STEPS TOWARDS EMPOWERING ROMA COMMUNITIES

-A synthesis of the final report on the implementation of the programme entitled "Empowering Roma communities in influencing and monitoring the local agendas in Romania", financed by the Japanese Fund for Social Development and under the management of the World Bank-
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I. INTRODUCTION

General Framework

In 2005 the World Bank published the study entitled “The Roma communities in Romania. A map of the community poverty, as resulting from the PROROM poll”. This work presented the data gathered within 848 Roma communities including more than 20 households and was elaborated as a contribution to the setting up of the foundation of their social development. In its synthesis, this study mentions the fact that “The Roma population is one of the poorest and most vulnerable populations in Romania. The Roma are poor not only in terms of their private consumption level, but also as far as the consumption of goods and of public services and utilities is concerned”. The community poverty, resulting from the precarious social and material infrastructure, as well as from the low level of private consumption, is more pregnantly outlined within Roma communities than it is with other groups. The association between social rejection and community poverty is a feature characteristic to the Roma population.

Also in 2005, The Government of Romania obtained a loan amounting to 58.5 million US dollars granted by the World Bank, with a view to supporting the fulfillment of the pledges taken in the Joint Inclusion Memorandum, which provides support for the improvement of the living standard and the social inclusion of some of the most disadvantaged population categories, including the Roma minority.

The Social Inclusion Programme in Romania concerns the improvement of the living standard and the social inclusion of the most disadvantaged and vulnerable persons in this country, and its structure includes four components. The first component is the Priority Intervention Programme, amounting to 11 million EURO and implemented by the Romanian Fund for Social Development, in partnership with the National Agency for the Roma. This component facilitated the obtention of grants designed to fund projects for the benefit of the poor Roma communities living in some 100 destitute localities.

Against this background, it was necessary to undergo an intermediary stage of preparation of the Roma communities, in order to ensure the direct participation of their members as well as the implementation under the best possible circumstances of the projects to be achieved at the local level. This complex task was given to Impreuna Agency through the programme “Empowering Roma communities in influencing and monitoring the local agendas in Romania”, funded by the Japanese Social Development Fund under the management of the World Bank.

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1 Comunitatile de Romi din România. O harta a saraciei comunitare prin sondajul PROROM, Banca Mondiala, 2005.
2 Among the approximately 850 scrutinized Roma communities, more than 100 of them, located all over this country, were classified as Roma communities facing very serious difficulties, of a HIGHPROB type.
The Intervention of Impreuna Agency for Community Development

The project known as “Empowering Roma communities in influencing and monitoring the local agendas in Romania”, funded by the Japanese Social Development Fund, managed by the World Bank and implemented by Impreuna Agency, started in 2008 with the declared aim of contributing to the preparation of the conditions for the effective implementation of the Priority Intervention Programme.

The intention of this initiative was to identify, mobilise and concentrate the most important resources of the Roma communities as well as of those of the local authorities, with a view to identifying the measures, initiating, implementing and monitoring the projects to be financed by either the Government, local authorities through the State budget or by other donors involved in the Decade for Roma Inclusion.

The basic hypothesis stated that the poorest Roma communities lacked the information, confidence, abilities and capacity necessary to change their own life for the better and that, consequently, they needed support and guidance all along a process of discovering their own power, identifying their own concrete needs and the ways leading to solving at least part of their problems.

Consequently, this project was meant not only to provide facilitating services to local communities, but also to ensure the empowering of the civil society on the local and regional levels, with the support of the NGOs and of structures of community representation, in the implementation of participation mechanisms for the monitoring and evaluation of the measures meant to support the social inclusion of the Roma.
General Description of the Programme "Empowering Roma communities in influencing and monitoring local agendas in Romania"

The main targets aimed at by Impreuna Agency focused on:

- Providing support to the Roma communities in the process of their self-management, i.e. in becoming actual partners of the local public administration bodies, by the direct participation of the Roma representatives in the local planning process;
- Providing support to the Roma communities for the identification and setting of priorities regarding their own needs;
- The empowerment of the civil society on local and regional levels through the support offered by the NGOs and by structures of community representation, in the implementation of participation mechanisms for the monitoring and evaluation of the measures meant to support the social inclusion of the Roma.

The methodology applied within the programme "Empowering Roma communities in influencing and monitoring the local agendas in Romania" was based on the stimulation of the process of community development by facilitating activities. Thus, the methods of community facilitation were supplemented within this programme with innovating elements, inserted into the "classical recipe" used with previous similar projects, with such additional main elements as: the introduction of the public participation-type approach into the community facilitating process; the promotion of teamwork: The Local Initiative Group (LIG), The Local Public Authorities (LPA), a Roma non-governmental organization on a county level (a partner NGO) or a county facilitator, and a mentor during the second part of the programme; the initiation of community projects financed with local resources, involving all those previously mentioned.

Participative community development is not applied here as an instrument, but as an approach, with participation at its centre, as a permanent attitude and a working method of the NGOs and LIGs while dealing with members of the communities. The activities included in this programme were aimed at creating a learning process on three levels: the individual, the organisational and the community levels, at the end of which:
- the community members (including the facilitators) acquire a better understanding of the necessities and resources existing in the community and live a positive experience in terms of participation, which can subsequently be replicated within the framework of other local development initiatives;
- The LIGs are to become development factors, visible within the community, as well as actual dialogue partners to the local and county institutions;
- the partner NGOs increase or create their capacity of organising themselves, acquire new knowledge and abilities regarding their participative work with the community, their team-work and communication skills, in order to become more effective in mobilising people to take part in the community life.

We selected this approach since, according to theories in the field of community development, a developed and active community includes three types of capital: the human, the social and material capital. Obviously, at the opposite pole there are the underdeveloped and passive communities, characterised mainly by the presence of a "culture of poverty". In this case, besides the fact that the material capital is missing or extremely precarious, people lack self-confidence in regard to their capabilities of changing anything for the better. In such a type of...
community, where the education level of its members is low and the inter-human relationships are poor, the communication between the stakeholders and between these and the community members is absent. The people living in such communities take no part in any joint events, do not cooperate among themselves and do not believe that their joint action could lead to positive changes of their community. Most of the times, the vulnerable groups living in underdeveloped / passive communities do not constitute priority targets on the agenda of decision makers and, therefore, the persons belonging to the disadvantaged groups of any kind are either ignored or marginalised by the community as a whole.

From the over 100 settlements classified as Roma communities facing very serious problems, we have selected 103 beneficiaries to include in our programme.

The main challenge of this programme was to detect in these communities “embryos” of human and social capital, in order to ensure the subsequent development of the material capital in these communities.
1. Exploration:
- Evaluation of partner NGOs
- Community profiles
- Lists of interventions at county level

2. Local capacity
- Creation of LIGs
- Local structures activated and reorganised
- Local or county level workshops

3. Action:
- Local projects
- Development plan for LIG
- NGO strategy, operational plan, brochure

4. Monitoring
- Data collection
- Monitoring of structures for Roma at local and county level

DEVELOPMENT
EMPOWERMENT
CAPACITATION

PEOPLE
- From communities, NGOs, facilitators
- ROMA STRUCTURES
- LIG, NGO, ADMINISTRATIONS

REPRESENTATION
PARTICIPATION
CHANGE
MAP OF COUNTIES AND ROMA COMMUNITIES FACILITATED IN THE PROGRAMME „EMPowering ROMA COMMUNITIES IN INFLUENCING AND MONITORING LOCAL AGENDAS IN ROMANIA”
STEPS OF ACTION IN COMPONENT A

EXPLORATION AND ANALYSIS OF THE COMMUNITIES
(103 communities)

CREATION / ACTIVATION OF LOCAL ROMA STRUCTURES

PUBLIC PARTICIPATION AND ACTION

MONITORING OF LOCAL PUBLIC AGENDAS

COUNTY FACILITATOR

Partner NGO at the county level

Selection and training of NGOs
(24 organisations)

Provision of support to local structures in going through a process of empowerment

Monitoring of Roma structures and of interventions for Roma at the county level
What Happened within Component A

The implementation of component A started after the selection of the counties, communities and county facilitators. The working formula was: one facilitator assigned to one county, each county including 4-5 selected Roma communities. From every county was subsequently selected a Roma organisation, to become a partner of Impreuna Agency in the implementation of the programme at the local level. Generally, the logics according to which the programme was established followed the pattern: training, then the immediate implementation of the activities on site, by means of the knowledge, tools and techniques thoroughly studied during the training sessions.

During the first visits to the communities, the facilitators gathered the data necessary for the community profile. One of the dimensions included in the community profile refers to the existence of Roma civic structures within the community (NGO, LIG or other forms of organisation). In the communities where forms of organisation of the Roma existed, cooperation was established with these, but in most places the Roma were not organised. In such cases, the facilitators identified community leaders wishing to become involved as potential LIG members.

Once identified, created or reactivated (as in the case of those formed during previous projects), the first meetings of the LIG took place, during which the facilitators followed up the transfer of knowledge and abilities to their members. The members of the communities were supposed to replace the facilitator in due course, after the termination of the programme. After the first meetings, when the LIG members understood what was going to happen in their communities, the gathering of data started, as a necessary step in the analysis of the community. The instruments elaborated to this effect were: the community profile, the SWOT analysis and the inventory of problems. All these were achieved by the facilitator, with support from the LIG active members (between 2 to 4 persons) through interviews, gathering of administrative data from local institutions, face to face or group interviews, together with the community members and with the stakeholders at the local level.

In order to secure the participation in the process, the documents initially drawn up by the facilitators (the SWOT analysis and the inventory of community problems) were discussed and finalised during a number of community meetings. To these meetings were invited community members, alongside stakeholders active in various fields. Regarding these meetings, the main concern was to ensure the active participation of all those present; to this effect, the facilitators used the participative methods which were tested and simulated during the training sessions. At the end of these meetings, each community produced a SWOT analysis and a list of priority matters, these documents being agreed upon and accepted as the first results of working together and a good start of the community development process.

During the period September 2008 – February 2009, the project activities focused on two parallel targets: the empowerment of the civil society on a local level and the capacitation of Roma communities in influencing and monitoring the local agendas.

