of Roma women at local level, along with tangible and not tangible results that reached	The program has 3 phases: - Motivation and empowerment, - Training aimed at their integration into the labour market. - Personal guidance to get a job related to the degree obtained from the accompaniment.
Is the practice tailor-made based on the cultural and socio-economic environment of each partner country, as well as on the specific needs of Roma women?	The women participating in this program have low educational level, little qualifications and are unemployed. All these factors lead to a possible exclusion of social risk, which are added to the double discrimination they already face for being women and part of an ethnic minority.
Is the practice suitable for local, regional or national implementation? What are the conditions (institutional,	This program can be implemented at the local, regional and national levels due to its nature. The main condition to carry it out is having financial means to cover the costs derived from its activities, such as renting a space, paying the staff, buying materials, etc. The needs of

economic, and social) that need to be in place for this good practice to be well-replicated (in a similar context)?	Roma women also have to be taken into account when designing the training as well as the schedule.
What are the elements of this practice which could be used in the capacity building programme (IO2)?	The ability to empower women while teaching them a profession.
What are the possibilities of extending the good practice more widely?	This practice can easily be replicated an extended.

Best Practice 2	
Title of the practice	CADA VEZ MÁS GITANAS UNIVERSITARIAS- (A Scholarship program).
URL of the practice	https://www.gitanos.org/becas_fsg_luissaez/
Location /geographical coverage	Castilla y León, Spain.
Brief description of the practice	The Scholarship program is a practice which aims to provide financial and academic support to Roma women who wants to study at university. In this way, it is intended to prevent these women from leaving behind their academic development and subsequent work development due to their circumstances.
Institution/ Organisation/ Service provider/ Implementing agency	Fundación Secretariado Gitano.
Target Group(s)/ Beneficiaries	Roma women who want to study at the university.
Main Services provided	A scholarship as a financial or economic support.
Assessed effectiveness of/ Contribution that the practice	The program is really effective, since there are many testimonies of women who have participated in this program and who today are

has made to the integration of Roma women at local level, along with tangible and not tangible results that reached	graduates of different careers such as: Business Administration and Management, Law, Pedagogy, etc.
Is the practice tailor-made based on the cultural and socio-economic environment of each partner country, as well as on the specific needs of Roma women?	This practice is very well designed since many Roma women do not have enough resources to start or finish a university degree or other post-compulsory studies.
Is the practice suitable for local, regional or national implementation? What are the conditions (institutional, economic, and social) that need to be in place for this good practice to be well-replicated (in a similar context)?	This practice can be implemented throughout the country, not just at the local level. A large donation or subsidy from the State or the EU is necessary to ensure that more Roma women are beneficiaries.
What are the elements of this practice which could be used in the capacity building programme (IO2)?	Mainly for educators when they want to carry out an empowerment training for Roma women, they must inform them of the opportunities and financial aids they could apply for, so they feel more supported to continue their studies to be more active in the labour market.
What are the possibilities of extending the good practice more widely?	The possibilities of extending this practice depend on the local, regional or national economical capacity.

Best Practice 3	
Title of the practice	Trainer course
URL of the practice	https://dromkotar.org/es/cursos-de-monitora-2019/
Location /geographical coverage	Trinitat Nova and Terrassa, Spain

Brief description of the practice	The objective is to insert Roma women into the world of work and specifically in non-formal trainers, a sector in which their presence is almost non-existent. For this reason at the end of this course, which entails a memory of practices, they will obtain an official title that will allow them to enter the world of work.
Institution/ Organisation/ Service provider/ Implementing agency	Asociación gitana de la Mujer. (Roma association of women).
Target Group(s)/ Beneficiaries	Roma woman.
Main Services provided	Educational services with an official title.
Assessed effectiveness of/ Contribution that the practice has made to the integration of Roma women at local level, along with tangible and not tangible results that reached	All the vacancies in this course were filled, which shows that this training was interesting for the target group, as well as the it shows the target group's willingness to train and integrate into the labour market.
Is the practice tailor-made based on the cultural and socio-economic environment of each partner country, as well as on the specific needs of Roma women?	The sector which this training opens to Roma women is one in which, currently, they have no visibility. This is usually a profile in high demand, which will help Roma women to integrate in the labour market.
Is the practice suitable for local, regional or national implementation? What are the conditions (institutional, economic, and social) that need to be in place for this good practice to be well-replicated (in a similar context)?	This practice can be carried out at all levels, as it does not have any special requirements other than having financial means to cover the costs of implementation: renting of space, salaries of staff, materials and an agreement with the corresponding authority to be able to hand in official certificates.
What are the elements of this practice which could be used in the capacity building programme (IO2)?	The fact that trainings such as this one open the doors of labour market even if there is not much previous formal training.

