



DDCP-YD/TC Roma/3/2012

Strasbourg, July 2012

# Training Roma youth leaders and activists for promoting human rights and taking action against discrimination



In the framework of the Roma Youth Action Plan

## **CALL FOR PARTICIPANTS**

**Residential seminar: 21 – 29 October 2012, Budapest, Hungary**

Project implementation: November 2012 – November 2013

E-learning: October 2012 – November 2013

## Background

The Council of Europe has been playing a central role regarding the situation of Roma<sup>1</sup> people in Europe, regularly condemning widespread discrimination against Roma and their social and economic marginalisation and developing ways for Roma participation at the European and national levels. In October 2010, the Council of Europe High Level Meeting on Roma resulted in the Strasbourg Declaration on Roma (CM(2010)133 final), which has become a guiding document for all the activities that the Council of Europe undertakes regarding Roma people. The High Level meeting agreed to a pan-European effort to respond to the needs of the estimated 12 million Roma living in Europe. The “Strasbourg Declaration” includes guiding principles and priorities in the actions to be taken:

- a) Non-discrimination, citizenship, women and children’s rights.
- b) Social inclusion including education, housing and healthcare.
- c) Empowerment and better access to justice.

The youth sector of the Council of Europe has associated young Roma to its policy and work for intercultural dialogue and human rights education since 1995, when a ground-breaking training course for Roma youth leaders was held at the European Youth Centre in Strasbourg. As a result of the “All Different – All Equal” European youth campaign against racism, antisemitism, xenophobia and intolerance, the Council of Europe supported the development of Roma youth networks across Europe. In addition to denouncing situations of discrimination, Romaphobia and anti-Gypsyism, the youth policy of the Council of Europe supports the involvement of Roma young people in youth policy and all matters that concern them. The participation of young Roma plays an essential role in the transformation of the status and challenges faced by Roma communities across Europe.

The European Youth Centres in Strasbourg and Budapest have been the home of many activities for Roma youth participation; nearly every year a study session has been co-organised with Roma youth organisations. Matters of discrimination against Roma are present in other activities of the centres’ programme, such as the forum on human rights education and the activities held in the framework of the “All Different – All Equal” campaign for Diversity, Human Rights and Discrimination. Other activities of the youth sector particularly targeting Roma youth workers and youth leaders were the Training course for Trainers on Diversity and Cohesion (2007), the - Diversity Youth Forum (2007) and the Enter! project on access to social rights for young people from disadvantaged neighbourhoods (2010-2011).

In September 2011, as a follow-up of the Strasbourg Declaration, the youth sector has co-organised with the Team of the Special Representative of the Secretary General for Roma Issues a consultation with Roma youth organisations in Europe for the elaboration of a Roma Youth Action Plan. The Roma Youth Conference brought together Roma youth organisations, representatives of the Council of Europe and Roma young people for consulting on and setting priorities and main areas of action of a Roma Youth Action Plan.

## The Roma Youth Action Plan

The Roma Youth Action Plan<sup>2</sup> is a response of the Council of Europe to the challenges faced by Roma young people in Europe, particularly in relation to their empowerment, participation in

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<sup>1</sup> The term “Roma” used at the Council of Europe refers to Roma, Sinti, Kale and related groups in Europe, including Travellers and the Eastern groups (Dom and Lom), and covers the wide diversity of the groups concerned, including persons who identify themselves as “Gypsies”.

<sup>2</sup> More about the Roma Youth Action Plan: [www.coe.int/youth/roma](http://www.coe.int/youth/roma)

policy decision-making processes and structures at European level and multiple realities of discrimination. The action plan includes activities of the Youth Department and of other sectors of the Council of Europe as well as activities by other partners – intergovernmental and non-governmental – cooperating with the Council of Europe and interested in securing a maximum of impact of their activities by avoiding double work and creating synergies.

The Roma Youth Action Plan gives priority to human rights and intercultural dialogue as responses to discrimination and anti-Gypsyism, together with the development and capacity-building of Roma youth organisations and movements. Training has thus an important role in the Roma Youth Action Plan, not only because of what individual Roma youth leaders may learn and develop individually, but also and especially by what they will experience and do together.

Despite the declarations, initiatives and plans for Roma inclusion, and despite the reinforcement of legal and judicial measures against discrimination, anti-Gypsyism and discrimination are on the rise in many countries. Discrimination has dramatic effects upon children and young and seriously compromise their development and well being. Even more so when, as in the case of many Roma, discrimination is based on multiple grounds.

