



*Together and Across*

EQUAL





# " Putting equality into practice "

*Together and Across*

to combat discrimination and exclusion

**Czech Republic - Finland - France - United Kingdom - Slovakia - Sweden**

- Designed by f.t.m. & Papyrus in September 2007 -

Reach target

EDUCATION

**EVENTS**

learning processes  
Cultural

synergic

Motivation



iversity

Added  
value

EDUCATION

Reach  
target

Motivation  
INSPIRATION

new friends

synergie

learning processes

**Social Cohesion**

Cultural diversity

## EQUAL - Transnational Co-operation Agreement

### Together and Across

"... to challenge social and labour-market discrimination against minorities, disadvantaged people and marginalised individuals".

In March 2005, representatives from the Czech Republic (IQ Roma Servis, Partnership for Romany success on labour market, CZ-48 project), Finland (Roma Into Working Life, FI-55 project), France (Floralsons, FR REU 2004-40949, project), Scotland (Empower Scotland, UKgb-158 project), Slovakia (DafnE, SK-55, project) and Sweden (Romer i Sverige, SE-73 project) met in the city of Zilina (Slovakia), to establish a Transnational Co-operation Agreement.

Believing in the same cause: to promote a more inclusive work life, and sharing the same vision: to challenge social and labour-market racism, the partners got committed to an agreement called **Together and Across**. (TCA id code: 3701 - round: 2, <https://webgate.ec.europa.eu/equal/jsp/Index.jsp>).

The partnership agreement contains a number of action plans aiming at sharing knowledge, experiences, good practices, results and methodologies, to empower disadvantaged people, suffering from exclusion.

A strong emphasis is then given to the largest minority group in Europe (the World Bank source): the Roma people, but also to migrants settled as residential newcomers within the national boundaries.

After eight meetings, held in all partners' countries, it is now possible to seize the work that has been done together.

On the following brochure we provide evidence of good practices which have been developed and tested and we wish to contribute to the dissemination and to the spreading out of the first results of our work.

Hopefully, the outcome of the partnership will contribute to the implementation and assessment of diversity policies at the local, national and European level; and will improve the local and national approaches to the concrete issues of employment of disadvantaged minorities.

The Together and Across partners

This transnational partnership has been developed on the frame of the Equal Initiative, which is implemented in and between Member States and is funded through the European Social Fund. ([http://ec.europa.eu/employment\\_social/esf/](http://ec.europa.eu/employment_social/esf/))

# CZECH REPUBLIC



## Romany success on Labour Market



### Project information :

Initiative Equal  
Project name : IQ servis - System for Romany Success on Labour Market  
Project number : CZ.04.4.09/4.1.00.4/0077  
District : City of Brno, Region of South Moravia, Czech Republic  
Budget : approx. 1 million Euro  
Start : 16th September 2005  
End : 30 June 2008

### Contacts :

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### VISION

We want a world where true and friendly relationships between Roma and majority people exist - a world in which Roma will naturally hold dignified social roles with respect to their culture and nationally.

### PROJECT METHODOLOGY COVERS ENTIRE ROMANY FAMILY

Target groups are both children and young adults, especially in age from 13 - 18, as well as their parents, family members.

The project activities are interconnected and are built on 5 pillars:

1. Centre of Motivation and Stimulation (drama education, EEG biofeedback, photography, movie clubs...)
2. Educational Centre (remedial education, school and vocational counselling centre, English classes, IT classes...)
3. Centre of Information and assistance on the labour market (job counselling, educational and retraining programmes)
4. Centre of prevention (social and legal counselling, anti-discriminatory service, social field work)
5. Evaluation, Coordination, PR & Media Centre

### PARTNERSHIP

12 national partners involved : elementary, secondary schools, universities, leisure time center, research institution, employment office, city of Brno, Region of South Moravia etc.