The introduction of the county NGO in September 2008 (the third month of the facilitating process) resulted in the diminishing of the role played by the county facilitator. From that time on, the county facilitators acted as a support to the partner organisations and to the LIGs within the communities. This working method was preferred in order to ensure the sustainability of the programme, by capacitating local structures even after the intervention of the county facilitator ceased.

The subsequent actions were meant to be an exercise along which the Roma structures on a local level would learn, by putting into practice...
specific methods and techniques of community mobilisation, direct involvement of the Roma community in the decision making process and, last but not least, capacitating the Roma to be responsible actors in influencing and monitoring the local agenda.

Initially, the NGOs - supported by the county facilitator - had the task of gathering all planning documents which referred to the communities included in the programme, at the local level, as well as at the county and regional level, documents which contained measures for the Roma as beneficiaries of social inclusion policies.

Once these documents had been collected, they were studied during analysis meetings organised by the NGO. These meetings were attended by local and county level stakeholders, by members of the LIG and the NGO, with the county facilitator as moderator of the meetings. The analysis evaluated to what extent the Roma were present on the local, county and regional agenda, how relevant these documents were in relation with the realities existing within the Roma communities, the extent to which the Roma were involved as beneficiaries in the elaboration of the documents and, last but not least, the implementation stage of actions concerning the Roma.

The result of this analysis was then rendered concrete in a county report elaborated by the NGO, the LIG and the facilitators, and included the description of the Roma situation in the county, as well as conclusions and recommendations. These reports were subsequently discussed within the framework of county meetings, which were organised and moderated by the partner organisations and attended by facilitators, local groups’ representatives, by mayors of communities as well as by representatives of the relevant county institutions.

The introduction of the public participation type methodology aimed at the concrete application of various methods and instruments through which the members of the local communities could directly influence the local agenda. This exercise was a learning opportunity, as well as a method of immediate empowerment and enhancement of self-confidence on the personal, organisational and community levels, of all the involved actors (the NGO, LIG and the community members). This was also a concrete way of testing and demonstrating the way in which the Roma get involved when given the necessary attention, as well as their capability of taking part in the act of local administration in an organised way, as active citizens of the community.

The teams made of the county facilitators and the NGO representatives elaborated a public participation plan. This plan was subsequently finalised during several meetings with the NGO and members of the LIGs. The document includes the planning in terms of activities, time, human resources and persons involved in the following stage of the programme – the pubic participation exercice. Thus, after the stages of informing and consulting the community, a local project of public participation was designed, whose aim was to solve one of the priority issues which the community had identified during the previous stage.

The selection of the issue to be included in the local project was based on the following criteria: to be of a real concern to the community; to be of local interest; to involve as many members of the community as possible; to be solved within the shortest possible delay; to be solved by means of local resources; to depend upon the decision of the local authorities; to involve the local community in all the stages leading to its

3 “Planning documents” is the generic name of all types of programme documents focused solely on the Roma or referring to the Roma, such as: The County Action Plans for the Roma, The Plans for the Social inclusion of the Roma, Local Strategies, Local Development Plans, Local Plans of Actions for the Roma, sector strategies for various fields, Strategies for regional development, education development plans, etc.
solution, i.e. identification, decision-making, implementation, monitoring; to require the joint activities of the local authorities, county facilitator, NGO, community.

The matters approached in the local projects were either of a material nature, aiming to attain a concrete and immediate target such as a fountain, a park, a playground, a garbage collecting space, the restoration of a public building, etc., or they were linked with the solving in time of a certain problem, such as hiring a health mediator, a school mediator or a local expert for the Roma, or with an information / awareness campaign focused on a certain field.

One of the criteria was the involvement of the Local Public Authorities and the proof thereof had to be the approval of the project through an official document of the authorities; as a rule, this ensured the main material and / or financial contribution of the Local Public Authorities to the project proposed by the Roma. The reason why this criterion was introduced was the very wish that the Roma would learn to apply the principles, instruments and method in order to influence the local agenda on a long term, with the aim that this would become a common practice on a local level for both the Roma and the Local Public Authorities. As a result of this process, during the implementation of component A, 107 local projects were elaborated for the 103 communities included in the programme.
COMPONENT B: MAY 2009 – FEBRUARY 2010

STEPS OF ACTION IN COMPONENT B

Joint actions of county facilitators and partner NGOs

Activities of capacity building of partner NGOs

- Return to the communities and reactivation of the structures from component A
- Continuing activities of empowerment of local initiative groups
- Community action and public participation
- Monitoring at local and county level
- Initial evaluation of the development stage of partner NGOs by the mentor
- Joint planning of capacity building activities for the NGO
- Strategic planning (strategy, operational plan, brochure)
- Final evaluation of the NGO’s capacity by the mentor + recommendations

MENTOR
How We Continued within Component B

When planning the activities from component B of the programme, we had in mind continuing the intervention in the communities where the facilitation process was in progress. We have integrated the lessons learnt during component A and we have established the objectives to be accomplished until the end of the programme.

One of the weaknesses of component A was that the support which the central team – made only of three staff members – had provided to the local teams (facilitators, members of partner NGOs) proved to be insufficient. As a result, we took the decision to supplement the support to the local teams by introducing the mentors, as an interface between the management team and the local level.

Thus, the initial activities of component B were aimed at introducing the mentors in the programme. In May 2009 took place the selection process of the nine mentors, as well as a preliminary information meeting, and the mentors were allocated to the counties which they were supposed to support in the months to come. We took into account the specific situation of each county, the time availability of each mentor, as well as the geographic proximity of the counties and the place of origin of the mentors. As a result, each mentor was allocated from one to four counties to support.

Another lesson learnt during component A was that the partner NGOs from the county level needed a more consistent support within the programme, in order to develop themselves to such extent that they could, in turn, provide empowerment to the Roma at the local level. This is why, alongside community development activities (which continued the process initiated in component A), our major objectives in the second part of the programme were:

- The empowerment of the civil society at the local and regional level, through the support provided to non-governmental organisations
- The implementation of participative mechanisms of monitoring and evaluation of measures meant to support the social inclusion of the Roma.

In order to provide a realistic image of the development stage of partner NGOs, necessary for the elaboration of a personalised plan of activities aimed at organisational development, the mentors had a first meeting with the 17 partner organisations from component B. During this first meeting, the members of NGOs had the opportunity to elaborate, together with the mentors, an initial evaluating form of the organisation, regarding the main areas of organisational development: human resources, organisational structure, elements of identity and promotion of the organisation, material resources, external relations and communication. For each of these areas, the mentors evaluated the current stage, the training and support needs, and issued conclusions and recommendations to be included in the activities of the programme.

After a three-months break between the two components of the programme, the mentors, together with representatives of partner NGOs or county facilitators, visited the local communities and reestablished the link with actors at the local level. On this occasion, they contacted the local structure of the Roma (the Local Initiative Group or the Community Based Organisation active during component A), reinstated the contact with the Local Public Authority and other stakeholders, in order to inform them on the objectives of component B and to reinforce the partnership between the Local Public Authority, the Local Initiative Group and the NGO. During these meetings, they also updated the community profile and the list of interventions for the Roma at county level, documents which had been elaborated during component A. The aim of these documents was to have an overview of the changes which had intervened at the local level during the previous year.
Following the same mechanism which the mentors used together with the partner organisations, the county facilitators and the NGOs teams elaborated, together with members of the Initiative Groups, an evaluation form of the initial development stage, as well as a plan of development of the Local Initiative Group. These instruments had a simplified form and their aim was to identify the needs of the Local Initiative Groups which could be met during the programme, in order to bring about an evolution of the Initiative Groups as a representative structure of the Roma at the local level.

After reestablishing the contact and analysing the initial situation, each team has organised a county level workshop, with the participation of representatives of the local authorities, county level authorities, members of the Initiative Groups, representatives of other county level organisations, and other stakeholders involved in the situation of the Roma. During this workshop, the teams presented the situation of the facilitated communities, the results of component A and the objectives of component B. Another aim of these workshops was to draw in the support of all stakeholders for the activities planned in component B. The county level workshop represented a good opportunity to supplement the list of interventions for the Roma at county level with existing documents which had not been identified so far (such as the strategy of the County Inspectorate for Education regarding Roma pupils, or the action plan of the County Employment Agency).

The 17 partner organisations from component B ranged within a wide spectrum of development stages: from organisations handling their first project (county Vaslui), to organisations which had already implemented PHARE-type programmes and had applied for structural instruments, either as main applicants or as partners (Bihor). As a result, their development needs were extremely diverse.

Regardless of the organisational development stage of each NGO, the team of the programme considered it very important that all organisations have a development strategy and an action plan for a period of time of minimum one year. Thus, with the support of the mentor, each organisation has elaborated its development strategy (or updated the existing strategy), and its operational plan. These documents were the results of a participative process of strategic planning, which was facilitated by the mentor according to a calendar commonly agreed upon.

Essential for the promotion and the visibility of an organisation, the presentation leaflet is a crucial instrument for each NGO. The elaboration or update of the organisation's strategy brought on the definition - or the review - of the objectives and mission of each organisation, as well as of certain elements of organisational identity. The organisations were thus technically assisted by the mentor, and financially supported by Impreuna Agency in order to elaborate or update their leaflet.

During component A, the exercise of mobilisation of the local community produced visible effects in all facilitated communities. This has encouraged us to repeat the experience in component B also. Thus, members of the Local Initiative Groups, with the support of facilitators or partner organisations, have repeated the learning process from component A: identifying the needs and the community resources, prioritising the problems during community meetings, elaborating local projects in order to tackle and solve one of the identified issues, introducing the local project on the agendas of specific institutions.
Monitoring public agendas materialised through two types of activities: gathering data regarding the situation of Roma communities from the point of view of education and housing conditions, and monitoring and evaluating the interventions for Roma. For data collection, the teams used quantitative and qualitative instruments and applied methods specific to the two approaches. The data was collected at the local level (in the facilitated communities), as well as at county level (in specialised institutions). For the monitoring activities, the local teams selected a number of interventions for the Roma from the list of interventions at county level elaborated at the beginning of component B. We have focused especially on projects in the framework of the Social Inclusion Programme, as well as on Phare 2005 and 2006, but also on the local projects implemented in component A and other Decisions of the Local Councils with a potential impact on the Roma communities.