Empowering youth leaders to take action against discrimination is crucial to any action that seeks to promote long term results which, undoubtedly, have to include education and awareness raising. The course herein announced seeks to strengthen the capacity for Roma youth leaders to take action against discrimination based on a human rights approach. The course will result in the creation of a group of multipliers whose work at the local and national levels becomes key to other activities in the action plan.

When addressing human rights education with young people, the Council of Europe is conscious of the need to associate national and local partners to the development and implementation of the programme, especially in relation to situations of discrimination and exclusion faced by young people. Building on accumulated experience of non-formal education and youth work, the youth sector of the Council of Europe is keen to promote a culture of human rights through educational processes for multipliers, the development of youth work tools and the support for youth projects and initiatives.

## **Aims and objectives of the training course**

The training course aims to empower and develop the competences of Roma youth leaders and activists to take action, at local, national and European levels, against discrimination and anti-Gypsyism based on human rights and active youth participation.

Specific objectives:

- To strengthen participants' understanding of key concepts of human rights, discrimination and anti-Gypsyism;
- To gather information about the realities of young Roma in Europe and the challenges they face, and to exchange practices and responses to discrimination developed by different social actors;
- To improve participants' competences in using rights-based approaches to tackle situations of discrimination, exclusion and anti-Gypsyism;
- To empower participants to take action and develop projects by and with young Roma for human rights in their local communities;

- To familiarise participants with the approaches and activities of the Council of Europe in the area of human rights, human rights education, active youth participation and intercultural dialogue;
- To support the capacity of Roma youth organisations and movements across Europe to network for human rights and to be associated with the Roma Youth Action Plan.

The course is strongly linked with the Roma Youth Action Plan thematic areas “Human rights and human rights education”, “Discrimination and anti-Gypsyism”, “Diversity within the Roma community” and with the following objectives of the plan :

1. *Roma youth leaders and activists are trained in human rights, anti-discrimination and active youth participation. Projects on anti-discrimination and human rights are initiated and the participation of young Roma at local, national and international levels is improved.*
2. *Awareness is raised of the history of and diversity within Roma communities, as well as of the multiple forms of discrimination experienced by Roma women and migrants, LGBT persons and religious minorities.*
3. *Successful projects and initiatives are implemented based on the Action Plan’s objectives and guiding principles.*

## **Competences to be developed during the course**

The course is designed so that the participants will be able to further develop the following competences:

- Knowledge and understanding of the concepts, mechanisms and practices of human rights, anti-discrimination (particularly, in relation to multiple discrimination) and anti-Gypsyism;
- Competence to implement in youth work and Roma communities the approaches of human rights education, active youth participation and intercultural dialogue;
- Competence in project management in youth work, and networking with Roma youth organisations and other relevant institutions and stakeholders on the local and European level;
- Capacity to advocate for youth issues in/outside the Roma communities, particularly on issues related to discrimination and to the promotion of human rights;
- Knowledge regarding the Council of Europe relevant framework, tools and the Roma Youth Action Plan;
- Communication skills, namely active listening, public speaking, communication with different publics, ability to formulate a problem and communicate it;
- Leaderships skills, namely the capacity to organise and mobilise young people, to inspire actions against discrimination and facilitate young people to take action against discrimination in a participatory way;
- The ability to translate human rights value framework into personal, social and professional actions;
- Attitudes, as readiness to learn and open-mindedness, critical thinking, empathy, and cooperative learning.

## **Methodology and structure of the course**

The course is designed to give participants the opportunity to experience and reflect upon activities and concepts central to human rights and anti-discrimination youth work based on experiential learning approaches. The course is also designed as a mutual learning situation, where participants can share their realities, experiences and approaches across Europe in a dialogical intercultural approach and environment.

The learning process of the course will include four distinct interrelated phases:

### **Phase 1 – E-learning and getting ready for the course (October 2012)**

The general aim of this phase is to prepare participants for the course, getting to know each other, getting familiar with e-learning and mapping exercises in view of the residential seminar.

### **Phase 2 – The residential training seminar (21 – 29 October 2012)**

The seminar is an important moment for competences development and participants work together face-to-face. The seminar will be also focused on the development of local projects for human rights and anti-discrimination promotion to be implemented by the participants from November 2012 until November 2013. The seminar will also set common learning objectives for phase 3.