The project combines the experts from the community (community workers, members, activists, clients) with the experts from institutions (researchers, teachers, public administration etc.) in order to create new methodologies for preventive programmes, development of more effective and address services and inclusion strategies

### Project outputs in years 2005-2007

- 90% of clients entered secondary school
  - 140 clients are learning English language or IT skills
  - 100 youngsters are involved in motivation activities
  - 114 clients found a job (with our assistance), 60 of them work for longer than 2 months
  - 3 clients are involved in preparatory phase of new projects for the municipality
  - 5 women completed project assistant course, 4 girls completed training to become hostesses of fairs and exhibitions
  - 64 clients gained IT skills and 12 are visiting English language courses
  - 190 clients were given service by indoor or social field work counselling
- In 37% of client's orders involve housing, 18% debts, 16% welfare benefits, 14% legal counselling. 36% of client's orders were resolved successfully and in the cooperation with the client. Only 3% of client's orders were unsuccessful. Remaining orders are still in progress.



# Romany success



## ➤ MAINSTREAMING, presentation of client's skills and activities

- a) photo exhibition - also available at [www.jaktovidimja.cz](http://www.jaktovidimja.cz)
- b) public performance with e.g. juggling skills, dancing, etc.
- c) musical theatre (Gypsies go to heaven)
- d) drama educational lectures (Theatre Forum performance at schools, in club, in public)
- e) European anti poverty network
- f) involvement in community planning process Brno city



## ➤ RECOMMENDATION (what is working)

- methodology which covers the whole family
- individual and long term guidance and support for successful transition from primary to secondary educational level
- improvement of concentration by EEG bio feedback
- self presentation and improvement of personal dignity through public activities
- direct intervention through social field work and counselling

## ➤ PRACTICE

### A good practice example : Further education support

At the beginning, mother of the client I. J. started to use the social and legal counselling and services of IQ Roma servis and at the same time she got familiar with the school guidance counselling service which was also offered in the organisation and advised her daughter I. J. to visit it.

Client I. J. has been in the fourth grade of secondary education, which means she had to decide what to do after leaving current school.

In January 2007 the school counsellor in IQ Roma servis interviewed the client and identified the main features of client's situation. Firstly, the family problems were making it extremely difficult for the client to do homework and get ready for school. Secondly, the client had serious troubles with mathematics, which could have restrained her from passing the secondary education school-leaving exam. Thirdly, the client wanted to try to get to an university.

According to this situation the client started to attend extra math classes at IQ Roma servis, consequently she improved in math and had been given permission to do the secondary school-leaving exams. In February 2007 the client applied for university and nowadays she is preparing in IQ Roma servis for the university entrance exams. In the process of preparation, the EEG-biofeedback training turned out to be useful for the client.

Activities in IQ Roma servis had been supporting and motivating for the further effort and aspirations of the client. Nowadays the client declares that she feels more self-confident and she can share her positive experience of the step-by-step success in education with her friends. The support from the side of the organisation has been very important for her and her family.



# FINLAND

## Roma into working life



Jyväskylä

### Contacts :

Project Leader : ritva.anttonen@jkl.fi  
Project Manager : merja.lehtiharju@jkl.fi  
TCA-Coordinator : janne.laitinen@jkl.fi  
Project Coordinator : kyosti.florin@jkl.fi  
Kyosti.florin@gmail.com

### Project information :

In Jyväskylä Region lives app. 350 Roma.  
Our Project's outcomes are :  
■ 113 action plans (participants)  
■ 36 in training  
■ 56 in work  
■ 3 entrepreneurs  
■ 157 have participated in activation clubs (gym, sewing, ...)



### WHY TCA ?

We want to learn together with our partners and change experiences.

### BACKGROUND OF FINNISH ROMA

The Roma were granted Finnish nationality in 1919, but they are still being discriminated against in recruitment and many every-day situations. There is still scope for development in such as participation in civic activities, education, training and employment, and standards of livelihood, as well as attitudes and tolerance both amongst the Roma and the main population. As a starting point, the social position of Roma in Finland can be considered quite good, however, compared to their situation in many European countries. The EQUAL provides an opportunity to work with Roma and enables a good foundation for improving the situation.

Eeva-Liisa Koivunena  
Senior Adviser, Legal Affairs, Head of the Structural Funds Unit / Ministry of Labour



### PROJECT

The aim of the project is to improve the possibilities of the Roma to receive education and training, find employment and be involved in enterprising. One more thing is to change attitudes among the Roma and the main population (= building bridge). And how we did it ...

