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GUVERNUL ROMÂNIEI
MINISTERUL MUNCII, FAMILIEI
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Newsletter

NO. 11

The project "Equality through Difference. Roma Women's Access on the Labor Market" promotes social inclusion of Roma women and young individuals by acknowledging their particular needs and interests. It is funded by the European Social Fund, Operational Program for Human Resources Development 2007 -2013. "Invest in people!" Priority axis and domain field "Equal opportunities and respect."

The project runs for three years, starting in November 2008. The following partner organizations contribute to its implementation: Roma Women's Association "For Our Children" from Timisoara, Desire Foundation from Cluj, Parudimos Association from Timisoara, National Agency for Roma,

the Municipality of Timisoara, Autonomy Foundation (Budapest).

Project activities take place on local, multiregional, national and transnational levels.

Some activities are informative (provide information for Roma communities, or sensitize public awareness on problems encountered by Roma in the domain of labor). Other activities formative (aiming to have a direct impact on target groups we work with, and on the degree our society knows and acknowledges the reality of ethnic and gender discrimination, and the importance of eliminating it. Research and social intervention mutually supports each other.

The 11th issue of the Newsletter presents information on every activity from the second year of the project



ASOCIAȚIA
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„PENTRU COPIII NOȘTRI”



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FUNDAȚIA AUTONÓMIA

Activity 1

Promoting the principle of equal opportunities and non-discrimination

1.1. Elaborating and publishing leaflets and posters

In the third month of the 2nd year of implementation, the conception of posters and leaflets for the second year was developed, when the activity coordinator, Desire Foundation drafted the opportunities of the poster and leaflet presentation for the second year of the project. In February 2010 the leaflet material was prepared: texts were chosen, the translation of them into Romani language was completed and in this month there were developed three variants of poster and brochure for the second year of the project. In March the posters and leaflets completed, and in April, the poster and flyer was send to be printed. From this activity a number of 1000 copies of posters and 1000 copies of leaflets has resulted.

1.2 Information campaigns

On the 22nd of May, in the community Măguri in Timis County, a major information campaign organized by the Parudimos Association took place, as part of the Prayers of Roma children, in this year's edition the association was among the organizers. At the event, field workers, employment counselors and a total of three volunteers have informed a number of 360 potential beneficiaries, about the activities and scope of the FEMROM project. Those who were present were given draft materials regarding the project: posters, flyers, magazines.

On the 28th of June at the event organized by the Ratiu Center for Democracy, "Stop Discrimination" Vincze Eniko gave a lecture

titled Femininity / Feminism. She presented this lecture the project, its activities and results, talked about the results of the research conducted in the project. Noemi Magyari, public relations expert, presented the project publications (posters, leaflets, guides) and has distributed these publications to those present at the event. Hajnalka Harbula presented the first international issue of Nevi Sara Kali, spoke of its importance and the novelty it brings within the academico-activist sphere.

The event was attended by 50 people, out of which 20 have signed distribution table for posters and flyers. In July there was an information campaign for the Ph.D. students at the Babes-Bolyai University in Cluj. Hajnalka Harbula presented the project, its activities and its results, spoke about the results of the research conducted in the project. Noemi Magyari, public relations expert, presented the project publications (posters, leaflets, guides) and has distributed these publications to those present at the event. This campaign was attended by 17 people who have signed distribution table for posters and flyers.

In September Desire Foundation organized an information campaign for the public authorities, representatives of NGOs and media representatives in Zalau. The event was attended by 13 people, 9 people were distributed posters, leaflets and DVDs of the project film, the Nevi Sara Kali magazine and newsletters. On this occasion, Eniko Vincze, presented the project activities and its results, Iuliu Kozak presented the results of the questionnaire survey of the 1st year of the project (Roma labors), Hajnalka Harbula presented the project publications, leaflets of the 1st and 2nd year and the Nevi Sara Kali magazine. The participants of this session could watch fragments from the movie of the 1st year of the project, during which they were distributed posters and leaflets and the DVD with the film, magazine and newsletters of the project.