What are the possibilities of extending the good practice more widely?	This good practice can easily be extended.

Best Practice 4	
Title of the practice	CAJASUR Romí
URL of the practice	--
Location /geographical coverage	Córdoba, Spain
Brief description of the practice	The activities revolved around working with Roma women aspects related to life and self-improvement, education, cohabiting, labour integration, participation in their environments and life and work balance.
Institution/ Organisation/ Service provider/ Implementing agency	Partnership of CajaSur and Fundación Secretariado Gitano
Target Group(s)/ Beneficiaries	15 Roma women
Main Services provided	300-hours training (theory and practice) in hospitality services (cook, waitress, cleaning staff), ICT, self-esteem, gender equality, self-employment, active citizenship and career guidance. All was part of a tailor-made individual itinerary within the framework of the employment program ACCEDER. To do the internships, the program had associated partners such as Adecco and AC Hotels.
Assessed effectiveness of/ Contribution that the practice has made to the integration of Roma women at local level, along with tangible and not tangible results that reached	This good practice has been carried out two more times by the same actors. This speaks for its effectiveness. This has allowed the participants to increase their knowledge and skills in the sector of hospitality, as well as to work soft-skills, ICT, and other valuable skills to improve their lives, employability and integration.
Is the practice tailor-made based on the cultural and socio-economic environment of each	Yes

partner country, as well as on the specific needs of Roma women?	
Is the practice suitable for local, regional or national implementation? What are the conditions (institutional, economic, and social) that need to be in place for this good practice to be well-replicated (in a similar context)?	It is suitable for local, regional and national implementation. However, it needs a large funding to cover the costs of the staff, the training and the renting of the venues.
What are the elements of this practice which could be used in the capacity building programme (IO2)?	Including elements of the training such as ICT, self-esteem, gender equality, active citizenship. These skills can significantly improve the quality of live of the participants as well as their success in the integration process.
What are the possibilities of extending the good practice more widely?	It is possible as long as there are financial means.

Best Practice 5	
Title of the practice	Mujeres gitanas y nuevas tecnologías (Roma women and ICT)
URL of the practice	--
Location /geographical coverage	Sevilla, Spain
Brief description of the practice	Bringing ICTs closer to Roma women and implementing workshops focused on job search, e-health, educational resources online and empowerment (through gender equity).
Institution/ Organisation/ Service provider/ Implementing agency	Fundac and Fundación Secretariado Gitano
Target Group(s)/ Beneficiaries	Roma women

Main Services provided	Development and implementation of workshops dealing with: ICT, online job search, e-health, online educational resources, empowerment and gender equality.
Assessed effectiveness of/ Contribution that the practice has made to the integration of Roma women at local level, along with tangible and not tangible results that reached	Roma women between 16 and 40 years old have had the opportunity to improve their ICT skills, as well as they learnt how to look for a job online and apply for it. This knowledge is very important in a society more and more digitalised, especially if we talk about a collective which has less access to both, employment opportunities and technologies.
Is the practice tailor-made based on the cultural and socio-economic environment of each partner country, as well as on the specific needs of Roma women?	Yes
Is the practice suitable for local, regional or national implementation? What are the conditions (institutional, economic, and social) that need to be in place for this good practice to be well-replicated (in a similar context)?	It is suitable for local, regional and national implementation. However, it needs a large funding to cover the costs of the staff, equipment, training and the renting of the venues.
What are the elements of this practice which could be used in the capacity building programme (IO2)?	The topics covered: ICT, online job search, e-health, online educational resources, empowerment and gender equality.
What are the possibilities of extending the good practice more widely?	It is possible as long as there are financial means.

Best Practice 6	
Title of the practice	KALI program
URL of the practice	http://habitat.aq.upm.es/bpes/onu02/bp207.html