- survey the situation and motivation within Roma
- Project Workers made action plans with the motivated ones
- and start to make house calls to activate those which were not so motivated
- work against prejudices

Best results you get when you work with young ones, both Roma and majority. Then the young have not learnt prejudices etc. Culture Mediator helps the young to perform a comprehensive school and vocational school. She also keeps lectures of Roma history and culture from pre-schools to officials. Project Workers cooperate with motivated beneficiaries to find a job, etc, and also support them during the job.



FINLAND:  
Roma into working life



# FINLAND

## METHODS

■ **Action Plans** : Survey of individual paths to training, working life and entrepreneurship. Some may need activation before they are ready to join society, so we offer them hobbies like gym, sewing, peer groups, etc.

■ **Changing attitudes** : Sharing knowledge of Roma history and culture for majority and vice versa !

■ **TuRom-training** : After this bridge building training people are more open-minded and willing to cooperate in many fields of life. TuRom is our EQUAL-product.

## TUROM

The main idea of TuRom is to get people know new people over the culture and like that break prejudices. A method is to have interaction and conversation between the minority and majority participants. Then they realize that they share same things (joys, sorrows, values, interests...) and they all are human beings. Even they are from different backgrounds. Aim of TuRom is to have this group work together with and for Roma to reduce prejudices and improve their education and employment status.



## MAARIT TO BE AN EMPLOYEE

Maarit is 31-years old woman and she have four own and two foster children. About two years ago she thought that she wants to do something with her own life. She had heard about this Roma Into Working Life -project from one of her friend. She and project worker Kirsi Florin made together the action plan about what would be a way to get employee. So Maarit called on many places, f.ex. libraries, schools to find a place to be trainee.

One day Maarit got a call from a school and she got a training contract as a school assistant. **"I was three months at trainee and I opened my eyes to the whole new world"**. She heard about a proper job as a school assistant, but she was wondering is she good enough for that job. She still applies that job and got an invitation to interview. For everybody's surprise she got that job! **"I'm very happy in my job and now I have a meaning for my life"**.



## GOOD PRACTICES... The way of success

- Advisory Board for Romani Affairs (national level)
- The Roma Working Group of Jyväskylä City (local level)
- Committed Development Partners
- Good Project Team, 75% of our Team are Roma

>>> Work with Roma, not for Roma  
>>> Everyone is expert in his/ her own field



FINLAND : Roma into working life

# FRANCE (Reunion Island)

# floraisons



Reunion Island

## GENERAL INFORMATION

**Reunion Island** is located at about 10 000 km (6500 miles) from Paris, in the Indian Ocean east of Madagascar, about 200 km (130 miles) south west of Mauritius, the nearest island.

### Geography

The island is 63 kilometres (39 miles) long; 45 kilometres (28 miles) wide; and covers 2512 square kilometres (970 square miles).

[www.la-reunion-tourisme.com](http://www.la-reunion-tourisme.com)

## Project information

Initiative Equal  
Project number : FR-REU-2004-40949  
District : Reunion Island  
Budget : approx. 1 million Euro  
Start : 1 July 2005  
End : 31 December 2007

## PROJECT CONTEXT

Whereas all over the world the old ethnical and cultural conflict is coming up again, Reunion Island often mentioned as a model of social integration and a place where people live together in peace. Nevertheless, there are people coming from Mayotte, Comoros Islands and Madagascar who are not completely socially integrated.

According to a recent survey 26% of people coming from the Indian Ocean islands live in shanty towns, 31% do not speak either French or the local dialect, 86% of households are unemployed and nobody ever sets up a company.

This marginalised community is composed of about 20 000 people.



## Contacts

f.t.m.  
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Tel/Fax : +262 262 20 46 52

[www.floraisons.com](http://www.floraisons.com) - [floraisons@wanadoo.fr](mailto:floraisons@wanadoo.fr)

## PROJECT AIMS

The project focuses on three main actions :

- To provide specialist training and coaching to young, unemployed, migrant women, living in shanty towns or on poor areas, in order to help them to find a job.

- To act in favour of friendship, cultural exchanges and social integration, by writing, editing and distributing comic strips. Six volumes are issued through the joint work of school pupils, teachers, writers and cartoonist.

- To support migrants to create their own economic activity.