Within the framework of monitoring activities, the local teams elaborated reports regarding the existence and functionality of structures for the Roma within each county: the County Bureau for Roma, the Mixt Working Group, the Local Roma Expert, school mediators, Romani language teachers, health mediators and Roma Inspectors from the County Inspectorates for Education. Every team has then organised a round table for all stakeholders, in order to disseminate the conclusions of the monitoring activities. Also, the round tables were used as an opportunity to present the results of the programme, as well as ideas on how to continue and collaborate to improve the situation of Roma at the county level.

At the end of the programme, in February 2010, all the members of the teams elaborated a final report. The content of these reports reflects all the activities implemented in each county, the successes and obstacles which the teams faced, as well as plans for the sustainability of the intervention in these communities after Impeuna Agency ceases its technical and financial support. In the final stage of the programme, the mentors – whose task was, alongside the provision of general support to the programme, the capacity building of organisations – evaluated the progress which NGOs have made as a result of their partnership with Impreuna within the programme.

Other activities have also contributed to the success of the programme: training sessions, instruction sessions tailored to the specific needs of each local team and provided by the mentors, meetings with the entire team or between members of the local teams, the continuous support provided by the mentors to the local teams, which extended beyond the scope of the programme, and last but not least, the permanent support which the management team provided to the mentors, the partner NGOs and the facilitators.

In order to encourage the collaboration between local teams, the dissemination of positive practices, the activities of experience sharing, and, in general, the communication within the team of the programme, we have created an electronic forum, and the facilitator from county Iasi took the initiative of creating the blog of county facilitators within the programme. Another instrument designed for communication and information purposes was the Impreuna Newsbrief, distributed online to relevant stakeholders and on paper in all the communities included in the programme.
| 1. Botoșani: Buda, Bălușeni Nol, Baranca Cristești, Baranca Hudiaș, Corjăuți |
|-----------------------------|-----------------------------|
| ONG: ADCA Botoșani          | Mentor: Constantin Tănăsă  |
| 2. Suceava: Dumbrava, Spinățele, Podișor, Guilea |
| ONG: Euroactiv              | Mentor: Constantin Tănăsă  |
| 3. Iași: Cloșani, Cucești, Zace Prăjiști, Târgu Frumos |
| ONG: Asociația Comunitară „Impraună” | Mentor: Marin Tudoricić |
| 4. Vaslui: Doagele, Fășești + Teișor, Buda, Negresti |
| ONG: Asociația Comunitară „Impraună” | Mentor: Marin Tudoricić |
| 5. Galați: Fodoleni, Buciumeni, Tolțea, Târgu Bujor |
| ONG: Alătura Românilor din Județul Galați | Facilitator: Marin Tudoricić |
| 6. Buzău: Guta, Pietrosu, Zidari, Condăști |
| ONG: Asociația Forum Art     | Mentor: Andrei Constantin |
| 7. Calarasi: Dor Mărun, Sărăulești Geră, Oborul Nou, Mândăreasa |
| ONG: Asociația Centrul de Război Apollog | Mentor: Carmen Gheorghie |
| 8. Prahova: Rodul lui Galben, Mâncășul, Vărbița, Mocieni |
| ONG: Asociația Centrul de Război Apollog | Mentor: Maria Ionescu |
| 9. Dâmbovița: Iesideri, Românești, Gârla, Poliana |
| ONG: Asociația Românesc       | Mentor: Maria Ionescu |
| 10. Argeș: Pojorâta, Tufanu, Valea Curbului, Ștefănești |
| ONG: AEAC                  | Mentor: Carmen Gheorghie |
| 11. Vâlcea: Băilești, Ștefănești, Lașcau, Băilești |
| ONG: Asociația Centrul de Război Apollog | Mentor: Nicolae Cută |
| 12. Olt: Fâcela, Caracal, Drăgheni Olt, Piana Olt |
| ONG: „Rom Grand” Grădiniari | Mentor: Carmen Gheorghie |
| 13. Dolj: Lipova, Lipova Gogoșita, Sâlcuta, Caraui |
| ONG: CEPIR               | Mentor: Nicolae Cută |
| 14. Mehedinți: Almăiel, Bălța Verde, Gârla Mare, Jane Veche |
| ONG: Plantropia Săvurin   | Mentor: Nicolae Cută |
| 15. Gorj: Târgu Jiu, Scoarța, Rovinari, Băiești |
| ONG: Asociația Comunitară „Impraună” | Mentor: Jean Goraiș |
III. THE RESULTS OF THE PROGRAMME

The programme “Empowering Roma Communities in Influencing and Monitoring Local Agendas in Romania” had the objective of identifying, mobilising and bringing together the most important resources of Roma communities and local authorities, in order to identify measures, initiate, implement and monitor projects financed by the Government or Local Authorities through the state budget or other donors involved in the Decade for Roma Inclusion.

Our hypothesis – that the poorest Roma communities lack the information, confidence, abilities and capacity to change the course of their own existence, thus needing support and guidance throughout a process of discovery of their own potential, as well as identifying their own concrete needs and solutions – determined a methodologic approach through which we aimed not only at facilitating the local communities, but also at empowering the civil society at the local level in implementing participative mechanisms of influencing, monitoring and evaluation of measures directed at the Roma.

Naturally, at the end of the project, we asked ourselves:

How much did we succeed in answering these challenges?
**Empowerment**

The concept of *empowerment* has been defined as a multi-dimensional social process which helps people gain control upon their own existence, community and society, upon key issues which they have defined themselves as being important; this process also refers to increasing the power of groups defined as less powerful, in order to bring about a balance of power between these and groups with a high degree of power.

For the World Bank, empowerment is the “process of enhancing the capacity of individuals or groups to make choices and to transform those choices into desired actions and outcomes”. Crucial to this process are “actions which both build individual and collective assets, and improve the efficiency and fairness of the organisational and institutional context which govern the use of these assets”.

In a more detailed description of the World Bank for this term, we find that empowering means the “*expansion of assets and capabilities of poor people to participate in, negotiate with, influence, control, and hold accountable institutions that affect their lives. Empowered people have freedom of choice and action. This in turn enables them to better influence the course of their lives and the decisions which affect them*. In essence, empowerment means having the power to cause changes. It implies bringing together resources and development in different areas. It changes the environment in which poor people live, and helps them capitalise their own resources. Although there is no unique model of empowerment, experience has shown that certain elements are always present when the efforts towards empowerment are successful:

- Access to information
- Inclusion and participation
- Accountability
- Local organisational capacity

In our programme, during the two components which took place between 2008-2010, the 103 Roma communities recognised by the Government as being the poorest in Romania benefitted from the support of local teams, in order to go through a complex process of empowerment. In this sense, through the activities described in the previous chapters we made sure that the four ingredients recommended for empowerment reached the grassroots level and as many people as possible.

Our mission has been extremely challenging, if we consider the inverse relation between the degree of poverty of the community and the level of participation of its members – the more the poverty degree raises, the more the participation levels decrease. Our communities had been
defined by the Government as being among the poorest.

At the start of the process, we found in these communities resignation, lack of trust, conflicts, apathy, as well on the side of the Roma as the Local Authorities. However, our teams succeeded, through different approaches adapted from case to case, to “stir” the community and pull it out of a state of carelessness, numbness and ignorance in which it got used to living and which it considered a state of “normality”.

The members of the Initiative Groups looked at us in disbelief, and the president of the Initiative Group from Apahida expressed very frankly his mistrust in our credibility. In Bontida and Apahida, the members of the Initiative Groups were either extremely passive, or totally uninterested in this type of activities, they did not see their point and purpose, since the material and financial support they asked for was not available. During the data collection activities we were confronted numerous times with the refusal of the members of these communities to answer our questions. We have had discussions with some of the members of the communities, regarding the usefulness of the programme, and they accused us of profiting from the funding, saying that instead of using it to solve some of their urgent and concrete problems, we used the money to walk around and tell them bedtime stories. – Cluj

After two years of programme implementation, we managed to create more or less solid structures of the Roma in the 103 communities. The existence of the Initiative Groups, as well as the things they have learned through the concrete implementation of the programme, facilitate the implementation of other future initiatives more than in other communities which have not benefitted from the programme. However, with all our efforts and the resources involved, we cannot say that all 103 Initiative Groups reached the degree of maturity which would enable them to initiate and develop actions independently, without external support or impulse. This is the reason why we ensured that the role of external support will be fulfilled by the local partner NGOs of Impreuna, even after the completion of the programme.

We can certainly affirm, however, that there are communities in which, for the first time, the Roma have the courage to approach the local institutions as an equal partner, that in some communities the Roma participate in meetings of the Local Council, that in some communities the Public Local Authorities consult the Roma on issues which influence their life, that in some communities the Roma know they are Romanian citizens, have rights and duties equal to members of the majority and use them when necessary. Aspects which can be considered trivial for any democratic member state of the European Union are for us major accomplishments, proof of the existence of local embryonic potential from which Roma communities in Romania cannot benefit, and which they are unable to capitalise.
Building the Capacity of Partner Organisations

Different studies showed that the number of Roma NGOs in Romania is approximately 400, with a yearly growth rate of 10%. However, if we take into consideration only the NGOs which have relatively permanent activities and have staff, headquarters, access to communication means (telephone, fax, internet, etc.), the number of truly active Roma NGOs does not exceed 30.

With these realities in mind, one of the strategic priorities which Impreuna declared and assumed from the moment of its foundation, 11 years ago, was to contribute to the sustainable development of the Roma civil society, by capacity building activities directed at individuals, Roma NGOs, structures and networks, in order to create a representative “voice” for the Roma in Romania. Impreuna's preoccupations aimed, on one hand, creating and developing basis ingredients of a civil society, and on the other hand, identifying and analysing the factors which have constituted hitherto obstacles for a sustainable perspective of its development.

