



DDCP-YD/TP 10/2015

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## **Roma Youth Action Plan**

### **EVALUATION OF THE ROMA YOUTH ACTION PLAN (2012-2014)**

*Call for expressions of interest*

**Deadline: 12 April 2015**

## **BACKGROUND**

The Youth Department of the Council of Europe is organising an evaluation of the first 3 years of its Roma Youth Action Plan.

The Roma Youth Action Plan (hereinafter the RYAP), was initiated in 2012 as a response of the Council of Europe to the challenges faced by Roma young people in Europe, particularly in relation to their empowerment, participation in policy and decision-making processes and structures at European level, and the realities of discrimination, particularly antigypsyism, with which they are confronted.

The Action Plan takes into account the results of the Roma Youth Conference, co-organised by the team of the Special Representative of the Secretary General on Roma issues and the Youth Department of the Council of Europe in September 2011, and the guidelines and proposals drawn up by the participants who represented Roma young people and youth organisations.

The Roma Youth Action Plan follows an overall approach of double mainstreaming: promoting the inclusion of youth-related matters in policies and programmes dealing with Roma issues and promoting the inclusion of Roma youth and related issues in youth policies and programmes.

In the last 4 years, the Roma Youth Action Plan has included a diversity of activities, by the Youth Department and its internal and external partners, covering the 6 themes of the RYAP. More information about the Roma Youth Action plan can be found in the Appendix I and on the website [www.coe.int/youth/roma](http://www.coe.int/youth/roma).

The Council of Europe is searching for consultant/s to support the evaluation of the RYAP, according to the guidelines, requirements and criteria outlined below.

## **TERMS OF REFERENCE**

The evaluation of the RYAP will be based on the systematic collection of information about activities, main features and outcomes of the RYAP, in order to assess its value and relevance, to learn from the experience and plan the following phases.

The evaluation should be based on information from the activities and processes of the Roma Youth Action Plan from 2012 to 2015. Please see more information on the website [www.coe.int/youth/roma](http://www.coe.int/youth/roma) (section Overview of activities)

### **1. OBJECTIVES OF THE RYAP EVALUATION**

This evaluation sets out to:

- To determine the overall worth and specific added-value of the RYAP project within today's European context and as a response to the Roma youth needs and aspirations
- To identify the main results and achievement of the RYAP, especially in relation to its objectives and double mainstreaming approach.
- To support the development of future programmes and policies for and with Roma youth
- To learn more about the challenges of Roma young people and their situation
- To review the process of implementing the RYAP, and review its management.

## **2. KEY EVALUATION QUESTIONS (DRAFT)**

The evaluation should collect information allowing to answer the following key questions:

- To which extent have the RYAP principles and objectives been relevant to the situation of Roma young people in Europe?
- How efficiently have resources been mobilised and used?
- What has the RYAP achieved so far?
- To what extent does the RYAP implementation promotes youth participation and double mainstreaming?
- What should be the future directions of action of the RYAP in order to secure and extend the results achieved and make them sustainable? What changes has the RYAP brought about in people, processes and policies concerned by youth and Roma issues?

### **Additional specific questions:**

- What is the specificity of the RYAP in relation to other Council of Europe interventions on Rom and how does it support them? How does it support its youth policy and programme?
- What did the participants in RYAP activities learn on change in their competences and action?
- What are the results of the RYAP on the ICG partners, especially Roma youth organisations?

## **3. SOURCES OF INFORMATION AND EVALUATION METHODS**

Both quantitative methods and qualitative methods of data collection will be used.

Quantitative methods	Qualitative methods
<ul style="list-style-type: none"><li>- Surveys among participants in RYAP activities</li><li>- Data to be extracted from the documentation and evaluation of activities</li><li>- Data to be extracted from calls for participants</li><li>- Data to be extracted from the financial situation of the RYAP</li></ul>	<ul style="list-style-type: none"><li>- Semi-structured interviews with RYAP stakeholders and a sample of participants and trainers in some RYAP activities</li><li>- Analysis of reports and documentation from activities and activities' evaluation reports</li><li>- Life stories from a number of participants in RYAP activities and from the activities they ran as a follow up</li><li>- Analysis of policy statements/papers</li></ul>

The stakeholders to be involved in the RYAP evaluation are:

- The members of the ICG of the RYAP (Roma youth networks, European Youth Forum, OSCE-ODIHR, OSF Roma Initiative, SALTO)
- The statutory bodies of the youth sector of the Council of Europe
- Relevant teams and sectors from the Council of Europe that were involved in the RYAP
- Multipliers reached by the RYAP activities
- Governmental institutions reached by the RYAP activities
- Young people involved in the RYAP activities on the local levels
- Trainers and experts involved in RYAP activities
- The secretariat of the Youth Department of the Council of Europe.