A number of actions which aim to the setting up of enterprises are taken and the professional successes are exploited as kind of 'shop window', destined to be imitated inside the ethnic groups.

The three actions contribute to build a better image of the ethnic populations and a better social cohesion, in Reunion Island.

## PROJECT OUTPUTS 2005-2007

- 98 % of women beneficiaries have no school degree
- 95 % of women beneficiaries have no working experience
- 8 beneficiaries out of 14 already set up their own business
- 36 000 comic strip have been edited and distributed to pupils
- Editing of a didactical support to exploit the comic strips in classroom
- 25 women out of 40 have already found a job
- 90 women living in shanty houses have had a first meeting with our assistants
- 5 movies have been shot
- More than 1000 hours of training have been provided to beneficiaries

## ➤ A COLOURFUL LIFE



### HER HISTORY ...

All ZENABOU came straight from Mayotte, from a small fisherman village called Tsounzou, where she was living with her grand-mother, six brothers, two sisters and her mother. With just 60 euro per month, her family could not face daily expenses. So her mother decided to leave Mayotte. She arrived, first, at Reunion Island. To earn more. Once here, with no education and little money, she only found the shanty houses, as a shelter. And then all different kind of problems...

### HER DEPARTURE ...

Zenabou leaves Mayotte as well. Quits her secondary class and arrives in Reunion on 6th march 2006.

### HER DECISION ...

On May, she met the Equal project FLORAISONS and she decided to have a go. She wanted to become house painter.

### HER GREAT PERSONALITY ...

After few months spent in a job placement and at a training centre, she is now going to sign her first working contract, for a two year period.

## ➤ WITNESSING Djahouaria AHAMED

*I was born in the Comoros Islands where I grew up with my numerous brothers and sisters. When I was a child, I recall imagining Reunion Island like some paradise where everybody was wealthy compared to us, who could only afford the bare minimal. So, as soon as I could, I've decided to come to live here. But everybody here is not necessarily rich, and besides, we, the people from the Comoros are far from being welcome. So, I have had a hairdresser certificate before working for over ten years in various hairdressing salons. However I was still dreaming of becoming my own boss and run my own business. But what could I do? I had no idea. That was the moment when I came to know about "Floraisons". I volunteered, and to my surprise, I was selected and joined a group. I have followed the training and little by little the fact of being individually coached made me more self confident, and made my project less illusory. This is how, I ended up creating my own business which consists in doing home visits for hairdressing. Thanks to "Floraisons", I, a woman from the Comoros, was the first in the group to create my own business and this is something I am truly really proud of.*



## ➤ PROJECT RECOMMENDATIONS (what is working)

- Individual coaching
- Interviews on beneficiary's background
- Organisation of common leisure events
- Setting up of a group split
- Transnational exchange
- Regular staff meetings to focus on solutions to provide
- Observations and sense of respect

## ➤ COMIC STRIP ABDER, the comore kid



1. "Let me introduce your new classmate to you. His name is Abder".

The teacher kept his hand on my shoulder as he spoke of me in a friendly way ...Where I come from, in Mayotte, the teachers aren't always so thoughtful. The ones I had, in any case. They're strict...

2. Now I hadn't been in my seat for a minute when a "Hey, Dirty Comore!" caused my head to turn. ... Comore! There are no more bananas to fry in your country or what! ... Comore! Your mother, she... Don't talk about his mother! They get crazy when you talk about their mother... the nurse asked us to come into the doctor's office. "Among all the bone marrow tests, there is one that is compatible.... The potential donor is Abder Abdersmane"... As for me, I'm happy.

My bone marrow is the one that will save Johnny... They already took out my marrow... The others look at me as if I were a world-class football champion... "Yellow Teeth" doesn't say anything anymore. He keeps his jokes about fried bananas to himself...



### SPONSORS

EQUAL



l'acse

### PARTNERS



SCOTLAND

# Empower Scotland



## Contacts

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G2 6HJ

Phone : +44 7780661929  
Email : [info@empowerscotland.org](mailto:info@empowerscotland.org)  
Web : [www.equal4all.org](http://www.equal4all.org)



## CHALLENGE

- Ethnic minorities make up 2% of Scotland's population, but the rates for unemployment are disproportionate to this figure.
- Between 1999 and 2009 ethnic minorities will account for half the growth in working age population.
- Self employment is the dominant form of employment for Scotland's ethnic minorities.