Location /geographical coverage	Córdoba, Spain
Brief description of the practice	Development of a training itinerary tailored to the needs and profile of the participants as well as the real requirements of local employers.
Institution/ Organisation/ Service provider/ Implementing agency	Diputación Provincial de Córdoba, Delegación de la mujer de la Diputación de Córdoba, Dirección Provincial del Instituto de la Mujer en Córdoba, Asociación de Mujeres Gitanas (UMUGIA y PANYABI)
Target Group(s)/ Beneficiaries	Roma women
Main Services provided	- Development of the training itineraries - Implementation of 50 hours of theoretical training related to guidance, birth control, access to school diploma, children education, role of women in the Roma community, self-esteem, etc) - Training in artisanal bakery (150 hours) - Internship in local companies (100 hours)
Assessed effectiveness of/ Contribution that the practice has made to the integration of Roma women at local level, along with tangible and not tangible results that reached	- The level of training, information, self-esteem and personal development of the participant Roma women increased. - Local Roma community has received information and awareness has been raised about the importance of autonomy and personal development of Roma women. - Awareness has also been raised among local employers of false stereotypes which prevented them from hiring Roma women. - After this program, the participant Roma women increased their inclusion.
Is the practice tailor-made based on the cultural and socio-economic environment of each partner country, as well as on the specific needs of Roma women?	Yes
Is the practice suitable for local, regional or national implementation? What are the conditions (institutional, economic, and social) that need to be in place for this good	It is suitable for local, regional and national implementation. However, it needs a large funding to cover the costs of the staff, equipment, training and the renting of the venues. Agreement with local companies are necessary in order to allow the women to do internships.

practice to be well-replicated (in a similar context)?	
What are the elements of this practice which could be used in the capacity building programme (IO2)?	The topics covered, which are of importance for the target group.
What are the possibilities of extending the good practice more widely?	It is possible as long as there are financial means.

Best Practice 7	
Title of the practice	Experiencias Profesionales para el Empleo (EPES) Program
URL of the practice	--
Location /geographical coverage	Sevilla and Córdoba, Spain
Brief description of the practice	This program allows people looking for employment to do paid internships in local companies, thus improving their skills and employability to promote their labour inclusion.
Institution/ Organisation/ Service provider/ Implementing agency	Roma Women Association FAKALI and financed by Andalusian Employment Service of the Regional Ministry of Employment, Training and Self-Employment of the Andalusian Regional Government
Target Group(s)/ Beneficiaries	People in risk of social Exclusion – mainly Roma population. 33 men and 133 women.
Main Services provided	Bridging employment seekers with companies to carry out paid internships.
Assessed effectiveness of/ Contribution that the practice has made to the integration of Roma women at local level,	60 people (which represents 40%) have been hired. This is especially relevant if we take into account this took place during the 2020 Pandemic.

along with tangible and not tangible results that reached	
Is the practice tailor-made based on the cultural and socio-economic environment of each partner country, as well as on the specific needs of Roma women?	No
Is the practice suitable for local, regional or national implementation? What are the conditions (institutional, economic, and social) that need to be in place for this good practice to be well-replicated (in a similar context)?	This practice works better at local or regional level. There needs to be a structure that allows job seekers to perform paid internships in local companies. It can be easily replicated in other localities.
What are the elements of this practice which could be used in the capacity building programme (IO2)?	--
What are the possibilities of extending the good practice more widely?	Different localities and regions could replicate it.

Best practices from Greece

Best Practice 1	
Title of the practice	Women back to school
URL of the practice	https://docplayer.gr/57276284-Hronia-i-elpida-politistikos-morfotikos-syllogos-gynaikon-droseroy-xanthis.html
Location /geographical coverage	Xanthi – Greece
Brief description of the practice	Roma Women's association of Drosero "Elpida" is a Community Based Organization which was founded in 2006 by 20 Roma women who live in Drosero, Xanthi. Roma women, who generally lack official education, particular skills, work experience, self-confidence and motivation for active job search have been provided with an opportunity to be trained on various skills. As part of the project adolescent girls and women received: • Basic literary and numbery skills • Vocational training on hairdressing, tailoring, cooking and hygiene. • Some women managed to generate income based on their new skills.
Institution/ Organisation/ Service provider/ Implementing agency	Housekeeping School of Xanthi (Oikokyrikí Scholí of Xanthi)
Target Group(s)/ Beneficiaries	Roma adolescent girls and women
Main Services provided	Lessons in Greek language for adults. Women/members of the association received Greek language lessons and acquired basic literacy and numeracy skills. Vocational training for women for hairdressing, tailoring, cooking and pastry cooking.
Assessed effectiveness of/ Contribution that the practice has made to the integration of Roma women at local	All practices increased the knowledge and the skills of the women, while preserving and promoting pride in their Romani culture. Some women managed to generate income based on their new skills.

level, along with tangible and not tangible results that reached	There are no reliable data or indicators to measure the effectiveness of the practice.
Is the practice tailor-made based on the cultural and socio-economic environment of each partner country, as well as on the specific needs of Roma women?	The practice was based on covering basic needs of the Roma women in the area of Xanthi.
Is the practice suitable for local, regional or national implementation? What are the conditions (institutional, economic, and social) that need to be in place for this good practice to be well-replicated (in a similar context)?	This practice can be implemented in local areas with Roma communities.
What are the elements of this practice which could be used in the capacity building programme (IO2)?	The capacity building programme can include topics such as: • Literacy and numeracy skills • Basic IT skills • Adult education skills
What are the possibilities of extending the good practice more widely?	The possibilities rests on National and EU policy priorities and on available funding. Moreover, cooperation between NGO in local areas can play an important role in extending the possibilities of practices, through the sharing of skills and knowledge. Decision makers need to be persuaded of the long-term benefits of inclusion of the Roma community to justify the additional investment in these roles.