On September 15th representatives of the Desire Foundation met with representatives of Huedin Town Hall (8 people, the mayor, vice mayor, social workers, health workers) and distributed 8 posters, 8 leaflets and 8 DVDs of the project film, the Nevi Sara Kali magazine and newsletters.

Representatives of the project team have attended high level meetings organized by the European Commission in Bucharest, between 12th and 13th of October 2010, in Cluj on the 14th of October and Iasi on the 20th October, with the theme EU funds contribution to the integration of Roma.

During these meetings the Association of Roma Women "For our children" was present with a booth in which project activities have been promoted and disseminated materials to 138 people (posters, leaflets, magazines).

On the 15th of October, representatives of the project team and volunteers have participated at the NGOs Fair, held at Hotel Continental in Timisoara, where they promoted the work of the project, both among the representatives of NGOs in Timisoara, and also students and high school students invited to this fair. People who visited the stand were able to watch multimedia presentation of project activities and received materials: posters and leaflets, being distributed more than 100 such materials.

1.3. Training Sessions

The duration of this activity in the the second year of the project was four months, from April, ending with the month of September. During this period, according to the plan developed, eight training sessions were held in several regions of the country.

On the 29th and 30th of April there were two training sessions held in Timisoara. These sessions were attended by representatives of the media, local authorities and social partners, giving them information on the issues related to Roma history and culture, debates on the topic

of discrimination and equal opportunities.. Training sessions in Cluj were held on the 24th of, 24th of June the 19th of July. Invitations with the meeting's agenda were addressed to media experts as well as managers of local authorities.

The invitations to the training session on the 24th of May were sent to representatives of mass media, media experts from Sapientia University Cluj, Babes-Bolyai University Faculty of Film and Television, the Faculty of Political Science, Public Administration and Communication, the Department of Journalism, Media Index, Ratiu Foundation for Democracy, Communitas Foundation, and representatives of COJES Cluj. 25 persons attended this session.

On the 19th of July the third training session was held in Cluj, to which representatives from public authorities, media and PR experts, but also women from the Roma community in Cluj were invited.

In these three training sessions held in Cluj, in total we had 52 participants, belonging to the target group as follows: 25 persons - media experts, eight women, 9 people - managers of public authorities, 9 people - personal of civil organizations. At the end of each training the team of Desire Foundation distributed to each participant a total of 52 copies of publications of the project: first and second year flyers, posters and a DVD containing the film (A project for social justice), the monthly newsletters and the first issue of Nevis Sara Kali magazine.

The three training sessions in Bucharest, Constanta and Galati were organized by Parudimos Association on 07/27/2010 in Bucharest, on 07/28/2010 in Constanta) and on 07/30/2010 in Galati.

The sessions were attended by representatives of the media, local authorities and social partners, giving them high interest in knowing the issues related to Roma history and culture, debates on the topic of discrimination and equal opportunities. At the meeting in Bucharest on July the 27th there were 20 people present, at

the meeting on the 25th of July 28 people were present, and at the meeting on the 30th of July 30 in Galati 25 people were present.

1.4. Contributing to the work of the Committees for equal opportunities in two counties

According to the protocol of cooperation signed in the first year of the project, the purpose of this activity is to promote equal opportunities in order to eliminate all forms of discrimination on grounds of gender on the labor market. Following the restructuring of the National Agency for Equal Opportunities Between Women and Men of the Romanian Government in January 2010, the ANES County Territorial Departments, with representatives from Cluj and Timis cooperation agreements have been signed. In this situation the Roma Women's Association „For Our Children” from Timisoara and Desire Foundation from Cluj decided that in months in which the work with ANES / COJES was provided, to organize public events to promote equal opportunities. In Timisoara on the 8th of March a meeting was organized at Town Hall at the initiative of the Roma women from Timisoara, to which other women involved in the public sphere were invited, there were invited representatives of local authorities, non-governmental organizations, religious cults, in the idea of celebrating diversity and equal opportunities. At this meeting the project activities and its results were presented and also the efforts of the Roma Women's Association „For Our Children” in integrating Roma women to the labor market. Also in this respect in March 2010, the Desire Foundation from Cluj organized an action called

Attitude against violence in the month of women, on the 13th of March.