In our programme, the partnership with Roma NGOs has had several objectives:

- the provision of a solid and permanent support to local structures created through the programme (Local Initiative Groups, Community Based Organisations), beyond the duration of the programme
- the capacity building of the partner NGOs themselves, through the activities of support of Local Initiative Groups
- direct and permanent consultancy in the field of organisation development, provided to the NGOs by the mentors; this included personalised learning opportunities adapted to their specific needs
- the creation of a non-formal network, based on common experiences and community work at the local level.

In the first component of the programme, we have concluded partnership agreements with 22 county level organisations. Through this partnership, the organisations agreed to support the efforts of the county facilitator in his / her activities at the local level, in exchange for the

The members of the Local Initiative Groups are now aware that they can participate freely in the meetings of the Local Council, they know and make use of provisions of the laws 544/2001 and 52/2003 (through the use of specific forms such as petitions, administrative complaints, demands of information of public interest). In time, they will be more and more able to influence public agendas, provided their voices are heard and they can face discrimination and lack of confidence in their own powers. Generally, the authorities do not like proposals from the outside, either from Romanians or from Roma, they have the impression that they know everything, so it is necessary to insist and persevere in advocating proposals. – Arges
technical and financial support provided by Impreuna (6000 ron). The activity of the NGOs took place between September 2008 and January 2009. Alongside community development activities, another concrete task was the elaboration of a general report, in each county, regarding the situation of the Roma, with focus on the existent institutional structures and planning documents, at the local and county level. For the completion of this task, the NGOs had to put into application the concepts of data collection, monitoring and evaluation transferred through the training sessions organised during component A. Regarding the aspect of organisational capacity, it is important to mention that despite all our efforts, the process of empowering Roma civil society at the local level is longlasting and difficult: of the 22 NGOs, only 17 managed to elaborate a county level report. Of those, only almost half have succeeded to collect and analyse the existing data, and elaborate a document which can be used as advocacy instrument at county level. Also, from the point of view of the management capacity, including financial management, only 11 partner NGOs succeeded to administer correctly the amount of 6000 ron from Impreuna.

At the end of component A, the lessons learned regarding the development of partner NGOs have compelled us to adapt the methodology, in order to attain to a larger extent the objective of capacity building in component B. As a result, Impreuna intensified the technical support provided to NGOs, and in component B the amount allocated to activities of the NGOs was set to 22,500 ron.

Based on the analysis of the needs of each of the 17 NGOs from component B, a set of common activities was proposed, and the mentors were encouraged to develop, together with the members of the organisations, a set of specific activities to meet their needs. Among the organisational development activities and tasks common to all NGOs were:

- the elaboration of the organisational strategy and a one-year operational plan for the evolution of the organisation. Of 17 NGOs, only four had documents of strategic planning
- the elaboration of a presentation leaflet of the organisation
- the collection of data, the monitoring and elaboration of a report regarding the existence and functionality of Roma structures in the county.

This time, thanks to the methodology adapted to the individual development needs of NGOs, the results were much more positive than in component A. Thus, until the end of the programme, all organisations succeeded in elaborating these documents in either a satisfactory, good or excellent manner. Other than the concrete products of the programme, we consider as being extremely important the knowledge, abilities and practices adopted during the process, as well as the way in which the NGOs planned to use them in the future. In this regard, the testimonies of members of the organisations show that working effectively on these documents helped them develop and consolidate their teams, opened up new horizons in their knowledge of the Roma issues in the county, offered them the opportunity of being referred to as serious organisations, with a strategic view in the true sense of the word.

Unlike component A, when from 24 organisations only 11 were accepted to continue in the programme, in component B, from the 17 organisations only one has failed at accomplishing the objectives of the programme and at meeting the obligations stipulated in the partnership agreement with Impreuna.
It is important to mention that the positive impact of the organisational development activities from component B is due to a great extent to the nine experts who mentored the organisations directly, every time their intervention was considered necessary. They have offered the NGOs consultancy for each activity, have taught the organisations how to plan their time and other types of resources, have organised training sessions according to the needs of each and every organisation. They have offered the NGOs consultancy for each activity, have taught the organisations how to plan their time and other types of resources, have organised training sessions according to the needs of each and every organisation.

The implementation process has been a real instrument for our development as an association, but also as individuals. The activities which we have undertaken showed us which way to go in the future, regarding our professional evolution. – Dambovita

It is worth noting that alongside the support offered in carrying out the activities of the project, the mentors helped the organisations to reach other dimensions as well, which were not necessarily part of their job description, such as: writing project proposals for diverse donors; mediating contacts between organisations and other stakeholders; provision of information regarding different opportunities of financing, training, cooperation with other partners; conflict resolution, etc.

At the end of the programme, without a specific contract in this sense, all partner NGOs have planned to carry on their activities in the facilitated communities, as well as to pursue activities towards the further development of the Initiative Groups. In the same way, the collaboration between mentors, organisations and facilitators carried on beyond the time framework of the programme. As a result of the fact that the mentors were allocated to counties situated in the proximity of their own place of origin, as well as thanks to the fact that the mentors are active in important organisations with a high level of organisational development, and also due to the personal relationships created during the programme, both mentors and NGO members have mentioned that the relationship mentor – NGO will continue beyond the limit of Impreuna's programme.

All these ingredients have contributed in a decisive manner to building the capacity of the 17 partner NGOs, creating the framework for a better knowledge of the internal and external environment in which they operate. The steps they have succeeded in setting, between the initial stage and the end of our programme, were extremely important, not only from the point of view of the progress made, but also, first and foremost, because at the moment, due to the partnership with Impreuna, the partner NGOs from the 17 counties

- are more aware of the challenges which they need to face regarding the external environment
- have a better knowledge of their strengths and weaknesses
- have an organisational strategy and an operational plan for the short and medium term
- are able to position themselves in a realistic way within the context of the civil society
- have a detailed knowledge of the situation in at least 3-5 Roma communities in the facilitated counties
- have knowledge on mechanisms intended to mobilise communities and institutions, and possess the necessary instruments and expertise to enforce these mechanisms
- are part of diverse formal and non-formal NGO networks of both Roma and non-Roma organisations
- can formulate concrete and realistic objectives regarding the improvement of the situation of Roma in Romania.
Influencing the Local Agendas

**Empowerment** means the expansion of assets and capabilities of poor people to participate in, negotiate with, influence, control, and hold accountable institutions that affect their lives. Empowered people have freedom of choice and action. This in turn enables them to better influence the course of their lives and the decisions which affect them.

*In essence, empowerment means having the power to cause changes.* It implies bringing together resources and development in different areas. It changes the environment in which poor people live, and helps them capitalise their own resources.

The World Bank
The public participation exercise was an opportunity for all stakeholders – NGOs, Local Initiative Groups, members of the community – to learn, to be directly empowered and to expand their self-confidence on the personal level, as well as at the level of the organisation and the community. At the same time, it represented a way to demonstrate that the Roma get involved when they are taken into consideration, and that they can participate to local governance. The implementation of the public participation plan, as well as the idea that the local project developed by the Roma community be approved as an official Decision of the Local Council, represent ways to expand the capacities of Roma communities in influencing and monitoring local agendas, regardless of the result of the proposal as such. It is worth mentioning as a result of these actions a lot of immediate, concrete and vital benefits were obtained for the Roma communities, which would not have been reached without the programme “Empowering Roma Communities in Influencing and Monitoring Local Agendas in Romania”.

These actions are a solid proof that sustained and converging efforts can make it possible for the Roma to participate and even directly influence the local agendas. Analysing the vision of the World Bank on the concept of empowerment, we reached the conclusion that the public participation plan and the local project are the material expression of a complex process of empowerment of the poorest Roma communities of Romania.
HOTĂRÂRE

privind participarea la proiectul „O viață mai buna, un drum spre viitor”
al grupului de inițiativa a asociației ”Euroactiv”
în comunitatea Spinarioi, comuna Berchiiști

Constituțional al comunei Berchiiști;

Având în vedere:
- expresia de motivație a domnului ALEXANDRINEO DIDI-viceministrului comunei Oseau;
- raportul comitetului din spitale de specialitate al primarului;
- zvonul comisiilor de specialitate a Consiliului Local Oseau;
- dispunerea de inițiere nr. 6014/2008, însemnată de către Agenția de Dezvoltare Comunitară ”IMEPULSA”;
- în conformitate cu prevederile art. 1 si art. 2 din Legea nr. 1281998 privind înfornarea, organizarea și finanțarea Fondului Român de Dezvoltare Socială;
- în termen precede de art. 3, alin.(2), în ”S” și ”S”, alin. 4 bis ”S” și alin. 3 în ”S”;
- art. 45 alin. (1) și alin. 15, alin.1, în ”S” din Legea nr. 213/2001 privind administrarea publică locală, republicată, modificată și completată ulterior;

HOTĂRÂSTE:

Art.1. Se aprobă proiectul „ÎNTREȚINERE DRUM COMUNAL III/F” conform anexei care face parte integrantă din prezenta hotărâre;

Art.2. Primarul și viceprimar comună va duce la îndeplinire prevederile prezentei hotărâri;

Art.3. Secrețarul comunei va comunica în cadrul prezentei hotărâri înainte de realizarea intervenției din consiliul local Oseau;

PRESIDENȚEI DE SEDIȚA,

ANISTE DORINEL-CONSEILER

Oseau, 22 decembrie 2008.

CONTRASEMNEAZĂ
SECRETARUL COMUNEI

CHILĂRIU STEFĂN IULIAN

Berciovăț
N. 50 din 15.12.2009
Translation from Romanian

ROMANIA
Vaslui County
Ogești Commune
LOCAL COUNCIL

RESOLUTION NO. 29

Regarding the approval of the project called “MAINTENANCE BUDA COMMUNE ROAD”

The local council of Ogești commune, Vaslui county, convened in an ordinary meeting,

Considering

- the arguments brought forth by Mr. ALEXANDROAE DIDI – deputy Mayor of Ogești Commune,
- the report of the department of the Mayor’s specialized team,
- the pre-approval of the specialized commission of Ogești local council
- the letter of intent no. 4016/2008 of the IMPREUNA Agency for Community Development,

According to the provisions of art. 1 and art. 2 of Law no. 129 /1998 regarding the setup, organizing and functioning of the Romanian Social Development Fund:

based on the provisions of art. 36 par. 2 letters b and c, par. 4 letter e and par. 5 letters a and b, art. 45, par. 1 and art 135 par. 1 letter a of law 215/2001 regarding local public administration, republished, subsequently amended and completed

RESOLVES

Art. 1 to approve the project “MAINTENANCE BUDA COMMUNE ROAD”, according to the appendix which is part of the current resolution.

