



Final Brochure of the RARE project
Changing Discourses, Changing Practices:
RARE - The Roma as Human Resource

RARE introduction

The RARE project involved 8 Danube Region countries in which the exclusion of Roma population represents a key problem and a high policy priority.

The project's aim was to enhance the capacities of and cooperation among actors in the labour market. 21 organisations were working together to change practices and discourses.

RARE approached labour market integration of Roma with a multi-dimensional, multi-stakeholder, strategic partnership. The RARE partnership included a mix of countries, competences, roles and types of stakeholders.

The project responded firmly and clearly to equal opportunities and non-discrimination issues of Roma people by strengthening and interweaving private and public services for labour market integration.

At the same time, the project partners monitored the efficiency of interventions and developed convincing economic argumentation.

Project partners organised sensitisation campaigns and stakeholder group meetings on national and international levels.

Main project activities

- Critical success factors and best practices on Roma labour market inclusion were collected
- Institutional internal logic for Roma labour market activation was explored and described
- Inclusive attitude for Roma community was built through stakeholder group meetings, conferences and local seminars
- International campaigns were organised against prejudice and discrimination
- With a strong focus on the economic efficiency approach, pilot projects were implemented and followed up by video documentation
- Economic projection and measurement was done by each pilot project
- Stakeholder-led action planning was carried out for public service delivery improvement and restructuring
- An Advisory Board of experts was established to bridge the gap between practice and policy making
- Policy papers were published in professional newspapers



Partners took steps to define key challenges institutions and public services face in boosting Roma people's labour market activation, with the objective to map procedural and institutional deficiencies. By preparing national level flowcharts, lists of institutions were created and analysed in each country in order to reveal the possible cooperation and interaction with institutions involved in Roma labour market activation.

Good practices were collected and selected, and study visits linked to them were organised to better understand the local contexts and to gather the lessons learnt.

Stakeholder involvement started by setting up groups of local actors relevant in each locality.

These activities paved the way for the planning of local pilots having direct positive impact on the labour market integration of Roma people.

- 1 map the deficiencies
- 2 flowcharts
- 3 good practices
- 4 stakeholder groups
- 5 pilot projects
- 6 economic projection

Main outputs

- Economic projections and good practices collected
- Roadmap for efficient labour market inclusion
- Cooperation, capacity building and sensitisation pilots
- Intervention-cooperation model pilot visits
- Intervention efficiency models based on the pilot actions
- Stakeholder-led action plans for better public service delivery
- Advisory Board set up
- Sensitisation methodologies contributing to a more inclusive institutional attitude
- Policy recommendations on Roma labour market activation interventions

Roma people in labour market
Tangible and intangible barriers



SENZITIZATION FOR 100 EMPLOYEES
OF LABOUR FORCE OFFICES



FAMILY

STABILITY

FINANCIAL MANAGEMENT

EMPLOYMENT & CAREER

25 SELF-EMPLOYMENT BUSINESSES
2 PERSONS TESTING THEIR BUSINESS PLANS
3 BUSINESSES AND ORGANIZATIONS REGISTERED
4 BUSINESS PLANS PREPARED



PROFESSION

PRACTICE

EMPLOYMENT

KNOWLEDGE

Pilot projects and results

The pilot project in **Romania** aimed at providing complex interventions for Roma people, including self-esteem programs.

It included an integrated set of interventions in order to develop those basic skills and competencies which are indispensable for a successful integration of Roma in the labour market.

30 beneficiaries were involved in the program.

In **Serbia**, the pilot action was an on-the-job training, attended by 15 unemployed Roma people.

An open public call was announced for expression of interest for companies and unemployed Roma people from the territories of three local authorities in Vojvodina.

In **Hungary**, the pilot action called "Learning by working" was announced openly to the target group, and 15 Roma unemployed people were chosen.

These 15 people started their pilot training and working programme as carpenters, masons or upholsterers.

ON-THE-JOB TRAINING FOR 90 PEOPLE
5 MUNICIPALITIES INVOLVED



PROFESSION

PRACTICE

EMPLOYMENT

KNOWLEDGE



Several socially innovative business ideas were identified during the entrepreneurship training course in the **Czech Republic**. Namely, the most innovative ideas included a Roma TV and coffeehouse, as possible job opportunities for Roma entrepreneurs.

A Roma Business Camp was also held, during which the participants created and presented their own business plans.

In **Slovakia and Bulgaria**, staff trainings were realised with the aim to create a more inclusive institutional attitude for the staff of local labour offices, municipalities and other public service institutions. In Slovakia, the training methodology was further developed, including innovative tools for coaching, mentoring and tutoring activities.

In Bulgaria, a specific new service was developed in the frame of the training, aimed at changing the attitude and existing stereotypes of experts, members of the state institutions and non-governmental organisations towards Roma people in the labour market.

FAMILY
STABILITY
FINANCIAL MANAGEMENT
EDUCATION & TRAINING
EMPLOYMENT & CAREER



SENZITTIZATION FOR 100 EMPLOYEES
OF LABOUR FORCE OFFICES

TRAININGS, MEETINGS, COACHING

ROMA COMMUNITIES,
LOCAL ENTREPRENEURS,
GOVERNMENTS, LABOR CENTERS

PROFESSION
PRACTICE
EMPLOYMENT
KNOWLEDGE



25 SELF-EMPLOYMENT BUSINESSES

70 PARTICIPANTS, 8 BUSINESS PLANS

SOCIAL ENTERPRISES
ROMA START-UPS

PROFESSION
PRACTICE
EMPLOYMENT
KNOWLEDGE



ON-THE-JOB TRAINING
FOR 90 PEOPLE

5 MUNICIPALITIES INVOLVED

LOCAL COMPANIES
EMPLOYERS
GOVERNMENTS

Testimonies

"It was nice to try myself in something new and believe that I was able to create a beautiful object. We were like a real family. Thanks to the project, I was abroad for the first time in the 21 years of my life."

"I raise my two children alone, and my mother died a few months ago. This company, this work supported and kept me going during this period. I even found a 'stepmother'."

"Here we worked together, we learned, we spent a lot of time together. Today we are sitting at each other's tables."

"My sister was my inspiration, as she studied to become a tailor too. She told me that high school was important to get a better job. When I was preparing for my first fashion show, my mentor was very supportive. My dream is to go to university and become an example for Roma children."

"As a teenager, I understood that I had to have three pillars in life: the first was education to get a good job, then a good job, which also allows me to have the third: good housing."



Highlights





Full project name:

RARE - Changing Discourses,
Changing Practices:
The Roma as Human Resource

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More information about the project is available at:

www.interreg-danube.eu/rare

www.facebook.com/RARE-Roma-as-Resources-153725308477841

Lead Partner:  Hungarian Charity Service
of the Order of Malta