## TRAINING

- Training must be personalised to the individual.
- The trainee must be given support before during and after the training.
- The training must be part of the pathway to employment.
- Training must be valuable, useful and fulfilling.

## EMPLOYMENT

- Work placements are an effective way of people entering the labour market.
- BME people need to access mainstream employment.
- BME organisations need to work with mainstream organisations to encourage and support BME people into mainstream labour market.
- Clients need support before during and after entering labour market.

SCOTLAND:  
Empower Scotland



### ➤ PARTNERSHIP

- Communication is the key to successful partnership.
- Share common goals and strategies.
- Develop common work plans.
- Share information and evaluate activity continuously.



### ➤ ENTREPRENEURSHIP / BUSINESS DEVELOPMENT

- Business Forums are an effective way of creating communication between BME businesses and mainstream business support organisations and businesses.
- BME businesses need to diversify from traditional areas like food and retail.
- There is a need to highlight the positive impact BME business has on Scotland.
- There is a need to develop the skills of BME leader and to create new leaders.



### ➤ TRANSNATIONAL WORK

- Respect each country and each partner's contribution.
- Realise that difference is strength.
- Develop effective methods of communication.
- Work towards a common goal and share responsibilities.



## Project information

Project Equal  
UCPP DAFNE - All for One, One for All  
District: 7 self-governing region of Slovakia  
Budget: approx. 346 500 Euro  
Start: 1.6.2005  
End: 30.6.2008

## Contacts

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Zatocna 221, 013 13 Ražejcke Teplice, Slovak republic  
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www.dafne.eu

### THE VISION OF UCPA DAFNE

Our vision is to create environment for supporting search for effective solutions in combating the all forms of discrimination, racism and xenophobia at labour market. Combating racism and xenophobia in relation to labour market.



### PROJECT TARGET GROUPS

Socially excluded (victims of trafficking on human beings) and endangered groups of population (potential victims of trafficking and prostitution) and Roma minority at labour market.

3 national partners are involved:  
Office of Employment, Social Affairs and Family Zilina,  
Office of Employment, Social Affairs and Family Dolny  
Kubin, VEDAM CA

### PROJECT AIMS

Main project objective is development and testing of inovative solutions for combating all forms of social excluded persons discrimination (victims of trafficking) and vulnerable groups (potential victims of trafficking and prostitution) of public and Roma minority in labour market. Project is focused on developing tolerance and respecting of multi-cultural community attributes through the pedagogy and education of children, youth, laic public and public officials.

### MAINSTREAMING ACTIVITIES

- theatre forum
- adventure discussions and training activities
- anti-discrimination and anti-trafficking education
- innovative solutions and new approaches by elimination of discrimination



## WHAT SHOULD BE ACHIEVED ?

- Improvement of mutual relations of major society and marginalised groups
- better employment possibilities for marginalised groups
- better integration of marginalised groups in community better integration of marginalised groups at labour market



## PROJECT OUTPUTS

In the year 2006 our experts shot 3 short videofilms. These videofilms were prepared for educational activities and building of anti-discrimination attitudes. We ran all the main project activities in the year 2007. From the beginning of the year we successfully started with realization of the project activity within the frame of that our lecturers provide education on the thema anti-discrimination and victims of human trafficking for students of 3rd. and 4th. year of high schools. During the first two months it was trained about 1150 students. The assumption is that there will be completely trained about 4200 students (70 schools x 60 students). Pedagogic-educational program for specialized public (police, public prosecution, public administration and self-administration authority, NGO) is planned at the end of the first half of the year. Manual of pedagogic-educational program for specialized public was already prepared. In summer months we will introduce theatre forum - as an innovative solution for for combating all forms of social excluded persons discrimination.

## RECOMMANDATIONS

- developing tolerance and respecting of multi-cultural community attributes
- development of anti-discrimination attitudes and communication skills in relation to social excluded individuals
- development of cooperation with NGO networks, self-governments, state administration, police and public prosecution in field of combating discrimination of social excluded persons and vulnerable groups of population.