Art. 2 The Mayor and the deputy Mayor of the commune will carry out the current resolution.

Art. 3 The commune secretary will forward a copy of the current resolution to the Prefecture of Vaslui county, to the Mayor of the commune and to IMPREUNA Agency for Community Development.

OGEȘTI December 22nd 2008

MEETING CHAIRMAN
ANINTE DORINEL – COUNSELLOR

Illegible stamp

Countersigns

Secretary of the commune
Diana Ion

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Translation from Romanian

ROMANIA
Suceava County
Bercișesti Commune
LOCAL COUNCIL

RESOLUTION

Regarding participation within the project “A better life, a way to the future” of the initiative group of Eurovocation association in the community named Spinari in Bercișesti commune

The Local Council of Bercișesti Commune

Considering:

- the arguments brought forth by the Mayor of the commune, Mrs. Vlaicu Zenova, Tanan,
- the report of Mrs. Lucac Marius, president of the initiative group at the level of Bercișesti commune,
- the pre-approval of the specialized commission for education, health and family, labour and social protection, social and cultural activities, cults and children protection,
- the provisions of Law no. 272/2004 regarding protecting and promoting the rights of children, with further amendments and completions,

Based on the provisions of art 36 par. 2 letters, par. 7 letter a and art. 45 par. 2 letter f of the Law no. 215/2001 of the local public administration republished, subsequently amended and completed.

RESOLVES

Art. 1 We approve participation within the project named “A better life, a way to the future” of the initiative group of Eurovocation association in the community named Spinari in Bercișesti commune, according to the appendix which is part of the current resolution.

Art. 2 The Mayor, the president of the initiative group, and the tutelary authority, social care and civil status department within the Mayor’s Office of Bercișesti commune will carry out the current resolution.

Art. 3 The current resolution will be communicated to the parties interested.

MEETING CHAIRMAN
VARVARIU DUDIU

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Countersigns,
Secretary of the commune
CHRISIU STEFAN IULIAN
Illegible signature

Local Council stamp
Bercișesti no. 50 of 07.10.2009
A comprehensive database for 25 counties and 103 roma communities

- the community profile, which provides a detailed analysis of the communities; the profiles have been elaborated in 2008 and updated in 2009
- the SWOT analysis of the community; these analyses provide information not only on the problems of the communities (weaknesses and threats), but also on the resources which could be used in future initiatives to solve the problems (strengths and opportunities)
- the list of priority issues of the communities regarding their development, which must also constitute priorities on the agenda of the local and national institutions, as well as on the agenda and in the action plans of other NGOs involved in improving the situation of the Roma
- the list of interventions at county level, a comprehensive document elaborated for each county; the document comprises three sections: a) strategic documents elaborated at national, regional and county level; b) programmes and projects addressing Roma issues, among others; c) decisions of local councils and other types of official papers issued at the local level in order to address specific problems of Roma communities
- the evaluating form for the local initiative group, which reflects the situation of the local initiative group at a definite moment in time
- the development plan of the local initiative group, which represents, in a definite period of time, a plan of action aiming to increase the capacity of the local initiative group
- specific instruments for data collection in the fields of education, housing and infrastructure
- the school mediators form, which contributed to setting up a database of all school mediators for each county

A database of NGOs

- the list of organisations per county is the inventory of all Roma NGOs from 25 counties
- the CV of NGO is an instrument which reflects the situation of the organisation in terms of: identification data; available resources; partnerships; actions, activities, implemented projects and programmes
- the initial evaluation of the NGO analyses the stadium in which the organisation was at the beginning of the programme, as well as its needs in the area of capacity building
- the final evaluation of the NGO follows the same dimensions as the initial evaluation and allows for measuring the progress made by the NGO in a given period of time; also, the document re-evaluates the development needs for the future
- documents of organisational strategic planning: the NGO strategy and operational plan
- presentation leaflets of NGOs, comprising elements of the NGO identity, the areas of interest, main interventions, partners and financial donors

Other instruments used at local level

- Public participation plans
- Map of stakeholders
- Semi-structured interviews aimed at identifying problems
- Interviews with stakeholders
- Instructions for the efficient planning of community meetings
- Instruments designed for the prioritisation of problems during community meetings
- Minutes and reports of community meetings
- Guides for focus-groups
- Presentation supports for methods of community exploration
- Detailed instructions regarding the use of all types of instruments

Documents elaborated at county level

- 17 county reports regarding the public structures for Roma at the county level, in 2008
- 23 county reports regarding the public structures for Roma at the county level, in 2009
- 72 monitoring reports elaborated for specific interventions for Roma (3 reports for each of the 24 counties included in component B)
- 17 county reports regarding the situation of education for the Roma, which can be used as lobby and advocacy instruments
- 17 county reports regarding the situation of housing and infrastructure in the Roma communities included in the programme, which can be used as lobby and advocacy instruments

Local and county level meetings

- 50 county level meetings organised in 2008
- 44 county level meetings organised in 2009
- over 300 community meetings organised in component A of the programme (at least 3 in each community)
- approximately 200 meetings at the local level organised in 2009 - 2010
Training sessions and meetings of the programme team

- 2 training sessions for the implementing team and 2 meetings of the entire team in component A
- 2 training sessions for the implementing team and 2 meetings of the entire team in component B
- 2 meetings of the mentors (May and August 2009)
- 4 folders with instruments and documents, one elaborated for each meeting
- 4 reports of the meetings, elaborated by the management team of the programme
- At least 48 training sessions delivered by the mentors at the local level; in principle, each mentor was responsible for 2 training sessions responding to the needs of each NGO; where necessary, the mentors supplemented the number of training sessions for a given county

Instruments for internal reporting

- Monthly reports of facilitators / partner NGOs / mentors
- Intermediary reports of facilitators / partner NGOs / mentors
- Final reports of facilitators / partner NGOs / mentors

The documents elaborated during the programme represented the basis for generating new projects and programmes, not only for the partner NGOs, but also for Impreuna Agency. Our database continue to be an important source for planning and substantiating concrete interventions in Roma communities, for initiating lobby and advocacy campaigns, for studies and research reports regarding specific areas, and, not last, for documenting, advocating and proposing public policies for the Roma. In the following section we will present only two examples of how the information and resources generated through this programme have been put to use.

Impreuna Agency

- The report „The Strategy of Improvement of the Situation of Roma: the Voice of the Communities“
- The study „Trade Unions, between Gender and Ethnicity“
- The study „A Grade A School?“ - currently being edited
• „SOS school mediators!” project for monitoring the situation of school mediators, currently being evaluated by the Roma Education Fund
• Programme for the development of Roma communities, application submitted to financial donors

**The Alliance of Roma from the Galati county**

On basis of the documents elaborated during the programme, the Alliance of Roma from the Galati County has acquired accreditation for the following social services:
- Social counselling
- Legal counselling
- Professional counselling and mediation
- Counselling for entrepreneurship
- Medical and social counselling
- Social and education counselling
- Research and Development activities

Also, on the basis of documents elaborated during the programme, the Alliance of Roma from the Galati County has obtained subsidies from the Galati local council, according to the law nr. 34/1998.
The study focuses on the realities of work relations, seen from the perspective of two actors on the labour market: Roma women, as employees, and representatives of trade unions. The study is an empiric research, accompanied by recommendations from Roma women respondents and from trade unions representatives.

The report includes an analysis of the strengths and weaknesses of the mechanisms of implementation of the objectives of the Government Strategy and an outline of failure factors, but also of potential factors of success engaged in the process of improvement of the Roma situation.
In the assembly of the Senate from September 7th, 2009, our programme was presented as a model of best practice in Roma communities - http://www.cdep.ro/pls/steno/steno.stenograma?ids=6691&idm=1,23&idl=1 (in Romanian)

1. Political declarations of the ladies and gentlemen senators:

1.23 Mihai Niţă (PD-L) – political declaration headed „Problems of the Roma population in the Olt county”

Mr. Mihai Niţă:

„Problems of the Roma population in the Olt county”

The difficulties which the Roma population face have started to take on dramatic forms. The problems are serious and encompass all types of areas: lack of housing, lack of property papers, lack of space or adequacy thereof, lack of necessary means for the maintenance of housing, lack of interest from authorities to support the Roma in accessing housing. Due to the fact that, in most cases, Roma settlements are situated at the periphery of towns and villages, the public utilities needed for a decent living are lacking, and oftentimes the modernisation works stop at the border of neighbourhoods inhabited by the Roma.

In order for the Roma to be consulted regarding the problems specific to the communities in which they live, but also in order for the issues of the Roma to be included on the local agendas of public administration structures, including in the local budget, has been implemented in Caracal, Drăgăneşti- Olt, Piatra-Olt, Fălcoiu the component I of the programme „Empowering Roma Communities in Influencing and Monitoring Local Agendas in Romania“. The project is implemented by Impreuna Agency for Community Development, together with the Association „Rrom-Grand“, and has focused on: the foundation of a centre for accessing funding and elaborating project proposals in Caracal, the restoration of kindergarten nr. 1 in Drăgăneşti-Olt – where 85% of the children are Roma, hiring of a local Roma expert in the Fălcoiu municipality, collecting clothing and confectionery for 50 children in Piatra-Olt. Until February 2010, the intervention will continue with component II, focused on multiplying the public participation projects for the equal benefit of the local Roma communities and the public authorities.

Our experience shows that the implementation of laws regarding human and minority rights, especially laws which could help the Roma population, is doomed to failure due to the lack of cooperation from local public administrations, or due to the lack of understanding of the Roma problems by the public authorities.

The participation of the Roma in local public administrations, be it active or even only consultative, would help decision makers and functionnaires of public institutions to understand the problems which the Roma face, the information and data would be easier to interpret and this would help implementing laws also among the Roma. At the same time, it would increase the level of trust between the Roma and public administrations. All these would offer greater flexibility in solving the problems.
Local projects and the phare projects

Local projects

During the two years of implementation of our programme, 206 local projects were elaborated, as follows: 107 projects in the 103 communities from component A, and 99 local projects in the 98 communities from component B⁴.