Best Practice 2	
Title of the practice	Empowering Vulnerable Local communities

URL of the practice	http://www.undp.org.al/index.php?page=projects/project&id=201
Location /geographical coverage	Albania Durrës region: Fushë-Krujë municipality, Nishtulla quarter and Shkoza quarter Elbasan region: B-Dardha quarter, Cerrik municipality, Peqin municipality, Rrapishta quarter Fier region: Levan commune, Mbrostar commune and Qendër commune Tirana region: Kamza municipality and Nenstacioni quarter
Brief description of the practice	The aim of the initiative was to broadly promote human security among socially excluded Roma and Egyptian communities. The program had three components: • Participatory planning • Facilitating access to rights • Strengthening institutions for social inclusion.
Institution/ Organisation/ Service provider/ Implementing agency	Ministry of Labour, Social Affairs and Equal Opportunities Authorities in local self-government units inhabited by vulnerable Roma and Egyptian communities in the regions of Durrës, Elbasan, Fier and Tirana, with support from the Joint UN Programme "Empowering Vulnerable Local Communities of Albania". Four UN agencies UNDP, UNV, UNICEF and UNFPA have partnered to implement the programme.
Target Group(s)/ Beneficiaries	Roma and Egyptians
Main Services provided	• Direct focus on participation of Roma and Egyptians in decision-making • Promotion of women's participation on an equal basis with their male counterparts • Holistic approach • Participation of Roma and Egyptians in designing policy
Assessed effectiveness of/ Contribution that the practice has made to the integration of Roma women at local	• Establishment of 15 Community Based Organizations, which partnered with local authorities to identify the development priorities for their community;

level, along with tangible and not tangible results that reached	• 12 Roma and Egyptian organizations received on the job training and all of them implemented small-scale projects addressing concerning issues for their communities such as education, health, access to rights, increasing participation in decision making thus putting in practice the knowledge transferred to them; • For the first time, 9 Roma and Egyptian young people involved in internship courses in public institutions such as municipalities, employment offices, vocational training centers, line ministries and other institutions providing social and public services; • 1.644 civil registration cases completed thus improving accesses to services; • 112 young members of Roma and Egyptian communities increased their skills as electrical repair, welder, tailor, hairdresser, cook, computer, and solar panel repair.
Is the practice tailor-made based on the cultural and socio-economic environment of each partner country, as well as on the specific needs of Roma women?	The practice was designed and implemented in Albania since Roma and Egyptian communities are both the poorest and most marginalized ethnic groups in Albania. These two groups experience poverty in the form of material deprivation. In addition, they also experience high levels of social exclusion.
Is the practice suitable for local, regional or national implementation? What are the conditions (institutional, economic, and social) that need to be in place for this good practice to be well-replicated (in a similar context)?	Empowering Vulnerable Local communities is a multi-sectorial response which seeks to improve the human security and access to the socio-economic and civic rights of vulnerable communities (Roma and Egyptians) in Albania. The Project was funded by the European Union and implemented by the United Nations Development Programme (UNDP) in Albania, in partnership with the Ministry of Social Welfare and Youth. The project relies on the active participation of the Roma communities as well close collaboration with central and local authorities in the targeted region.
What are the elements of this practice which could be used in the capacity building programme (IO2)?	A comprehensive training and coaching package related to NGO management, fundraising, financial reporting, human resources management as well as human rights, advocacy and lobbying has been offered to Roma and Egyptian Associations preceded by capacity and training needs assessment. A manual "100 innovative ideas for self-employment" accompanied with practical guidelines on preparation of business plans was

	developed and widely disseminated to local Roma and Egyptian youth and other potential beneficiaries in the three regions. The manual was widely embraced and triggered new income-generation ideas and activities amongst Roma and Egyptians. This led to transforming the employment profile of Roma and Egyptian individuals from passive service beneficiaries to active participants. An intensive public awareness and advocacy campaign has been implemented in the three programme areas featuring the Goodwill Ambassadors for Cultural Diversity and Roma and Egyptian role models. A training manual for reporters on minority issues with a focus on Roma and Egyptian Communities was produced and widely disseminated among young reporters
What are the possibilities of extending the good practice more widely?	The project was funded and designed to address significate and long lasting issues in the particular area. Funds, strategic planning, participation on the local community, constant evaluation, Key performance indicators, tangible results can enhance the possibilities of extending this practice.

