



GOVERNMENT OF THE REPUBLIC OF CROATIA  
Office for Human Rights  
and Rights of National Minorities



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Budapest, 30 October 2018

**TRAINING WORKSHOP IN NON-FORMAL EDUCATION AND YOUTH WORK WITH YOUNG ROMA PEOPLE IN CROATIA**

**22-25 November**

**Zagreb, Croatia**



**CALL FOR PARTICIPANTS**

**Deadline for application: 10 November 2018**

## Background

The Roma Youth Action Plan (hereafter [RYAP](#)) is a project by the Youth Department of the Council of Europe which aims to support the participation and inclusion of Roma youth across Europe. Initiated in 2011, the project is a response of the Council of Europe to the challenges faced by Roma<sup>1</sup> young people in Europe, particularly in relation to empowerment, participation in policy and decision-making processes and structures, and to the multiple realities of discrimination they are confronted. Capacity-building and the development of competencies of young Roma, organisations and networks have been a central part of the Youth Department. The project gives particular attention to human rights, intercultural dialogue and youth work as responses to discrimination and antigypsyism.

Youth work is organised in differenced ways and forms across the world by it focused on the personal and social development of young people. It has a large reach-out and aims at engaging young people on the basis of their needs and interest. Youth work plays an important role in enhancing social inclusion and offers developmental spaces and opportunities for young people on the basis of non-formal and informal learning process and it voluntary. The development of high quality non-formal educational and training activities with young Roma people and youth work has been among central areas within the Roma Youth Action Plan project, as ways to facilitate young people's active participation and inclusion in their communities and in decision making. Youth work achieves this by empowering and engaging young people in the active creation, preparation, delivery and evaluation of initiatives and activities that reflect their needs, interests, ideas and experiences. Through this process of non-formal and informal learning, young people gain the knowledge, skills, values and attitudes they need in order to move forward with confidence.

The gaps among Roma communities and the general population and particularly in the field of education are still significant as noted by the recent baseline data study on Roma inclusion in the Croatia society published in August 2018. The highest level of education attainment for 52.6% of the general population in Croatia were secondary-level qualifications, while the corresponding proportion for the Roma was 14.5%. The same survey has established that the number of Roma national minority members attending or having completed higher education is very small. The participation in social and cultural life of Roma in Croatia particularly through participation and involvement in associations and other forms of gathering is relatively low with data showing around 75% representative of the Roma community (involved in the research) are not members of any associations. It was also noted that due to low educational qualifications and often traditional leadership positions within the community the position of Roma associations and their transparency is still of great challenge. In this regard and on the basis of the responses of young Roma gathered during the training event in 2017, it is very difficult for young Roma (man and women) to be activate in social and cultural life to due to lack of opportunities and often because of the leadership positions are already taken by representatives of the older generations. However Roma communities in Croatia have demonstrated a high level of participation in political life, particularly through voting. The Roma population in Croatia is much younger than the general population with an average of 21.8 years compared with 41.8 years among the total population<sup>2</sup>. More than half of the Roma are aged between 0 and 19 years all as compared to 21 percent of the total population.

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<sup>1</sup> The term "Roma and Travellers" is used at the Council of Europe to encompass the wide diversity of the groups covered by the work of the Council of Europe in this field: on the one hand a) Roma, Sinti/Manush, Calé, Kaale, Romanichals, Boyash/Rudari; b) Balkan Egyptians (Egyptians and Ashkali); c) Eastern groups (Dom, Lom and Abdal); and, on the other hand, groups such as Travellers, Yenish, and the populations designated under the administrative term "Gens du voyage", as well as persons who identify themselves as Gypsies.

There is still lack of systemic and policy recognition among relevant Roma integration and youth policies in relation to the specific challenges, needs and aspiration of young Croatian Roma.

The training workshop is a follow-up of the event organised during November, 2017 in Zagreb by the Council of Europe in partnership with Croatian Roma youth NGOs, as well as through regular activities of the Government Office for Human Rights and Rights of National Minorities with national minorities' youth, particularly Roma youth. Participants expressed the need for a continued education and training in fields that will help them develop skills, competences and to gain experience enabling them to effectively work for and mobilize the community to enhance Roma youth participation across Croatia.

This training programme is organized in partnership with the Government Office of Human Rights and Rights of National Minorities of Croatia.