Desire Foundation, in partnership with the master program "Equal Opportunities and Gender Studies", from the "Babes-Bolyai" University, held on March the 13th an action to raise public awareness on various forms of violence that marks our society. The action took place in Cluj-Napoca, at Mihai Viteazul Square, and was followed by other events at Tranzit House in Cluj.

Seven members of COJES were invited to training session in May in Cluj, but their participation at this event was at the training session in June in a number of three people. All COJES members were disseminated publications from the second year of the project a total number of 11 materials. In July, at the initiative of the Roma Women's Association „For Our Children” a workshop was organized on "Integration of Roma women in the labor market in economic crisis" and all the members of COJES Timis were invited. In September the Roma Women's Association „For Our Children” together with the Timis Prefecture organized a second workshop with the theme "The contribution of European funds to the integration of Roma people" to which again all the members COJES Timis were invited. The meeting was attended by seven members of the former COJES, representatives of other organizations and institutions, and representatives of project beneficiaries. At the meeting the project and its results were presented.

In October, Desire Foundation organized a round table with the participation of COJES, outlining their position on the issue of using European funds and the integration of Roma (high-level thematic meetings held on October the 12th and 13th of October in Bucharest, on the 14th of in Cluj and on the 20th of October in Iasi). At this meeting 4 posters from the second year, 4 leaflets, 4 magazines Nevi Sara Kali number 2 and DVDs with the film of the project and

newsletters.

Activity 2

Research, studies, analysis

2.2. Social and economic condition and status of women and young Roma - qualitative research

Qualitative research is coordinated by Desire Foundation. The purpose of the qualitative research in the second year is to bring to light experiences of conceptions about work (the extra-domestic and domestic), but also the degree and manner of knowledge (steeped in prejudices) mutual relationship between the employer (non-Roma) and employee (Roma). Through the research information was collected about aspects of presence and access to employment, which helps to improve business processes and information, mediation, guiding placement among the target groups (especially Roma communities, including young Roma and Roma women). The field operators have established direct contacts with target groups and were provided information about services offered by the project. Such information were also distributed to the surveyed employers. Preparation of qualitative research began in the second month of the second year of the project implementation, in December 2009 and continued in the month of March. January 2010 a new variant of the graph Monthly Plan document on the qualitative research was elaborated. Earlier this month the following documents required to conduct the qualitative research were elaborated: research plan, attribution field operators, interview user guide, participatory observation, observation notes, and a report on

the training of the field operators. Also in January, through the Parudimos Association from Timisoara, and Desire Foundation from Cluj field workers were contacted. 5 people were selected (3 in Timisoara and 2 Cluj). This training period was followed by field work between February-April 2010. Field work during this period took place in Cluj and Timis in Roma communities. This activity was attended by five field interviewers and the researcher in anthropology.

2.4. Offers of training courses and jobs - the collection of information (Regional)

The collection of the offers of training courses and jobs was done weekly (for the collection of jobs) and monthly (for training courses) throughout this period (January-October 2010) by experts from the Roma Women's Association „For Our Children” and Parudimos Association. The database is accessible on the project website, which allows searches by various criteria of job offers. As part of the information and services, the beneficiaries are guided and trained on how to access and use the database on the site.

2.5. Study on the labor market

Labor market survey complements previous research performed in the project. Previous research has mainly pursued knowledge and experiences of occupational status in terms of employment of Roma. The research aims to determine existing job offers, as well as public and private economic agent's attitude towards the persons involved, particularly against women, Roma people, and Roma women respectively.

Following these data we were able to circumscribe the real employment opportunities for Roma and especially Roma women on the labor market, opportunities for both structured and dynamic structure of the economy and the Roma image among employers.

The study refers particularly to the city of Cluj, and four cities in the Western region (Timisoara, Arad, Resita and Deva). It will be based on a documentary on some relevant statistics in terms of theme (which will circumscribe the broader economic context) and a quantitative research and qualitative research conducted in the cities mentioned. The study was launched in November and December 2010. In January a research plan was developed, and the training of the research teams from the five cities. People involved in the research are: Eniko Vincze, research coordinator at the Desire Foundation, assistant sociologist Iuliu Kozak, the Parudimos Association and 10 interviewers, 2 in each city. Research will be completed in January and February 2011.