Best Practice 3	
Title of the practice	Training in small business and entrepreneurship
URL of the practice	www.euromanet.eu/upload/39/67/Ethnic_Roma_women_EN.pdf
Location /geographical coverage	Sofia - Bulgaria
Brief description of the practice	Training for unemployed Roma women
Institution/ Organisation/ Service provider/ Implementing agency	Designed and organized by the National Centre for Professional Education with the Ministry of Labour and Social Policy in Sofia.
Target Group(s)/ Beneficiaries	Roma women

Main Services provided	• Business skills training • Financing skills training • Consulting
Assessed effectiveness of/ Contribution that the practice has made to the integration of Roma women at local level, along with tangible and not tangible results that reached	All the participants developed their own business plans with the support of business consultants. The most successful business ideas received financing through microcredits (small loans).
Is the practice tailor-made based on the cultural and socio-economic environment of each partner country, as well as on the specific needs of Roma women?	The practice was based on the specific needs of the local population.
Is the practice suitable for local, regional, or national implementation? What are the conditions (institutional, economic, and social) that need to be in place for this good practice to be well-replicated (in a similar context)?	Local, but easily replicable in other urban areas.
What are the elements of this practice which could be used in the capacity building programme (IO2)?	Basic skills for a capacity building programme are the following: • Business skills training • Financing skills
What are the possibilities of extending the good practice more widely?	The practice has a good possibility of extension due to the very specific and targeted structure.

Best Practice 4

Title of the practice	Raising awareness about the position of Roma women and available remedies
URL of the practice	http://www.drom.org.mk/?lang=2 / https://www.ecoi.net/en/file/local/1051168/1226_1370359982_102083.pdf
Location / geographical coverage	Kumanovo, North Macedonia
Brief description of the practice	The project focused on applying anti-discrimination legislation to the compound marginalization of Roma women. The project began with field research about Roma girls and women in Kumanovo's three Roma settlements, gathering a total of 400 responses. Among the key findings of the research was the fact that Roma women in Kumanovo are worse off than their male counterparts in terms of both education and employment. The research findings also suggested that the level of discrimination against Roma women can be reduced by securing a higher level of education for Roma girls.
Institution/ Organisation/ Service provider/ Implementing agency	Drom NGO, Kumanovo
Target Group(s)/ Beneficiaries	Roma women
Main Services provided	• Public discussions bringing together local Roma with representatives of local government and the Office of the Ombudsperson • Mainstreaming of problems faced by Roma • Attention to issues of gender • Co-ordination with other policies • The project also produced informational materials for distribution in Roma settlements.
Assessed effectiveness of/ Contribution that the practice has made to the integration of Roma women at local level, along with tangible and	The practice was selected because it addresses the issue of discrimination, oppression and education. This practice is empowering women. It gives them the capacity to define their own choices in life and to pursue their own goals. It also

not tangible results that reached	generates change in the whole society and not only in the female population. The practice is based on developing collective empowerment. Individuals work together to achieve a more extensive impact than each could have had alone. This dimension includes perceptions, stereotypes, political bodies, cooperative actions, at local or institutional level.
Is the practice tailor-made based on the cultural and socio-economic environment of each partner country, as well as on the specific needs of Roma women?	The practice gives emphasis on the major issue of discrimination against the Roma women. The issue of discrimination is common in all countries with Roma communities and it regarded as fundamental for social and economic integration.
Is the practice suitable for local, regional or national implementation? What are the conditions (institutional, economic, and social) that need to be in place for this good practice to be well-replicated (in a similar context)?	This practice is suitable since it targets discrimination and education for women. Public discussions with local authorities and stakeholders as well as the general population are the necessary conditions for replicating the practice. Advocacy and campaigning in the non-Roma environment are worth promoting, to mitigate mistrust and prejudices against the Roma. Targeting women could have a twofold long-term impact - not only on them but also on their children.
What are the elements of this practice which could be used in the capacity building programme (IO2)?	The capacity building programme can include topics such as: • Basic IT skills • Advocacy skills • Networking skills • Civil and political rights
What are the possibilities of extending the good practice more widely?	This practice was selected by the Organization for Security and Co-operation in Europe on the "Best Practices for Roma Integration Regional Report on Anti-discrimination and Participation of Roma in Local Decision-Making" in 2013.