We must mention that there are communities in which more than one local project was elaborated and submitted for approval / financing, as well as communities in which the local projects could not be materialised.

Trying to quantify the cost of the projects was an extremely difficult task. This is due to the fact that the benefits of the projects have not always been material, concrete and measurable – such as hiring a local Roma expert, a school or health mediator, or increasing the civic spirit among the community. At the same time, we wish to underline the fact that some of the submitted projects are still awaiting a decision from the stakeholders. However, we could estimate the following results:

The total estimated amount of local projects from component A is approximately 800.000 ron (260.000$)
The total estimated amount of local projects from component B is approximately 450.000 ron (150.000$).

From the approximate total of 410.000$, 70% represent contributions from the local public authorities, 20% contributions of the communities, 8% the contribution of the partner NGOs and 2% contributions of other sources, such as economic agents, individuals, other donors.

⁴ The complete list of local projects from each of the 25 counties is presented in the Annex.
Phare projects

During component A, an unforeseen support for our programme has helped induce major changes in some Roma communities. The launch of grant schemes Phare 2005 and Phare 2006, at the moment when we organised the first training sessions with the county facilitators and partner NGOs provided us with the possibility of presenting these opportunities to our colleagues. Moreover, we invited representatives of the General Secretariat of the Government to present the call for projects to the local teams.

The members of the partner organisations and county facilitators have brought the information to the communities, the initiative groups and the local authorities. The methodology of the Phare programmes for elaborating the project proposal coincided with our working methodology – creating an initiative group of the Roma, involving the beneficiaries in all phases of the project, concluding partnerships with local structures of the Roma, participative methods of needs assessment in order to identify the problem which the project intends to solve, etc.

The fact that the local teams had the information in the first place, as well as the fact that they were already familiar with the working methodology, have lead, in many counties, to the public authorities putting the teams to good use as „coordinators” of actions which lead to the elaboration of project proposals.
The presence of the teams in the 103 communities has contributed to the elaboration and implementation of **31 Phare projects amounting to 1,627,947 euro**. In some counties, the contribution of the teams was direct, in others indirect, through the transmission of information and lobby to the local public authorities for the elaboration of project proposals and supporting the expenses for feasibility studies.

**Thus, were implemented:**

- **IV. 7 Phare 2005 projects, amounting to 230,992 euro**
- **V. 24 Phare 2006 projects, amounting to 1,396,955 euro**

<table>
<thead>
<tr>
<th>COUNTY</th>
<th>APPLICANT</th>
<th>PROJECT</th>
<th>PHARE FUNDING (in euro)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Galati</td>
<td>Alianta pentru Unitatea Romilor Galati</td>
<td>They, too, are citizens of Galati county</td>
<td>35,335</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>We too can become owners</td>
</tr>
<tr>
<td>Salaj</td>
<td>Fundatia pentru Sprijin Socio-Educational al Romilor WASSDAS</td>
<td>A step forward</td>
<td>35,335</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Right to equality</td>
</tr>
<tr>
<td>Olt</td>
<td>Asociatia Rrom-Grand Gradinari</td>
<td>Public partnership</td>
<td>31,744</td>
</tr>
<tr>
<td>Botosani</td>
<td>Agentia de Dezvoltare Comunitara Inter-Activa</td>
<td>Identity and ownership for the Roma</td>
<td>35,279</td>
</tr>
<tr>
<td>Sibiu</td>
<td>Asociatia Romilor din Marginimea Sibiului</td>
<td>Right to ownership – the Roma from Sibiu county</td>
<td>31,696</td>
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</tbody>
</table>

**PHARE 2005 – 7 PROJECTS, for the total amount of 230,992 euro**
<table>
<thead>
<tr>
<th>COUNTY</th>
<th>APPLICANT</th>
<th>PROJECT</th>
<th>PHARE FUNDING (in euro)</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Vaslui</strong></td>
<td>494.972</td>
<td>Bridge over the Ruginoasa river, Osesti, com. Osesti, Vaslui county</td>
<td>117.429</td>
</tr>
<tr>
<td></td>
<td>Comuna Oesti reprezentata prin Consiliul Local</td>
<td>Modernisation of the local road 1, 815 km Buda village, com. Osesti, Vaslui county</td>
<td>128.563</td>
</tr>
<tr>
<td></td>
<td>Orasul Negresti reprezentat prin Consiliul Local</td>
<td>Modernisation of the N. Iorga street, Negresti, Vaslui county</td>
<td>133.283</td>
</tr>
<tr>
<td><strong>Buzau</strong></td>
<td>43.934</td>
<td>Extension of lighting and electricity network, Candesti village, Vernesti, Buzau county</td>
<td>43.934</td>
</tr>
<tr>
<td></td>
<td>Comuna Vernesti, reprezentata prin Consiliul Local Vernesti</td>
<td>Restoration of Rasinari road - Prislop, Sibiu county</td>
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<tr>
<td></td>
<td>Comuna Rasinari, reprezentata prin Primar</td>
<td>Facilitating the access of Roma on the labour market, Prislop</td>
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<tr>
<td><strong>Sibiu</strong></td>
<td>142.706</td>
<td>Extension of lighting and electricity network, Candesti village, Vernesti, Buzau county</td>
<td>43.934</td>
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<tr>
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<td>Asociatia Romilor din Marginimea Sibiului</td>
<td>Restoration of Rasinari road - Prislop, Sibiu county</td>
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<tr>
<td><strong>Iasi</strong></td>
<td>130.850</td>
<td>Extension of lighting and electricity network, Candesti village, Vernesti, Buzau county</td>
<td>130.850</td>
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<tr>
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<td>Comuna Dagata, reprezentata prin Consiliul Local Dagata</td>
<td>Amaro Drom (Our road) – modernisation of local roads in Zece Prajini village</td>
<td>130.850</td>
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<tr>
<td><strong>Galati</strong></td>
<td>189.675</td>
<td>Restoration of Scolii and Mercur streets for the access to the Roma community of Targu Bujor, Galati county</td>
<td>124.606</td>
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<tr>
<td></td>
<td>Oras Targu Bujor reprezentat prin Consiliul Local</td>
<td>Restoration of Scolii and Mercur streets for the access to the Roma community of Targu Bujor, Galati county</td>
<td>124.606</td>
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<tr>
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<td>Alianta Romilor din Judetul Galati</td>
<td>A Diploma – an extra chance for the social inclusion of Roma</td>
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<td>HEALTH – A step towards the social inclusion of Roma</td>
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<td><strong>Botosani</strong></td>
<td>159.359</td>
<td>Initiatives for equal chances on the labour market</td>
<td>33.328</td>
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<td></td>
<td>Agentia de Dezvoltare Comunitara Inter-Activa</td>
<td>EUROAGROROROM – employment opportunities and income generating activities in Baranca, Hudesti, Botosani county</td>
<td>33.321</td>
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<tr>
<td></td>
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<td>Goats farm - ‘Barancuta’</td>
<td>33.268</td>
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<tr>
<td></td>
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<td>Regional community centre for socio-medical education</td>
<td>33.328</td>
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<tr>
<td></td>
<td></td>
<td>Medical centre – community priority</td>
<td>26.114</td>
</tr>
<tr>
<td>County</td>
<td>Organisation Name</td>
<td>Project Description</td>
<td>Amount</td>
</tr>
<tr>
<td>---------</td>
<td>-----------------------------------------------------</td>
<td>---------------------------------------------------------------</td>
<td>------------</td>
</tr>
<tr>
<td>Dolj</td>
<td>Centrul European pentru Integrarea si Promovarea Romilor</td>
<td>First step in search of employment</td>
<td>32.953</td>
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<tr>
<td></td>
<td></td>
<td>Health above all</td>
<td>32.710</td>
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<tr>
<td>Prahova</td>
<td>Asociatia Centrul de Resurse Apollo Ploiesti</td>
<td>Young Roma – promotors of social entrepreneurship</td>
<td>33.268</td>
</tr>
<tr>
<td></td>
<td></td>
<td>We, Roma, also want to work</td>
<td>33.268</td>
</tr>
<tr>
<td></td>
<td></td>
<td>I am a health mediator!</td>
<td>22.401</td>
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<tr>
<td>Suceava</td>
<td>Orasul Dolhasca repr. prin Primar</td>
<td>Foundation of mobile unit for medical services for the Roma</td>
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<td></td>
<td></td>
<td>Community Centre for Integrated Medical Services</td>
<td>29.181</td>
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<tr>
<td>Cluj</td>
<td>Asociatia pentru Emanciparea Femeilor rome</td>
<td>Training of health mediators from Cluj, Arad, Bistrita and Hunedoara counties</td>
<td>24.297</td>
</tr>
</tbody>
</table>

**PHARE 2006 – 24 PROJECTS, for the total amount of 1.396.955 euro**

**TOTAL PHARE 2005 AND 2006: 31 projects = 1.627.947 euro**
The total budget of the programme implemented by Impreuna Agency has been 637,300$ divided by 103 communities = 6200$ invested per community.

The resources drawn in through the local projects amount to approximately 410,000$. The Phare projects supported by the local teams amount to a total of 2,150,000$. The total amount of drawn in resources amounts to 2,560,000$. Totalul sumelor atrasa in programme 2,560,000$ divided by 103 comunitati = 24,800$ drawn in per community.
Per community: 24,800$ drawn in : 6200$ invested = 4

Every unit invested by Impreuna Agency generated

4 times its value

in funding drawn in by the community

The total benefit per community: 24,800$ drawn in + 6200$ invested = 31,000$ per community
V. HOW TO CONTINUE...

The objective of **empowering Roma communities** is far from being fully reached, once we finalised our project. In our view, this experience has helped us realise how acute the problematic of Roma participation to the decision making process really is. Also, we are certain that at least 20 other organisations from 20 counties have acquired greater interest in this sense.

For the next five years, the Strategy of Impreuna Agency envisages to continue the interventions in the communities in which we have initiated this process in 2008-2010. Also, our purpose is to extend the geographic area in which we will apply the methodology developed within the programme.