## **The training workshop**

The general aim of the training workshop is to develop participants' competences in carrying out high quality non-formal educational, training and youth work related activities with young Roma people with the purpose of stimulating their participation and social inclusion in the context of Croatia. The specific objectives are:

- To develop participant's competences to design, run and evaluate non-formal education and training activities, with the focus on Roma young people
- To develop participants knowledge, skills and attitudes in designing intercultural processes in non-formal settings
- To support an informal network of youth workers and trainers and build their capacities in working to enhance the participation and inclusion of Roma young people
- To develop ideas and follow-up actions as a follow-up to the training workshop
- To give space for learning about the Council of Europe framework in relation to quality youth work, youth policy, non-formal education and youth participation.

## **Competences to be developed during the training workshop**

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

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

- To understand the challenges and needs of Roma young people from multiple perspectives (human, social, community, etc.), and to be able to identify effective solutions to support individual and group development;
- Critical thinking skills and capacity to have multiple perspectives on situations with which young people are confronted with;
- Non-formal and human rights education and their use in the promotion of social inclusion, active participation and in human rights protection;
- The ability to work in a team and co-operatively;
- Knowledge of different instruments for the protection and promotion of human rights and the ability to connect them with the situation of Roma communities;

- The ability to use Council of Europe's educational resources and toolkits (COMPASS, Mirrors, etc.) and to be able to adapt them to local realities, specific contexts and needs of target groups;
- To advocate for human rights and the specifically the rights of Roma communities.

### **The strategic objectives of the training workshop are:**

- To support the development of a new generation of Roma youth leaders, trainers and youth workers that will work towards community empowerment and social integration of Roma young people in Croatia
- To find links between Roma young people and relevant and existing opportunities as part of mainstream youth and Roma inclusion policies
- To promote the Council of Europe's work and approaches in the youth field, and those of the Roma Youth Action Plan project, with a particular focus on building stronger Roma youth movement and enabling youth participation at the local and regional levels.

### **Methodology**

The programme is consisted of:

- **22-25 November - residential training** – training workshop organised in Marija Bistrica in Croatia with a focus on participants competence development
- **Practice phase** – participants will plan, run and evaluate a training activity fulfilling the quality criteria as discussed during the workshop and in response to the challenges and needs of young Roma communities in Croatia. Each of the participants will reflect on their work and seek ways to improve it.

The training workshop will be based on the principles and methodologies of non-formal education, human rights and intercultural dialogue. Learners will go through experiential learning that will allow reflection on individual and conceptual level in view of the realities of where participants are coming from.

### **Profile of participants**

The training will gather 20 participants and is open to Roma and non Roma young people, activists, youth leaders, educators, youth workers, volunteers, representative of civil society organisations and all those interested to promote and support the participation and social inclusion of Roma.

Participants should:

- Be residents of Croatia
- Be aged between 18 and 30 years old (exceptions are possible)
- Connected with the Roma community
- Involved or interested to work with the Roma youth from Croatia
- Have a clear idea and are committed to organise educational and training activities with Roma youth communities
- Be committed to take part at all stages of the training workshop

- Be interested to learn and network among participants

The Council of Europe welcomes applications from all candidates who fulfill the specific profile of the activities, irrespective of gender, disability, marital or parental status, racial, ethnic or social origin, colour, religion, belief or sexual orientation.

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

Interested candidates must send their application form in word (attached) filled in by email to Maja Brkić, [maja.brkic@uljppnm.vlada.hr](mailto:maja.brkic@uljppnm.vlada.hr) before **10 November, at 18:00 CET.**

For more information about the training, please contact: Maja Brkić, [maja.brkic@uljppnm.vlada.hr](mailto:maja.brkic@uljppnm.vlada.hr) or Denis Durmis (In English) at [denis.durmis@coe.int](mailto:denis.durmis@coe.int)

The team of organizers will select up to 20 participants based on their motivation, learning needs, expectation and plans to act as trainers, youth workers or educators. The selection will be done by respecting gender equality, diversity of profiles and organisations, geographical representation and the diversity of groups of Roma communities.

## **Practical and financial conditions**

The working language of the training shall be Croatian.

Travel expenses of participants, accommodation and meals during the training event will be covered by the organisers of the event.

Participants are requested to arrive in Zagreb on the 22<sup>nd</sup> November in the morning (before 10:00 o'clock) from where an organized transport will be secured to Marija Bistrica. The return is planned for the 25<sup>th</sup> November in the afternoon.