Best Practice 5

Title of the practice	Empowering Romani parents to support upbringing and education of their children
URL of the practice	https://op.europa.eu/en/publication-detail/-/publication/23b9fbc1-b3e5-4606-b5b7-1ca9e16949e5/language-en
Location /geographical coverage	Croatia
Brief description of the practice	The project carried out training and workshops for teachers and parents, involving mainly women (190 women out of 300 participants).
Institution/ Organisation/ Service provider/ Implementing agency	'Step by Step' NGO
Target Group(s)/ Beneficiaries	Romani women were the large majority of the beneficiaries of the project: while they were not involved in the design and implementation, they participated in the evaluation. Their point of view on the benefits of the projects was considered at that step. During two school years the initiative included around 320 parents and family members, out of which around 300 Romani parents and family members (out of which around 190 Romani women), and 150 children out of which 130 Romani children.
Main Services provided	The overall goal of the project was to increase well-being and successful development and learning of children by supporting and developing capacity of parents and school and the cooperation between families and schools.
Assessed effectiveness of/ Contribution that the practice has made to the integration of Roma women at local level, along with tangible and not tangible results that reached	The participation of Romani women/mothers in workshops for empowerment in parenting has not significantly changed their level of education but has contributed to increase their aspirations regarding the education of their children (girls in particular) that is where the change starts.
Is the practice tailor-made based on the cultural and socio-economic environment of each partner country, as	The initiative was not focused on Romani women exclusively. It was focused on Romani parents in general. However, most of the Romani parents took part in the project activities were mothers (approximately 80%). The Romani women/mothers were gathered around joint effort

well as on the specific needs of Roma women?	of empowerment in order to support their children in learning after they enrolled in elementary school. The Romani women/mothers were put in a situation where they actually learned together with their children during a series of workshops over a period of 10 months (which actually equals to 1 entire educational module in formal education - e.g. math or science). By involvement in this initiative they went through a process of significant empowerment in several ways: (a) they are empowered for better parenting; (b) they are empowered to be able to provide quality support to their children once they enrol elementary school; (c) since they attended the workshops together with a number of non-Romani parents and children, they were placed in an intercultural environment what was beneficial for development/ improvement of their social skills; (d) they went through a process of education what helped increase their knowledge (having in in mind that a great number of Romani women are without elementary education); (e) one of the most important effects was that Romani women/mothers involved in this initiative, in informal conversations expressed increased aspirations towards education of their children (including daughters).
Is the practice suitable for local, regional or national implementation? What are the conditions (institutional, economic, and social) that need to be in place for this good practice to be well-replicated (in a similar context)?	The practice was developed for this particular area and was based on empowering Romani parents to support upbringing and education of their children. The practice was based on educational needs of children.
What are the elements of this practice which could be used in the capacity building programme (IO2)?	Workshops on specific basic education topics • Math • Literacy skills • Social skills

What are the possibilities of extending the good practice more widely?	This best practice can be easily transferred to other areas and can support the empowerment and inclusion on women and their children.

Best practices from North Macedonia

Best Practice 1	
Title of the practice	National action plan for improving the social situation of Roma women in the Republic of Macedonia 2011-2013
URL of the practice	https://www.mtsp.gov.mk/content/pdf/strategii/Strategija%20za%20Romite%20vo%20RM%202014-2020.pdf
Location /geographical coverage	Republic of North Macedonia
Brief description of the practice	The general goal of the action plan is to improve the status of the Roma woman and her integration in the spheres of social living, such as the four priority areas: employment, education, health and human rights.
Institution/ Organisation/ Service provider/ Implementing agency	Ministry of Labor and Social Policy of the Republic of North Macedonia, Employment Agency, Local employment centers (City of Skopje - Suto Orizari, Kumanovo, Prilep, Bitola, Stip, Delchevo, Tetovo, Gostivar, Kocani and Kicevo), Roma Information Centers, NGOs, USAID
Target Group(s)/ Beneficiaries	Roma women
Main Services provided	Conducted informative meetings to present the measures, services, counseling and training for successful representation in the labor market
Assessed effectiveness of/ Contribution that the practice has made to the integration of Roma women at local level, along with tangible and not tangible results that reached	• Increased opportunities for integration in the labor market by timely informing the target group with appropriate models adapted to the needs; • Improving access to primary health care through increased awareness and awareness of the need for prevention and opening of gynaecological surgeries in municipalities with a significant number of Roma women; • Increasing the number of Roma women with completed primary and secondary education by detecting the exact number of displaced Roma men and women and their inclusion in the educational process; • Equal opportunities and equal access to the realization of the human rights of Romani women.