Regarding the **capacity building process of Roma organisations** in Romania, the experience of this programme has brought us new perspectives of continuing our initiatives. We have analysed five of the most important development areas of an organisation, and we have identified on each of these dimensions the most frequent problems, as well as possible solutions for these issues. The recommendations we have stated in this sense are already included in the operational plan of Impreuna Agency for the next period of time, but they can also be possible ideas of projects and programmes for other organisations, institutions or financial donors working towards the development of the civil society.

### NON-GOVERNMENTAL ORGANISATIONS IN ROMANIA

<table>
<thead>
<tr>
<th>DIFFICULTIES</th>
<th>LIMITS</th>
<th>SOLUTIONS/RECOMMENDATIONS</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Human resources</strong></td>
<td>The NGOs do not have policies for hiring and training of human resources; they act instinctively, oftentimes employing family members or acquaintances. In this sense, professionalism is not a priority condition upon recruitment.</td>
<td>„Nursery” type programmes, aiming at attracting volunteers, organising internships, recruiting based on criteria pre/established and respected by the employer</td>
</tr>
<tr>
<td></td>
<td>Very few people are willing to work in NGOs.</td>
<td>Partnership programmes between universities and NGOs</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Reviewing the OSI/REF policies regarding the Scholarships Programme (formerly RMUSP), according to a participative consultation process with Roma NGOs from each beneficiary country</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Other types of scholarship programmes granted to high school students on basis of their activity in NGOs</td>
</tr>
<tr>
<td></td>
<td>Financial instability of employees whose only source of income is the NGO.</td>
<td>Training in the area of motivational techniques for human resources</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Programmes of non-material motivation of NGO employees</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Training regarding the development of transparent remuneration policies</td>
</tr>
<tr>
<td></td>
<td>Weak know-how in the field of management, lack of internal procedures, limited capacities regarding planning, fundraising, project management,</td>
<td>Training of Trainers Programmes</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Training in the areas of: organisational management, leadership, planning, project management, monitoring and evaluation, etc.</td>
</tr>
</tbody>
</table>
| **Know-how** | Monitoring and evaluation. | Programmes of internships and experience sharing  
Creating regional training centres which will provide free of charge, periodic training  
Periodic evaluation of trainees and development of an encompassing certification and evaluation system  
Including a practical dimension to training programmes, in which the trainee can apply the principles acquired during the theoretic sections (learning by doing) |
| **Financial resources and fundraising** | Low capacity of fundraising, identification of financing sources, as well as elaboration of funding requests  
Minimum knowledge on how to administer financial resources, lack of a specialised financial department (or person). Fundraising based on availability of funding rather than strategic directions of the organisation. | Creating fundraising departments within Roma NGOs, or employing at least one specialised staff in each NGO  
Programmes of training in financial management  
Elaboration of internal procedures and financial instruments  
Creation of funding policies in the fields of activity specified in the NGO mission and strategy of development |
| **Other types of resources** | Lack of adequate premises for the NGO’s activities; oftentimes, the NGO headquarters is the home of one of the members.  
Lack of IT equipment and of IT abilities, which in turn limits the access to information and resources and hinders communication. | Lobby aimed at obtaining premises for NGOs from local authorities  
Programmes of institutional support  
Training programmes in the area of IT abilities  
Programmes of internship in other developed organisations  
Creating financing lines aimed at the acquisition of IT equipment by NGOs |
| **External relations** | Roma NGOs are not visible enough in their relations with public institutions and the communities of beneficiaries. Lack of Roma human resources specialised in PR. Insufficient use of the virtual space: electronic communication means (blogs, forums, the web) are not used on a large scale. | Training programmes in the area of PR and communication  
Programmes of mentorship  
Organising PR campaigns  
Programmes and scholarships for the motivation of young Roma to specialise in the field of PR and communication  
Creating periodic grant schemes aimed at developing Roma civil society, such as:  
a) Financing programmes for the stimulation of network activities  
b) Programmes eligible only for networks of Roma NGOs composed of at least 5 active organisations  
Developing a framework aimed at encouraging interaction between organisations:  
- Programmes of debates and periodic meetings regarding the development of the Roma civil society  
- Organising a yearly Roma NGOs fair and a fair for projects for the Roma. |
# ANNEX

## LOCAL PROJECTS ELABORATED IN COMPONENT A AND COMPONENT B

<table>
<thead>
<tr>
<th>ALBA county</th>
<th>Călăuți</th>
<th>Ighiù</th>
<th>Hopărta, Sălișca</th>
<th>Lunca Mureșului</th>
<th>Șincael</th>
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<tbody>
<tr>
<td><strong>Local projects A</strong></td>
<td>Water well in Roma neighbourhoods</td>
<td>Water well in Roma neighbourhoods</td>
<td>Parents' school</td>
<td>Representation of Roma in the local public institutions: hiring of a local Roma expert</td>
<td>Representation of Roma in the local public institutions: hiring of a local Roma expert</td>
</tr>
<tr>
<td><strong>Local projects B</strong></td>
<td>Water well in Roma neighbourhoods</td>
<td>Sanitising the neighbourhood</td>
<td>Parents' school</td>
<td>Representation of Roma in the local public institutions: hiring of a local Roma expert</td>
<td>Road repair</td>
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<table>
<thead>
<tr>
<th>ARAD county</th>
<th>Dragășani neighbourhood, Arad</th>
<th>Craiva</th>
<th>Vălători, Mișca</th>
<th>Tarafului area, Sinicola Mic neighbourhood, Arad</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Local projects A</strong></td>
<td>Hiring a school mediator</td>
<td>Representation of Roma in the local public institutions: hiring of a local Roma expert</td>
<td>Representation of Roma in the local public institutions: hiring of a local Roma expert</td>
<td>Hiring a school mediator</td>
</tr>
<tr>
<td><strong>Local projects B</strong></td>
<td>Campaign in the field of education</td>
<td>Campaign in the field of education</td>
<td>Campaign in the field of education</td>
<td>Campaign in the field of education</td>
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</tbody>
</table>