## **4. EVALUATION INDICATORS (TO BE REVISED ACCORDING TO THE FINAL LIST OF EVALUATION QUESTIONS)**

### **A. Qualitative indicators**

- Feedback on the effectiveness of RYAP activities, benefits of an activity, comprehensiveness of materials, etc.
- Educational evaluation of RYAP activities, measured against the specific objectives of each one of the 6 areas of the RYAP
- Participants' perceptions of the RYAP programmes and activity types
- Observable changes in attitudes, behaviours, skills, knowledge, habits, of those involved in single activities or as partners in the ICG or as part of Roma communities where RYAP multipliers are active
- Follow-up by participants in their community and sustainability of their actions
- Quality of partnerships and new partnerships
- Possibilities to influence the orientation and programme of the RYAP by ICG partners, particularly youth organisations
- Presence of Roma youth issues in policies and programmes of Roma related programmes, strategies and frameworks of intervention (Decade for Roma Inclusion, European Commission, CAHROM, OSCE, OSF) and in policies and programmes of youth related programmes, strategies and frameworks of intervention (SALTO, EC Erasmus plus, youth programme of the Council of Europe, EYF funding schemes).

#### B. Quantitative indicators

- Response rate to calls for participants for RYAP activities
- Participants' level of satisfaction or engagement in RYAP activities
- Numbers of projects resulting from RYAP activities
- Number of publications resulting from the RYAP, including translations
- Number and types of activities
- Resources and funding
- Number of joint activities and partnerships
- Number of participants and young people reached (second beneficiaries), particularly number of Roma communities reached

### **5. DISSEMINATION OF RESULTS AND FINDINGS**

The results of the evaluation will be made public and will be discussed by the statutory bodies of the youth sector of the Council of Europe and by the partners of the RYAP.

The results of the evaluation will be introduced during the Roma Youth Conference, which the youth sector intends to organise in mid-October 2015, four years after the first Roma Youth Conference.

The interim results of the evaluation, as well as the final evaluation results, will inform the directions to be taken within the programme of the youth sector in order to work in 2016 – 2017 on Roma youth issues.

### **6. DELIVERABLES**

1. A detailed evaluation plan, by the end of April 2015
2. An interim report to be presented during the preparatory meeting of the Roma Youth Conference in June 2015
3. A summary of the main findings, conclusions and recommendations, maximum 15 pages by 15 September 2015
4. A complete report by 1 October 2015.

5. A presentation of the main outcomes to be carried out during the Roma Youth Conference, 18 – 22 October 2015.

## **COMPETENCES REQUIRED FROM THE EVALUATOR/S**

The evaluator/s should possess the following qualifications and experiences:

- Academic background or training in evaluation, evaluation research or project management, preferably within an international context
- Knowledgeable in matters related to Roma and youth policies and issues, human rights education and anti-discrimination work
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- Experience of evaluation of European projects, with the Council of Europe or other organisations
- Very good analytical and writing skills
- Very good command of English; knowledge of other languages will be an advantage
- Autonomy in the command and design of tools for evaluation
- Ability to work autonomously and to respect deadlines.

## **CONTRACTUAL CONDITIONS**

The evaluation can expect a contract within the range of 4000 euro, according to the rules in place in the Council of Europe.

## **AWARD CRITERIA**

The proposals will be evaluated according to the combined weight in similar proportions of:

- Competence and experience in evaluation of programmes related to the situation of Roma youth
- The adequacy of the evaluation plan
- The costs proposed.

## **HOW TO RESPOND TO THIS CALL**

Expressions of interest are welcomed from consultants, individually or in teams, who possess the competences and experiences indicated above. The consultant/s must submit:

- A recent copy of their CV;
- A motivation letter providing information on previous experiences and competences; links to or previous similar studies will be particularly welcomed;
- Details about the organisation of the evaluation process (evaluation plan) including, in the case of team applications, the roles and responsibilities of each evaluator.

Deadline for submission of expressions of interest: 12 April 2015.