Is the practice tailor-made based on the cultural and socio-economic environment of each partner country, as well as on the specific needs of Roma women?	The practice(s) is (are) tailor-made to improve the status of the Roma women and their integration in the society in accordance with the Strategy for Roma, in which one of the priorities is the specific needs of Roma women. The Government of the Republic of North Macedonia adopted the second National Action Plan for improving the social situation of Roma women with purpose to raise awareness among the population. The situation with the participation of Roma women who are uncompetitive in the labor market or who find it more difficult to be employed in active employment programs and measures and to acquire certain practical knowledge and skills. At the same time, balanced regional development, opportunity for continuous employment and employment opportunity, as well as poverty reduction among Roma.
Is the practice suitable for local, regional or national implementation? What are the conditions (institutional, economic, and social) that need to be in place for this good practice to be well-replicated (in a similar context)?	This program has been implemented on all levels (local, regional and national) and is with accordance of the Strategy for Roma of the EU. The main conditions for the practice(s) to be well replicated is the firm planning of the measures within the National Strategy for Roma (in each separate country) and adequate amount of provided funds for realization.
What are the elements of this practice which could be used in the capacity building programme (IO2)?	Raising awareness for the current situation of the Roma women by raising the questions such as education, employment, empowerment and basic rights.
What are the possibilities of extending the good practice more widely?	This practice can easily be replicated an extended.

Best Practice 2	
Title of the practice	National plan for strengthening the position of Roma women in society 2016-2020
URL of the practice	https://www.mtsp.gov.mk/content/pdf/strategii/Strategija%20za%20Romite%20vo%20RM%202014-2020.pdf

Location /geographical coverage	Republic of North Macedonia
Brief description of the practice	The general goal of the National plan is for Roma women and girls to fully enjoy human rights and be freed from gender inequality and discrimination and increased employment capacity through training or retraining
Institution/ Organisation/ Service provider/ Implementing agency	Ministry of Labor and Social Policy of the Republic of North Macedonia and other relevant ministries, Employment Agency, Roma Information Centers, NGOs, Local self-government units
Target Group(s)/ Beneficiaries	Roma women
Main Services provided	Active inclusion of Roma women as caregivers in preschool education, in municipalities with a higher concentration of Roma children of preschool age and promotion of Roma staff included in kindergartens at the level of educators
Assessed effectiveness of/ Contribution that the practice has made to the integration of Roma women at local level, along with tangible and not tangible results that reached	• Increased access of Roma women to funds and employment opportunities for their development and participation in the economic, social and cultural life; • Reducing ethnic differences in employment rates and unemployment; • Offer of literacy programs, and qualification and retraining of the unemployed Roma women in accordance with their needs/opportunities.
Is the practice tailor-made based on the cultural and socio-economic environment of each partner country, as well as on the specific needs of Roma women?	The measure is tailor-made to improve the status of the Roma women with vocational secondary education and their integration in the labor market through licensed training and employment in state administration.
Is the practice suitable for local, regional or national implementation? What are the conditions (institutional, economic, and social) that need to be in place for this	This program has been implemented on national level in more than 20 municipalities in the country. The main conditions for the practice or the measure to be well replicated is the firm planning and detailed analysis of the preschool education of Roma children on national level and the need of staff within the kindergartens where Roma children have been enrolled.

good practice to be well-replicated (in a similar context)?	
What are the elements of this practice which could be used in the capacity building programme (IO2)?	Ways of employment of Roma women with vocational secondary education in state institutions through raising awareness of non Roma about the support needed of Roma children and increased employment capacity through training or retraining.
What are the possibilities of extending the good practice more widely?	This practice can easily be replicated and extended.

Best Practice 3	
Title of the practice	National plan for strengthening the position of Roma women in society 2016-2020
URL of the practice	https://www.mtsp.gov.mk/content/pdf/strategii/Strategija%20za%20Romite%20vo%20RM%202014-2020.pdf
Location /geographical coverage	Republic of North Macedonia
Brief description of the practice	Employability of highly qualified women from the Roma community in the state and public administration through the creation and implementation of incentive policies and programs and leadership.
Institution/ Organisation/ Service provider/ Implementing agency	Ministry of Labor and Social Policy, Ministry of Education and Science, Ministry of Health, Ministry of Culture, Ministry of Transport and Communications, Employment Agency, public and state institutions
Target Group(s)/ Beneficiaries	Roma women
Main Services provided	Active inclusion and employment of highly educated Roma women in state and public administration, leaders and creators of public policies for Roma in the Republic of North Macedonia