### **Phase 3 – Project implementation and learning (November 2012 – November 2013)**

During this phase, each participant is expected to implement a local youth project using rights-based approaches to fight discrimination and anti-Gypsyism. Particular attention will be devoted to the projects of participants in view of securing their feasibility and implementation. This phase may also include online learning sessions in order to best support participants in their projects' implementation.

### **Phase 4 – Evaluation and follow-up seminar (2013/2014 tbc)**

Depending on the development of projects, an evaluation seminar may be planned for 2013 or 2014.

## **Profile of participants**

The course is designed for participants who are:

- active in Roma communities and experienced in working with Roma communities and/or Roma youth, particularly on topics related to anti-discrimination work and human rights promotion
- activists and youth leaders with a multiplying role, namely in a position to work in their organisations/institutions on access to human rights for Roma young people, as a response to situations of discrimination and anti-Gypsyism

*All* participants must also:

- be supported by an organisation/institutions for the participation in the whole course and in particular for the implementation of the project in the Roma community
- be able and committed to act as multipliers in youth work on the themes of anti-discrimination and promotion of human rights with Roma young people, for the benefit of Roma communities and Roma youth

- be motivated to develop their competences in anti-discrimination work, human rights education and youth work and to share their experiences with other participants
- be aged 18 – 30 (exceptions are possible)
- be committed to attend for the full duration of the course, including the project implementation phase
- have access to the Internet regularly and commit to dedicate an average of 2 hours per week between October 2012 and November 2013, for learning and communication
- be able to work in English or Romanes<sup>3</sup>
- be resident in a member state of the European Cultural Convention<sup>4</sup> of the Council of Europe.

During the training course, each participant is expected to implement a project using rights-based approaches to fight discrimination and anti-Gypsyism. In this respect, each participant needs to be fully supported by a civil society organisation/institution. These organisations/institutions will also benefit from the participation of their candidate in the course, for example by the following:

- increased competence of their candidate in addressing discrimination affecting Roma youth;
- being associated with the programmes of the Council of Europe in the field, more specifically with the Roma Youth Action Plan;
- benefiting from educational and institutional support in actions developed by their candidate during the training course;
- benefiting from a relevant potential for networking with organisations working on anti-discrimination throughout Europe.

## **Application procedure and selection of participants**

All candidates must apply online, completing the application form through this link:

<http://youthapplications.coe.int/>

Applications must be submitted by **Friday, 7 September 2012**, at midnight Central European Time. A letter of support from their sending organisation has to be uploaded on the platform or sent separately by e-mail by the same deadline.

The preparatory team will select 30 participants on the basis of the profile outlined above. It will try as far as possible to respect the organisations' priorities, but also to ensure a balance between sexes, geographical regions, different types of experiences, backgrounds and organisations, institutions or projects. Candidates will be informed whether their application has been accepted or rejected, and if they have been put on the waiting list, by the end of September 2012.

## **Financial and practical conditions of participation**

### **Travel expenses**

Travel expenses and visa fees are reimbursed (on presentation of the relevant receipts) according to the rules of the Council of Europe. Only the participants who attend the entire training course can be reimbursed. The payment will be made either by bank transfer after the course, or at the end of the course in cash (in Euros).

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<sup>3</sup> The course languages will be defined after the selection of participants has been finalised, taking into account the language competences of the selected candidates.

<sup>4</sup> Check here the countries who are parties to the European Cultural Convention:

<http://conventions.coe.int/Treaty/Commun/ChercheSig.asp?NT=018&CM=&DF=&CL=ENG>

### **Accommodation**

Board and lodging for the residential training seminar will be provided and paid for by the Council of Europe at the European Youth Centre Budapest.

### **Enrolment fee**

An enrolment fee of **60 Euros** is payable by each participant. This amount will be deducted from the amount to be reimbursed for travel expenses or paid at the EYCB during the residential seminar.

### **Internet-related expenses**

The Council of Europe will not reimburse any fees related to the usage of Internet during the course.

### **Other Courses of the Youth Department**

If you are interested in a training course in international youth work, but your profile does not fully correspond with the requirements of this course, please note that the Youth Department organises other training courses for youth workers, youth leaders and trainers.

Further information about the courses can be obtained from the Youth Department:  
<http://www.coe.int/youth>

### **Further information and contact**

For further information, please contact

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