# SWEDEN

# The Roma in Sweden

from south to north



## Project information

Project number : SE-73  
Budget approx. : 1 million euros  
Start : 21 November 2005  
End : 30 November 2007

# The Roma

**VISION**  
Vision for The Roma in Sweden - from South to North is an open, egalitarian and gender-equal labour market, free from discrimination and structural barriers for Roma, with a particular emphasis on Roma women.

**AIM**  
The aim of the development partnership, which represents an extremely broad range of knowledge and experience, is to jointly develop methods to remove obstacles that lead to discrimination and exclusion of Roma in the labour market and influence attitudes, approaches and values in both the majority society and the Roma minority society. In the municipalities the concrete work on developing methods is taking place.

**KATARINA GÜRSOY**  
STATEMENT FROM THE REPRESENTATIVE  
OF THE COUNTRY ADMINISTRATIVE BOARD OF STOCKHOLM



" I think that issues concerning national minorities are important both on a national, regional and local level. If we want to develop our region we cannot accept discrimination of any group in the labour market. Our partnership is unique in the way that we try to work in an equal level as representatives from the governmental agencies, municipalities and NGOs. As we have very different resources it is not always easy, but I think we all agree that this is the only way to reach our goals. "



**KHALED ASSEF**  
STATEMENT FROM THE REPRESENTATIVE  
OF THE SWEDISH INTEGRATION BOARD

" The partnership's achievements illustrate society's increased understanding concerning the importance of equal treatment of Roma. Society's support for this purpose is necessary. It is equally important that the Roma organisations and their representatives put the needs of the whole minority group above possible self-interests. "

**PARTNERS**  
The development partnership consists on a national level of three municipalities (Lund, Södertälje and Munkedal), four Roma NGOs (The Roma National Congress, The National Congress Roma International, The National Congress Roma in Europe and The National Congress Romany Travellers) and three governmental organisations (County Administrative Board of Stockholm, The Ombudsman against Ethnic Discrimination and The Swedish Integration Board). The partners are spread over large parts of Sweden.



# SWEDEN

## ▶ SUBPROJECT IN SÖDERTÄLJE MUNICIPALITY

The project's aim is to bolster and involve Roma so that they gain the strength to break their isolation and, in consultation with the authorities, make plans that will help raise their quality of life. The method is motivation and stimulation to work and education.

### TENHO

*"I've gotten a real kick in the behind! With the support of the project's coaches I've gotten the rhythm in my life to flow. It has helped me find my way. I've gotten more desire and willpower and for that, I can thank the project."*



## ▶ SUBPROJECT IN MUNKEDAL MUNICIPALITY

The project in the municipality of Munkedal is to work with Roma integration in the labourmarket through methods such as social mobilisation, language tuition, training in the caring professions that encompasses work related learning, and the creation of role models.

### NEZIR REDZEPOVIC

*"Since 2006 I have had the possibility to work as a project assistant and cultural bridge builder within the Roma project in Munkedal. The work has been instructive, and I am proud of my people. The Roma in Munkedal's municipality have shown that it is possible to work successfully with the integration of the Roma in Swedish society, if the political will and commitment is there."*



## ▶ THE ROMA NGO:s

The four Roma organisations work on social mobilisation among the Roma groups and try to influence structures in the Roma cultural code that can constitute obstacles to Roma participation on equal terms. They also work on spreading information about the partnerships work and results.



## ▶ SUBPROJECT IN LUND MUNICIPALITY

In the municipality of Lund the project focus on a group of young Roma women. The spotlight is on their own life situation and, at their own pace, they begin to build a good, solid ground to continue from. They are continually working with a group-orientated method and with "learning by doing", an experience-based learning method with self-evaluation and analysis.



# ACHIEVEMENTS

## CZECH REPUBLIC

### ■ Commitment

Czech national partnership has a high level of commitment both inside its project staff and through a leading organisation which is a non governmental non profit civic association IQ Roma servis. From 1997 it follows a clear mission and systematic project work towards fighting discrimination, social and professional exclusion aimed mainly on Romany population.