Activity 3

Assuring social inclusion

Activity 3.1.

Information session for Roma

women and youth

Information sessions for Roma women have been organized Roma Women's Association „For Our Children” from January to April in: Jimbolia, Timis County (20/01/2010) Varias, Timis county (01/29/2010) Giulvaz, Timis county (02/26/2010) Cenad, Timis county (03/16/2010) Bencecul de Jos, Timis county (03/19/2010) Sânicolau-Mare, Timis county (20/04/2010) and Vinga, Arad County (27/04/2010). Information sessions for young Roma were held in rural localities by the Parudimos Association:

Drastic, Hunedoara county (01/15/2010) Racovița, Timis county (01/21/2010) Săcălaz, Timis county (02/04/2010) Bucovăț, Timis county (02/09/2010) Cheveresu Mare, Timis county (11/02/2010), Gelu, Timis county (18/03/2010), Liebling, Timiș County (03/26/2010) Cheveresu Mare, Timis County (31/03/2010).

Also in this activity field operators conducted individual information sessions, which were made primarily in the communities in Timisoara, but also in communities where there were previous visits of the team to achieve group information sessions.

Between January and April 2010 578 people were recorded as target group at these meetings.

From May to October 2010 briefings for Roma women have been organized Roma Women's Association „For Our Children” in: Sînpetru German, Timis county (05/27/2010) New Peciu, Timis county (28.05. 2010), Termeia Mare, Timis county (06/24/2010), Deva, Hunedoara County (08/19/2010), Beba Veche, Timis county (08/28/2010) Ghilad, Timis county (09/15/2010) Bulgăruș (09/27/2010) and Bocsa, Caras-Severin county (27/10/2010).

Information sessions for young Roma were held in rural areas by the Parudimos Association: Gătaia, Timis County (18/05/2010), Berini, Timis county (21/06/2010), Costa, Timis county (06/29/2010) Arad Prison, Arad County (7/19/2010) Sacosu Turcesc, Timis county (07/26/2010) Cernăteaz, Timis county (11/08/2010) Tomnatic, Timis county (08/26/2010) Sintana, county Arad (31/08/2010) Dognecea, Caras-Severin (16/09/2010) Masloc, Timis county (24/09/2010) Arad Prison (10/13/2010), Ineu Arad County (15/10/2010) and Macea, Arad county (10/26/2010).

Also in this activity field operators conducted individual information sessions, which were made primarily

in Timis and Hunedoara, but also in communities

where there were previous visits of the team to achieve group information sessions. During this period, labor market access 995 people (including 642 women) have been informed about the access to the labor market, out of which 990 were recorded as the target group (414 of those in the group information sessions, 574 for information on the individual information sessions).

3.2. Psychological counseling of young Roma women and to increase self-confidence, self-esteem and self-knowledge

Psychological counseling for women and young Roma is a service held at the Roma Women's Association „For Our Children“ and Parudimos Association, and follows a weekly schedule (at the headquarters of Roma Women's Association „For Our Children“ - Monday, Wednesday and Friday between 13 to 18 for women and Roma, at the headquarters Parudimos Association - Tuesday and Thursday between the hours of 14 to 19) and group meetings with the beneficiaries. Services were given on the general package developed by the two expert psychologists hired in the project, which has been updated and adapted for each individual counseling. From January to April 2010 there were a total of 44 women and 42 young people counseled, and between May to October there were a total of 81 women and 70 young people counseled.

3.3. Mediation between people seeking training programs and / or job and potential employers

Between January-April 60 Roma people, including 24 youth, 24 women and 12 men, received mediation services for inclusion, which is reflected personalized action plans developed

for beneficiaries. Beneficiaries were selected during the information sessions. Mediation actions have assumed a social evaluation of each beneficiary, followed by the achievement of individualized plan of mediation (in the consultation of the vocational profile developed by the psychologist). The beneficiary could opt for vocational training, employment, or even both. From May until October 2010 a total of 74 Roma people, including 36 women and 38 young people have benefited from the mediation services, which is reflected by the personalized action plans developed for beneficiaries.