<table>
<thead>
<tr>
<th>ARGES county</th>
<th>Valea Corbului, Câlinești</th>
<th>Ștefănești</th>
<th>Lerești</th>
<th>Mălureni</th>
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<tbody>
<tr>
<td><strong>Local projects A</strong></td>
<td>A water source for the school</td>
<td>Representation of Roma in the local public institutions: hiring of a local Roma expert</td>
<td>Providing a playground for children</td>
<td>Providing a playground for children</td>
</tr>
<tr>
<td><strong>Local projects B</strong></td>
<td>Restoration of a water source</td>
<td>Remedial education</td>
<td>School requisites for pupils</td>
<td>Water wells in Roma neighbourhoods</td>
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<th>Săcuină</th>
<th>Roșiari</th>
<th>Batăr</th>
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<tr>
<td><strong>Local projects A</strong></td>
<td>Parents' school</td>
<td>Parents' school</td>
<td>Parents' school</td>
<td>Stimulation of the public participation of the Roma community</td>
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<tr>
<td><strong>Local projects B</strong></td>
<td>Professional training</td>
<td>Campaign in the field of health</td>
<td>Campaign in the field of health</td>
<td>Campaign in the field of education</td>
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<tr>
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<td>Buda, Coșula</td>
<td>Baranca, Cristinești</td>
<td>Balușeni Noi, Bălușeni</td>
<td>Corjăuți, Hilișeu Horia</td>
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<tr>
<td>Local projects A</td>
<td>Elaboration of action plans following the „L@EGAL” format – investment budget planning for the Roma communities</td>
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<tr>
<td>Local projects B</td>
<td>Increase of the degree of Roma integration</td>
<td>Foundation of a local Roma organisation</td>
<td>Provision of training for the members of the Initiative Group</td>
<td>Stimulation of the public participation of the Roma community</td>
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<td>Local projects A</td>
<td>Inclusion on the labour market of 800 Roma</td>
<td>Providing 5 playgrounds for children</td>
<td>Providing 2 playgrounds for children</td>
<td>Creation of premises for gathering berries</td>
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<td>Elaboration of a local strategy</td>
<td>Elaboration of an action plan for Roma</td>
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<td>Hiring a school mediator and a health mediator</td>
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<td>Improving the health situation of Roma</td>
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<td>Identity and property papers</td>
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<td>Representation of Roma in the local public institutions: hiring of a local Roma expert and a community mediator</td>
<td>Representation of Roma in the local public institutions: hiring of a local Roma expert and a community mediator</td>
<td>1. Campaign for the prevention and eradication of tuberculosis 2. Exemption of tax penalties for families without income 3. Representation of Roma in the local public institutions: hiring of a local Roma expert</td>
<td>1. Campaign for the sanitation of the community 2. Hiring a school mediator, health mediator or community mediator</td>
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<td>Hiring a health mediator</td>
<td>Campaign in the field of health</td>
<td>Sanitation of the community</td>
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<td>Local projects A</td>
<td>Restoration of the road of access to the Roma community</td>
<td>Representation of Roma in the local public institutions: hiring of a local Roma expert and health mediator</td>
<td>Provision of running water, road repair works for the access to the community and paving the sidewalks in the Roma settlements</td>
<td>Representation of Roma in the local public institutions: hiring of a local Roma expert</td>
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<td>Local projects A</td>
<td>Campaign in the field of health</td>
<td>Representation of Roma in the local public institutions: hiring of a local Roma expert</td>
<td>Provision of training for the members of the Initiative Group</td>
<td>Aghireșu Foundation of a local Roma NGO</td>
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<td>Photos, Ghidfalău</td>
<td>Valea Seacă, Sânzieni</td>
<td>B1,B2 Blocks area, Baraolt</td>
<td>Belin Vale, Belin</td>
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<td>Local projects A</td>
<td>Provision of a playground for children</td>
<td>Campaign in the field of education</td>
<td>Provision of access to professional training free of charge for 99 Roma</td>
<td>Improving school attendance and reducing school dropout rates</td>
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<td>Local projects B</td>
<td>Orko – Sf. Gheorghe</td>
<td>Sanitising the community education</td>
<td>Campaign in the field of education</td>
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<td>Poiana</td>
<td>Iedera</td>
<td>Moroieni, Glod</td>
<td>Romaneshti</td>
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<td>Local projects A</td>
<td>Setup of an information panel for the community</td>
<td>1. Elaboration of an action plan for Roma</td>
<td>1. Elaboration of an action plan for Roma</td>
<td>Setup of an information panel for the community</td>
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<tr>
<td>Local projects B</td>
<td>Caravana ocuparii</td>
<td>Hiring a health mediator</td>
<td>Campaign in the field of environment education</td>
<td>Campaign in the field of health</td>
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<tr>
<td>DOLJ county</td>
<td>Lipovu</td>
<td>Gogosița, Lipov</td>
<td>Caraula</td>
<td>Salcuța, Calopar</td>
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<td>Local projects A</td>
<td>Improving the quality of education</td>
<td>Representation of Roma in the local public institutions: hiring of a local Roma expert</td>
<td>Material support for children with special social problems</td>
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<tr>
<td>Local projects B</td>
<td>Campaign in the field of health</td>
<td>Restoration of houses</td>
<td>Provision of counselling for parents and pupils</td>
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<tr>
<td>GALATI county</td>
<td>Podoleni, Barcea</td>
<td>Buciumeni</td>
<td>Toleşa, Brăhășești</td>
<td>Târgu Bujor</td>
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<tr>
<td>Local projects A</td>
<td>Information campaign regarding the dangers of building illegal housing on areas at risk of flooding</td>
<td>Hiring of at least 8 Roma qualified in the field of construction, to be working for building housing for the Roma</td>
<td>Information campaign regarding environmental issues</td>
<td>Hiring of at least 8 Roma qualified for road works</td>
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<tr>
<td>Local projects B</td>
<td>Information campaign on</td>
<td>Multifunctional centre</td>
<td>Campaign in the field of</td>
<td>Campaign for registration</td>
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<tr>
<td>Facilitated communities</td>
<td>Scoarţa</td>
<td>Băleşti</td>
<td>Târgu Jiu</td>
<td>Rovinari</td>
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<tr>
<td>Local projects A</td>
<td>Information campaign regarding marriage practices in traditional communities</td>
<td>Campaign in the field of health</td>
<td>Information campaign regarding marriage practices in traditional communities</td>
<td>Campaign in the field of health</td>
</tr>
<tr>
<td>Local projects B</td>
<td>Campaign in the field of health</td>
<td>Foundation of a Consultative Council of NGOs</td>
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<table>
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<th>Facilitated communities</th>
<th>Ciohorăni</th>
<th>Crucea, Lungani</th>
<th>Zece Prăjini, Dağăţa</th>
<th>Târgu Frumos</th>
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<tbody>
<tr>
<td>Local projects A</td>
<td>Promoting the positive image of Roma</td>
<td>Information campaign regarding a healthy lifestyle</td>
<td>Developing a positive attitude towards continuing education</td>
<td>Counselling and cultural-educational activities for Roma pupils</td>
</tr>
<tr>
<td>Local projects B</td>
<td>Information campaign regarding the „Second Chance” programme</td>
<td>Vocational training</td>
<td>Providing a playground for children</td>
<td>Professional counselling and orientation</td>
</tr>
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<table>
<thead>
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<th>Facilitated communities</th>
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<th>Cheliţa</th>
<th>Ponorâta</th>
<th>Craica</th>
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<tbody>
<tr>
<td>Local projects A</td>
<td>Connection to the electricity network</td>
<td>Paving of roads</td>
<td>Finalising works for the provision of drinkwater</td>
<td>„Persevere through education”</td>
</tr>
<tr>
<td>Local projects B</td>
<td>Paving of a road</td>
<td>Drainage works</td>
<td>Information campaign regarding the „Second Chance” programme</td>
<td>Campaign in the field of environment</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Facilitated communities</th>
<th>Almăjel</th>
<th>Balta Verde</th>
<th>Gârla Mare</th>
<th>Jiana Veche</th>
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</thead>
<tbody>
<tr>
<td>Local projects A</td>
<td>Representation of Roma in the local public institutions: hiring of a local Roma expert</td>
<td>Support for recently married couples in obtaining land for housing</td>
<td>Restoration of the road of access to the Roma community</td>
<td>Setup of premises for a local medical centre</td>
</tr>
<tr>
<td>Local projects B</td>
<td>Campaign in the field of health</td>
<td>Traditional crafts workshop</td>
<td>Digging ditches</td>
<td>Unsilting of water wells</td>
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<table>
<thead>
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<th>Facilitated communities</th>
<th>Bahnea</th>
<th>Crăciuneni</th>
<th>Ernei</th>
<th>Sâncraiu de Mureş</th>
</tr>
</thead>
<tbody>
<tr>
<td>Local projects A</td>
<td>Representation of Roma in the local public institutions: hiring of a local Roma expert</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Not included in component B</td>
<td></td>
<td></td>
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</tbody>
</table>
## OLT county

<table>
<thead>
<tr>
<th>Facilitated communities</th>
<th>VI</th>
<th>Caracal</th>
<th>Drăgănești-Olt</th>
<th>Piatra-Olt</th>
<th>Fălcoiu</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Local projects A</strong></td>
<td></td>
<td></td>
<td>Restoration works for the local kindergarten</td>
<td>Education – a „drop of hope”</td>
<td>Representation of Roma in the local public institutions: hiring of a local Roma expert</td>
</tr>
<tr>
<td><strong>Local projects B</strong></td>
<td></td>
<td></td>
<td>Restoration of the road of access to the Roma community</td>
<td>Lobby for 2 village delegates in the local council</td>
<td>Restoration of the road of access to the Roma community</td>
</tr>
</tbody>
</table>

## PRAHOVA county

<table>
<thead>
<tr>
<th>Facilitated communities</th>
<th>Plaiul Câmpinei, Șotricile</th>
<th>Podul lui Galben, Podeni Noi</th>
<th>Vărbila, Iordăcheanu</th>
<th>Mocesi, Iordăcheanu</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Local projects A</strong></td>
<td>Setup of the legal framework for the commercialisation of berries</td>
<td>Provision of drinkwater for the community</td>
<td>Introduction of public transportation between Vărbila community and Iordăcheanu</td>
<td>Increasing the access of Roma to the labour market</td>
</tr>
<tr>
<td><strong>Local projects B</strong></td>
<td>Obtaining identity papers</td>
<td>Infintare ONG</td>
<td>Campaign in the field of education</td>
<td>-</td>
</tr>
</tbody>
</table>

## SALAJ county

<table>
<thead>
<tr>
<th>Facilitated communities</th>
<th>Mall 2, Sag</th>
<th>Drăguț-Voievodeni</th>
<th>Cheud, Napradea</th>
<th>Jibou</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Local projects A</strong></td>
<td>„Everything for drinkwater” and „We want drinkwater”</td>
<td>„We want to play football”</td>
<td>Improving the education for Roma children</td>
<td>-</td>
</tr>
<tr>
<td><strong>Local projects B</strong></td>
<td>Restoration of a water source</td>
<td>Restoration of a water source</td>
<td>Eradicating segregation in the school</td>
<td>Provision of water and sewerage network</td>
</tr>
</tbody>
</table>

## SUCEAVA county

<table>
<thead>
<tr>
<th>Facilitated communities</th>
<th>Spinărie, Berchișești</th>
<th>Dumbrava, Cornu Luncii</th>
<th>Podișor, Dolhești Mici</th>
<th>Gulia, Dolhasca</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Local projects A</strong></td>
<td>Road works in the community</td>
<td>Organising a group of students for the „Second Chance” programme</td>
<td>Public lighting in the community</td>
<td>PHARE project in the field of health</td>
</tr>
<tr>
<td><strong>Local projects B</strong></td>
<td>Finalising the works for the road of access to the Roma community</td>
<td>Public lighting in the community</td>
<td>Setup of landfill</td>
<td>Restoration of the road of access to the Roma community</td>
</tr>
</tbody>
</table>

## SIBIU county

<table>
<thead>
<tr>
<th>Facilitated communities</th>
<th>Dumbrăveni</th>
<th>Tîrnava</th>
<th>Dobârca, Miercurea Sibiului</th>
<th>Prislop, Rășinari</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Local projects A</strong></td>
<td>Restoration of Roma homes around the Station</td>
<td>Restoration of water wells in the</td>
<td>Restoration of the local school</td>
<td>Water network (I)</td>
</tr>
<tr>
<td>Local projects B</td>
<td>Restoration of the road of access to the Roma community</td>
<td>-</td>
<td>Water network (II)</td>
<td></td>
</tr>
<tr>
<td>------------------</td>
<td>----------------------------------------------------------</td>
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</table>

**VALCEA county**

<table>
<thead>
<tr>
<th>Facilitated communities</th>
<th>Dâeşti</th>
<th>Frânceşti</th>
<th>Laloşu</th>
<th>Racovita</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Local projects A</strong></td>
<td>Screening of chronic diseases among the Roma</td>
<td>Providing a park and a playground for children</td>
<td>Screening of chronic diseases among the Roma</td>
<td>Representation of Roma in the local public institutions: hiring of a local Roma expert</td>
</tr>
<tr>
<td><strong>Local projects B</strong></td>
<td>Sanitising campaign</td>
<td>Campaign in the field of health</td>
<td>Campaign in the field of education</td>
<td>Registrations for the kindergarten</td>
</tr>
</tbody>
</table>

**VASLUI county**

<table>
<thead>
<tr>
<th>Facilitated communities</th>
<th>Teişoru, Puşcaşi</th>
<th>Doagele, Dragomireşti</th>
<th>Negreşti</th>
<th>Buda, Oşeşti</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Local projects A</strong></td>
<td>Foundation of a local health centre</td>
<td>Foundation of a local health centre</td>
<td>Works of maintenance for the N. Iorga street</td>
<td>Road maintenance works</td>
</tr>
<tr>
<td><strong>Local projects B</strong></td>
<td>Campaign in the field of education</td>
<td>Paving the access road to the Roma community</td>
<td>Reconnecting 10 households to the electricity network</td>
<td>Provision of bathrooms for the kindergarten</td>
</tr>
</tbody>
</table>