### ■ Development

Czech national partnership was inspired through the comics method used by France, the empowerment approach by Scotland, the Turom training for Roma identity and self-esteem by Finland, the theatre Forum and educational training methods by Slovakia (+ Sweden will come?). TCA experience directly influences the development or enhancement of working methods in IQ Roma servis and its partners.

### ■ Vision: Fighting discrimination to create social and professional inclusion

The vision of IQ Roma servis was found as inspiring for the TCA: *We want a world where true and friendly relationships between Roma and majority people exist - a world in which Roma will naturally hold dignified social roles with respect to their culture and nationality.*

The project activities are fully linked with it.

### ■ Exchange of good practices

As innovative and inspiring the TCA partners highlighted interconnection between projects (systematic approach), the complex work with family, usability of EEG biofeedback, social field work and university education for Roma and school advisers at Pedagogical faculty on Masaryk university.

### ■ Tools & knowledge

As applicable tools and knowledge TCA partners indicated the complex work with the family, education activities and drama education generally, EEG bio feedback, respect for clients, interconnection and support between the programme teams, Roma school advisers and training for school advisers on Pedagogical faculty, social field work, free law service and the vision of IQ Roma servis.

### ■ Assessment of methodologies

Through a general assessment TCA partners recommended to further develop methods for unemployed Roma, improve political support and economical stability of NGO IQ Roma servis programmes and reminded on the fact to keep on working with Roma people not for them.

### ■ Support beneficiaries

The whole CZR programme is mainly based on direct work, support and empowerment of beneficiaries. From winter 2005 till summer 2007 680 of beneficiaries was directly supported through various project activities.

TCA also included an exchange programme of Czech and Finnish Romany people to support their aspirations, knowledge and relationships.

### ■ Promotion of diversity

The philosophy and values of CZ national partnership is based on diversity in people, ideas, methods... Members of project staff are both from majority and ethnic minorities. A part of the national mainstreaming process is a public, political/institutional and community PR and campaigning strategy promoting diversity and highlighting positive images and dignity of Roma within wide society.

## FINLAND

### ■ Commitment

We search TCA partners to share same values and enthusiasm.

### ■ Exchange of good practices

Common thing for all of us partners is to empower our clients.

### ■ Tools & knowledge

The chronologic approach:

1. We got a lot of tips to be improved!
2. We were inspired through the method of comics so much that we did our own 24-pages comics about Roma.
3. The holistic approach with clients impressed us in Czech.
4. The empowerment approach by Scotland was amazing. The clients have to commit also for projects aims.
5. Slovaks has developed interesting training methods for groups, some of them will be used in our TuRom tool
6. Sweden, to be come.

What we all got was to prove ourselves that we are doing the right things and do some fine tunings in our own projects.

### ■ Vision : Fighting against prejudices towards Roma and building bridges between majority and minority

We want a world where Roma and majority can live beside as equal human beings.

Our TuRom method will help us to get that goal:

The Roma and the majority should get to know each other as human beings. Some outcomes of TuRom: also officials have got tools to work with Roma.

### ■ Assessment of methodologies

All methods which we have seen can be transferred in our own countries. It is depending on political support and financing. It is cheaper prevent and rehabilitate!

### ■ Promotion of diversity

These TCA-meetings have given a lot of different aspects for our project workers and DPs which have been joined us. We hope that in the future we will live in more equal world.

# ACHIEVEMENTS

## FRANCE



### ■ Commitment

Much of the real mutual learning, the transfer of good practices, and creative joint development took place during the brief periods of face-to-face in meetings, study visits, exchange of personnel, placements and mail contacts.

### ■ Development

The transnational cooperation work has been crucial for the development of our national project. We re-designed our training sessions and we approached differently the people we work for. We definitely 'shopped around'.

### ■ Vision: Fighting discrimination to create social and professional inclusion

Sharing with our partners the same values, we define our vision as following: to offer access and opportunities to the migrants, who are excluded and unemployed, in our country.

### ■ Exchange of good practices

Through the common work we learnt new methods, we improved our own processes, we discovered the realities of the ROMA people, of trafficking, we handled new researches, new training products, complementary policy of practice, new models and shared thoughts and ideas on how to tackle exclusion and discrimination on the labour market.