Expressions of interest are to be submitted to: [youth\\_tenders@coe.int](mailto:youth_tenders@coe.int)

For further information contact: [dys.trainers.pool@coe.int](mailto:dys.trainers.pool@coe.int)

## **Appendix 1. The Roma Youth Action Plan**

The Roma Youth Action Plan (hereinafter the Action Plan) is a response of the Council of Europe to the challenges faced by Roma young people in Europe, particularly in relation to their empowerment, participation in policy and decision-making processes and structures at European level, and the realities of discrimination, particularly antigypsyism, with which they are confronted.

The Action Plan takes into account the results of the Roma Youth Conference, co-organised by the team of the Special Representative of the Secretary General on Roma issues and the Youth Department of the Council of Europe in September 2011, and the guidelines and proposals drawn up by the participants who represented Roma young people and youth organisations.

The Action Plan has been prepared and will be implemented in the spirit of the Council of Europe Strasbourg Declaration on Roma, which it complements by associating Roma youth, and will take into account the challenges faced by young Roma and their priorities. The major rationale for the Action Plan is the marked absence of Roma youth issues and concerns in policies and programmes addressing the Roma communities.

The Council of Europe Youth Department is coordinating the implementation of the Action Plan in accordance with the principles of youth participation and agency of young people in youth policy, of which the co-management system of the Council of Europe youth sector is the key stone. The Youth Department will ensure Roma youth organisations and the various Council of Europe sectors working on Roma and youth policy issues are involved in the definition and coordination of the Action Plan and its activities.

An Informal Contact Group on Roma Youth (ICG) was set up following the Conference in September 2011. FERYP – Forum of European Roma Young People, ternYpe – International Roma Youth Network, the Open Society Foundations, the European Roma Rights Centre, the Roma Education Fund, the European Youth Forum and other relevant stakeholders are part of the informal group together with different sectors from the Council of Europe. The role of the ICG is to promote communication and coordination among the various partners and stakeholders, as well as ownership of the Action Plan by Roma young people and the Roma civil society.

The Joint Council on Youth, as the co-management body of the Youth Department, is responsible for including the Action Plan in the Youth Department's programme and for its evaluation. Members of the Advisory Council on Youth and of the European Steering Committee on Youth take part in the ICG's meetings.

The Action Plan includes activities of the Youth Department and of other sectors of the Council of Europe as well as activities proposed by other partners, both intergovernmental and non-governmental, cooperating with the Council of Europe and interested in securing maximum impact of their activities by creating synergies while avoiding duplication. The activities are complementary to other national and European initiatives which play a fundamental role in addressing and overcoming the structural forms of discrimination and social exclusion affecting Roma across Europe.

The Action Plan will be reviewed and updated regularly and potentially expand beyond the first biennial budget and programme of the Council of Europe (2012-2013).

### **Principles of action**

The Action Plan has been prepared and developed within the framework of the Strasbourg Declaration on Roma and of the youth policy of the Council of Europe. It takes into account the challenges of gaining personal autonomy, which are common to all young people, by promoting equality of opportunities for young people so they may develop “knowledge, skills and competencies to play a full part in all aspects of society”.<sup>1</sup> It also addresses the specific challenges and hurdles faced by Roma young people, starting with the fact they are denied “the right to be young”.

In most European societies, Roma young people have a hard time in asserting their rights, affirming their identity and belonging. Other problems faced by Roma communities are reflected in young Roma’s transition to adulthood, namely poverty and lack of opportunities within and outside the community, as well as difficulties in accessing their human rights.

The situation can be considerably worse for Roma girls and young women and for invisible groups among Roma youth such as young people with disabilities; lesbian, gay, bi-sexual and transsexual persons; and migrants and undocumented young people.

With all this in mind, the Action Plan sets out to:

- support the creation in Europe of an environment where Roma youth can grow up free from discrimination, confident about their future perspectives and appreciate their plural cultural backgrounds and affiliations as young people, as Roma, as citizens of their countries and as active Europeans;
- change prejudices and stereotypical attitudes against Roma;
- support and develop the participation and autonomy of Roma youth at European, national and local levels;
- defend the human rights of Roma by preventing future violations and by empowering young Roma through human rights education;
- promote real equal opportunities for Roma young people in all aspects of life, including education, employment, health and housing;
- promote the desegregation of Roma schools and settlements;
- adopt an integrated approach to all Roma youth related policies;
- promote the respect and development of a Roma identity, culture and language.