3.4. Accompanying activities: providing care and education services for children

At the headquarters of the Roma Women's Association „For Our Children“ took place the assistance program for students and children, with activities of "school after school," social networking for a number of 35 children between January and April, provided a charge of preschool education and a mathematics teacher, student volunteers and a volunteer Romanian teacher.

In this period there was provided an educational program 10 hours - a week, attended by students, with an average of 15 - 20 children / day.

Also from May to October at the headquarters of the Roma Women's Association „For Our Children“ these programs were attended by 43 children. Also during this period 13 mothers with children were recruited, the new beneficiaries of accompanying activities during the third year of project

3.5. Support people

From May to October 20 people were selected as support resource, compliance in this category are determined after completion of vocational profile by psychologists from the Roma Women's Association „For Our Children“ and Parudimos Association.

The 20 people were recruited, the first step in preparing them was the selection which was made at the visit of transnational partners to Hungary, to watch the models of good practice in the insertion of the Roma to the labor market. Also in July these 20 people selected as resource support persons attended a training session for project writing, supported by two psychologists from the Roma Women's Association „For Our Children“ and Parudimos Association.

Also during this period a number of other 19 persons were booked on free training courses organized by AJOFM Timis and Arad, and the employment counselors from the Roma Women's Association „For Our Children“ and Parudimos Association.

3.6. Preparing of support / resources people in ICT and foreign languages

From January to May 2010 there were held three ICT courses. The first course took place from 09.02. - 2/22/2010, the exam being held on 05/03/2010. In this course, 15 beneficiaries have signed up, 13 people passed the exam. The second course was held from 03/18 to 03/30/2010, to which 12 recipients registered. Examination was held on 31.03.2010, out of the 12 beneficiaries enrolled 11 people promoted the course.

The third course was held from 04/20 to 05/03/2010, with the exam held on 06.05.2010. To this course there were originally 13 people enrolled, at the end 9 of these people promoted

course.

Therefore during this period 40 beneficiaries were enrolled in ICT courses, out of which 33 have completed and passed these courses. From May to October the ICT exam took place on 05/06/2010, in which 14 people were enrolled, women and young Roma. On the day of the exam nine people were present, all nine of them promoting the exam. Also in June, October, a new batch was recruited for ICT courses. 30 people were selected, 15 women and 15 young people for the courses that will begin in November 2010.

3.8. Job fairs for Roma people

Job fair for Roma people was held on June 18 2010, at the headquarters of Roma Women's Association "For Our Children". This job fair was organized in partnership with AJOFM Timis, in total there were present 86 Roma people seeking employment, 12 employers offered 96 jobs and also there were seven representatives of the media in Timisoara present. The organizing of the Job Fair assume the sending of invitations to the main employers in the area, promoting the event in the Roma communities both in Timisoara and close communities.

Activity 4

Transnational activities

4.1. Visit of the Romanian partners at the transnational partner

On the 28th of June 2010 the visit of the Romanian partners at the transnational partner of the project Autonomia Foundation in Hungary took place. This meeting was attended by the representatives of both the Roma Women's Association „For Our Children” and Parudimos Association (representatives of project management and implementation team members). Organizational details were discussed about future activities, planning the transnational study in the third year of implementation and details of the visit of the beneficiaries.

4.2. Visit of a group of young Roma and women at the transnational partner

Between the 28th - 30th of June 2010 the visit of a Roma group was held at the transnational partner in Hungary. This activity was attended by 20 beneficiaries, 10 women and 10 young Roma people, selected as support - resource persons of the project. Selection of the beneficiaries was done to maximize the efficiency of the exchange of experience, individuals selected from both urban and rural areas, who will be the future promoters of the principle of equal opportunities in the Roma communities.

The program began on the 28th of June when the delegation, composed of the project team members and the 20 beneficiaries travelled to Budapest, where the transnational partner, Autonomia Foundation held the first item on the

agenda: presentation of the successful programs of the integration of Roma on the labor market. Also on the first day of the visit the beneficiaries visited the Kesztyű Gyar Community Center in Budapest, a center with comprehensive services, located in a poor district of the Hungarian capital, where beneficiaries were also presented models of good practice in the work with Roma communities.