### ■ Tools & knowledge

All the partners exchanged their training tools and their knowledge, throughout the whole project. Information can be collected via our web site: [www.floralsons.com](http://www.floralsons.com)

### ■ Assessment of methodologies

Over the barriers of cultural diversity and context, we found the same methodological needs to focus on an efficient way to create social and professional inclusion.

### ■ Support beneficiaries

Unemployed migrant women went to Slovakia for a study visit. The great opportunity and experience of observing work in another Member State, for the first time, improved their views of their own situation and fostered their skills.

### ■ Promotion of diversity

Diversity has been a real issue of our transnational activity. We worked on the setting up of a European scheme for the labeling of a Diverse city. Even though we did not come to an end, the experience has been innovative.

## SLOVAKIA



### ■ Commitment

In 1997, DafnE association was established to provide assistance to victims of trafficking, minority and excluded groups of people and to prepare education, as well as prevention activities and raising awareness campaigns.

### ■ Development

Through transnational study visits we acquainted with new approaches, which are used in our partner's countries and some of them were successfully implemented in our work. This helped us to increase the quality level of our work.

### ■ Vision: Fighting discrimination to create social and professional inclusion

Our vision is to create an environment to support the searching for effective solutions in fighting against all forms of discrimination, racism and xenophobia on the labor market.

### ■ Exchange of good practices

In our project we introduced innovative solutions, which can be used worldwide. Theatre forum, brain storming sessions, anti discrimination campaigns and anti trafficking training activities, represent possible ways and approaches for overlapping discrimination.

### ■ Tools & knowledge

Pedagogical and educational programs designed for youth, based on the use of new dramatic-educational disciplines, including videos supports, were used throughout the project.

### ■ Assessment of methodologies

The lack of a strong political will, difference in juridical systems and economies, among the countries, represent solid barriers that deeply influence supporting programs and prevent to make common steps applicable everywhere.

### ■ Support beneficiaries

On the basis of TCA and as support of the exchange activities the beneficiaries of the different projects travel to different countries in order to discover how people, with similar life experiences, deal with their personal challenges (unemployment, self employment, training, social activities, joint activities...).

### ■ Promotion of diversity

Diversity in our project is promoted by a selection of various target groups: specialized public, general public and students of high schools. Prevention and awareness raising activities focused on children, youngsters, as well as students and adults.

## SWEDEN



### ■ Exchange of good practices / Tools & knowledge

A common path in all the transnational projects is adult education, skills and vocational training, methods of empowerment and coaching on an individual basis. The TU ROM project in Finland, as an example, uses social representation as one of its tools. The comic strips method as worked out in the French project creates a tool for reflection and the change of attitudes among young students as well as their teachers. The Scots put a lot of emphasis on vocational training; the Czechs create facilities for networks where the whole Roma family is in focus for the process of change; the Slovaks elaborate the tools of theatre and group therapy as a means of changing attitudes and to influence behaviour actions. The Roma in Sweden project uses the methods of individual coaching, processes of empowerment and adult education.

### ■ Assessment / implementation of methodologies

The national contexts in which each of the transnational partnerships are working, give a somewhat different framework to each project and therefore determine the assessment or implementation of the methodologies presented in the Together and Across partnership. In some cases there is the problem of regular financing because of NGO status; in other cases, like in Sweden, the public sector structure is somewhat slow to adopt new and/or untraditional methods because of long-term budgeting and decision-making.

Also, the national projects do differ as regards the levels of innovation.

### ■ Support beneficiaries

There is a number of different approaches in the national projects, but commonly they make an effort to support personal motivation, identity building and self esteem, a prerequisite for empowerment and social security. Young women are supported to vocational training and education. Entrepreneurs-to-be are supported by training and individual coaching.

### ■ Promotion of diversity

The issues of diversity have a different framework in between the partnership countries due to historical, economical and political backgrounds. Diversity is on the general rhetoric agenda in Scotland, France and Sweden, while the Czech Republic and Slovakia struggle to embrace the issue. As a consequence, the Scots can promote the idea of A European City of Diversity; the Swedes have the National Ombudsman against ethnic discrimination as their national development project partner. The French project can mobilise artists, writers, students and teachers in a method of creating comic strips against discrimination and marginalisation.

EQUAL



Equal

Equal  
in Scotland