Assessed effectiveness of/ Contribution that the practice has made to the integration of Roma women at local level, along with tangible and not tangible results that reached	• Proportional representation of Roma in the state and public administration; • Involvement of the gender component in the process of planning, budgeting, monitoring and evaluation of public policies, focusing on the needs of Romani women; • Regularly employed Roma women creators of public policies in the state and public administration; • Networking and securing institutional support of state institutions and Roma NGO in the Republic of North Macedonia working on the female question; • Raising public awareness and acting in all potentially problematic spheres of the highly educated Roma women as role models for preventing underage marriages, schools dropouts among minors as a form of violence against women and their impact on the achievement of human rights.
Is the practice tailor-made based on the cultural and socio-economic environment of each partner country, as well as on the specific needs of Roma women?	The measure is tailor-made to improve the status and to give a regular employment status of the Roma women with secondary or tertiary education and the ones that have leadership skills, and at the same time to develop their skills and become public policy makers in order to help in the process of employment and definition of the Roma policies within the country.
Is the practice suitable for local, regional or national implementation? What are the conditions (institutional, economic, and social) that need to be in place for this good practice to be well-replicated (in a similar context)?	This measure or program has been implemented on national level. The main condition for the practice or the measure to be well replicated is the firm planning and detailed analysis of the number of educated Roma women and their level of education. The practice is fully sustainable as it is a public policy in North Macedonia. What is very important for its sustainability in order further implementation is the exact data availability of educated Roma women and their precise qualifications.
What are the elements of this practice which could be used in the capacity building programme (IO2)?	The examples of sustainability in the processes of implementation of North Macedonia by being fully engaged in implementing the already defined measures or practices in the Strategy for Roma. And consistent involvement of the NGO sector in defining the future public policies.

What are the possibilities of extending the good practice more widely?	This practice can easily be replicated and extended.

Best Practice 4	
Title of the practice	Situational analysis of the state of Roma women on the labor market and utilization of active employment measures and services
URL of the practice	https://hera.org.mk/situacziska-analiza-za-sostojbata-na-romkite-na-pazarot-na-trudot-i-iskoristenosta-na-aktivnite-merki-i-uslugi-za-vrabotuvane/?lang=en
Location /geographical coverage	Skopje, Republic of North Macedonia
Brief description of the practice	Roma women advocating for equal employment opportunities by providing insight into the existing national and local employment policies, programs and measures and their levels of utilization by Roma women in Skopje, as well as a view of the existing institutional support for their work integration
Institution/ Organisation/ Service provider/ Implementing agency	HERA - Association for Health Education and Research
Target Group(s)/ Beneficiaries	Roma women
Main Services provided	To enhance the prioritizing of the issue of employment of Roma women in national policies, development of effective measures, as well as improving local policies, programs and measures for the employment of Roma women. The subject of this analysis is the situation of Roma women on the labour market, with a focus on the City of Skopje.

Assessed effectiveness of/ Contribution that the practice has made to the integration of Roma women at local level, along with tangible and not tangible results that reached	• Analysis to sheds light on the perceptions of the target group concerning employment-related issues; • Analysis to offer recommendations for the improvement of the employment measures taking into account the specific characteristics and needs of Roma women as a target group; • Increase the utilization of the existing employment measures by Roma women.
Is the practice tailor-made based on the cultural and socio-economic environment of each partner country, as well as on the specific needs of Roma women?	The measure is tailor-made to raise the awareness of the Roma women concerning employment related issues and to specifically increase the utilization of the existing employment measures for Roma women.
Is the practice suitable for local, regional or national implementation? What are the conditions (institutional, economic, and social) that need to be in place for this good practice to be well-replicated (in a similar context)?	This measure or program has been implemented on local level. The main condition for the practice or the measure to be well replicated is the advanced planning and the importance of planning of the measures within the Strategy for Roma. The practice is fully sustainable as it is a already defined within the National Action plans for Roma women. What is very important for its sustainability in order further implementation is the exact data availability of educated Roma women and their precise qualifications.
What are the elements of this practice which could be used in the capacity building programme (IO2)?	The examples of sustainability in the processes of implementation of North Macedonia by being fully engaged in implementing the already defined measures or practices in the Strategy for Roma. All projects and all practices and measures taken are upon this document which is a guide to all the steps made in empowerment of Roma in general.
What are the possibilities of extending the good practice more widely?	This practice can easily be replicated and extended.