On the second day of the visit, the delegation visited the Civil Center in Kecskemét where the beneficiaries were presented training programs for people of a camp for Roma and Roma children. The team also visited a center for labor market integration in rural areas, in Baks village.

4.4. Establishment of magazine publishing, and editing and publishing the first issue of the journal

In January the monthly work plan was developed for this activity for the second year of the project, the call for papers for the Journal was sent. In February the introduction article was elaborated, about the multiple discrimination of Roma women.

In March, the content for the magazine Nevi Sara Kali no. 2 developed and also 6 more articles were collected. In April 14 articles were collected for the magazine, translations for several articles was made. Earlier this month six magazines and six posters from the first year project were distributed at the meeting at the Prefecture Cluj with the European Commission. In the 5th month of the second year at the event A stand against violence in the month women on the 13th of March organized within the activity 1.4. 15 Nevi Sara Kali journals were distributed. In August, after receiving the second number of

the magazine, the team of Desire Foundation distributed copies for the authors. In October, the Desire Foundation has distributed five magazines to representatives of several institutions in Hungary.

Activity 5.3.

Biannual meeting of national partners

Coordination meetings with the team were held on a weekly / monthly basis (depending on the internal procedures of each partner), and in January and April representatives of the Roma Women Association "For Our Children" Desire Foundation and Parudimos Association attended these meetings. The meetings were aimed to evaluate the work of the first year of project implementation and identify the ways to improve future work. Thus in this period (May-October 2010) 39 meeting sessions were held in total. Also in this period the biannual meeting of the partners was organized on the 29th of October 2010, its main purpose being the analysis and the evaluation of the second year of implementation.

Activity 6

Information and promotion

6.1. Internet page

The purpose of this activity is to provide visibility to the project, systematically presenting its results, to provide direct user access to information about services offered by the project, by the social inclusion activities, making available to the beneficiaries in job search through the database, information about

jobs available in the Western region, providing an interactive space for communication. Database jobs available in the Western region were updated monthly between January and April 2010.

Materials collected from partner organizations in January, February, March, April by the public relations expert were uploaded onto the project website.

In the months from May to October public relations expert has elaborated the newsletters (No. 4, 5, 6, 7, 8, 9) in both Romanian and English language. These newsletters were posted on the website of the project can be found at the address

<http://femrom.ro/buletinformativ.html>.

6.2. Materials for media: press articles, radio and television materials

This activity is coordinated by the Desire Foundation. The purpose of this activity is to give visibility to the project, presenting advertisements made by organizations in the project (written articles in newspapers, participation at TV and radio shows, press releases on various activities) the project site, in press etc. Also, this activity aims to provide direct beneficiaries to information about services offered by the project through articles, participation in TV and Radio shows. In April, public relations expert elaborated a article about the first-year film project. In April, during the training sessions a press release was issued, o there were collected a number of 6 newspaper articles in June, a radio interview and a radio broadcast in Hungarian language.

In June, the public relations expert elaborated a document, to promote the project in Romanian and English, which was sent to several online

group lists of specialized communication. In August, the PR expert wrote an article entitled "European project with training sessions in Cluj. In October, Eniko Vincze wrote an article entitled "Nomadism, freedom of movement and work culture" which appeared in the 546th issue of the Observator Cultural.

6.5. Making a film about the project

In January an English translation of the first year's film for subtitling. In February the editing of the subtitle for the film was done and the in English subtitle has been applied to the film.

The interviews and the children's dances were filmed in March on Cantonului street. These materials have been digitized. In April, four training sessions were held in Cluj, these sessions were filmed. From May to October 2010 as planned, the works included are the following: continued filming in and about the Roma communities which have been targeted in the Qualitative research in Cluj and Timis county, the digitization and electronic archiving of these footage (in May, the team at the Desire Foundation have been filming in the village in Timiş County Satchinez and Cantonului Street in Cluj, and the roundtable discussion on the problems of the Roma community on Cantonului Street); continued filming made in the social inclusion activities undertaken by the Association of Roma Women "For our children" and Parudimos Association in the Western region; the start of the second year's film editing and elaborating a 10-minute film (by the team of Desire Foundation). In October, the screenplay for the second year's film was elaborated.

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