The Roma Youth Action plan is based upon the following principles and values:

- Participation and consultation of Roma youth and Roma youth organisations, including their involvement in youth policy design, implementation, monitoring and evaluation
- Linking Roma youth projects to the situation of Roma communities in Europe and the need for systemic changes to address structural forms of discrimination
- Integration of a gender equality dimension, including the prevention of domestic violence and gender-based discrimination
- Human-rights based approaches to the challenges faced by young Roma and the empowerment of Roma young people in addressing and finding responses to them
- Explicit but not exclusive targeting of the Roma. It focus on Roma youth as a target group but not to the exclusion of other young people who share similar realities and without prejudice to broader policy initiatives which also impact on Roma youth.
- Motivating Roma youth to take part in mainstream youth programmes as well as in decision-making processes of youth policies;

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<sup>1</sup> Agenda 2020 on the youth policy of the Council of Europe

- Encouraging member states of the Council of Europe to adopt positive duty policies, where national and local authorities will be responsible for the monitoring, implementation and reporting on the Roma youth actions and the Roma organisations should be equal partners;
- Capacity-building activities such as training for trainers as well as training in management, advocacy and fundraising, using information and communication technologies, etc
- Ensuring that Roma youth issues are placed in the agenda of the Ad-Hoc Committee on Roma (CAHROM) and that Roma youth networks are invited to their meetings
- Involvement of all active stakeholders who are not members of the Informal Contact Group in the implementation of the action plan.

### **Objectives and expected results**

The overall objectives of the Action Plan are to improve the participation of Roma youth in European youth and Roma policies, and to initiate pilot programmes and initiatives to combat discrimination against young Roma. The expected results are:

- The Action Plan is set up with input and contributions from various stakeholders; an informal Roma youth contact group is established and facilitated; Roma youth issues are mainstreamed in the Council of Europe's programme of activities.
- Roma youth leaders and activists are trained in human rights, anti-discrimination and active youth participation. Projects on anti-discrimination and human rights are initiated and the participation of young Roma at local, national and international levels is improved.
- Awareness is raised of the history of and diversity within Roma communities, as well as of the multiple forms of discrimination experienced by Roma women and migrants, LGBT persons and religious minorities.
- Successful projects and initiatives are implemented based on the Action Plan's objectives and guiding principles.
- Strategies for creating a Roma youth fund in order to ensure the sustainability of the Action Plan are developed and sustainable funds for local Roma youth structures are sought; resources are mobilised for the Action Plan, including a coordinator (who should be a Roma young person). This result is dependent on the allocation of sufficient resources.

### **Means and resources**

Resources for the implementation of the Action Plan are being mobilised by the various partners; advocacy and mobilisation strategies which aim to bring in other partners and funders are being devised jointly by the Youth Department and the Roma Youth Networks. The European Youth Foundation has a particular role to play, notably through its regular support to European activities with Roma youth and to local pilot projects.

A fundraising strategy is also to be developed with the support of the Informal Contact Group.

Working groups may be set up for specific Action Plan objectives and activities (with the commitment and participation of Roma youth networks).

### **Thematic areas**

At its first meeting (EYC Budapest, March 2012), the Informal Contact Group identified and prioritised several thematic areas and specific objectives and outcomes for each. While the implementation of the proposals depends on stakeholders' support, all six areas are of equal relevance to the Action Plan.



### **1. Strengthening Roma youth identity**

The specific objective is to support the creation in Europe of an environment where Roma young people can grow up free from discrimination, confident about their identity and future perspectives, and appreciate their history, plural cultural backgrounds and affiliations as young people, as Roma, as citizens of their countries and as active Europeans.

The expected outcomes relevant to this objective are:

- knowledge about Roma history and language is promoted among young people, both within and outside Roma communities. Specific events, for example International Roma Day (8 April), and Roma and Sinti Genocide Remembrance Day (2 August), are used to strengthen Roma identity and raise awareness of Roma history and language;
- good practices and positive examples of initiatives and policies that support Roma identity are promoted to trigger other initiatives, through exchanges of practices;
- non-formal educational approaches are used more widely in youth activities to foster Roma identity and to overcome discrimination.

### **2. Diversity within the Roma community**

The specific objective is to empower groups that suffer discrimination within Roma communities, including young women, LGBT, religious, migrant and other minority groups.

The expected outcomes relevant to this objective are:

- awareness is raised of multiple discrimination and diversity among young Roma, particularly in relation to the situation of young women and LGBT groups;
- networking with non-Roma youth networks and organisations on specific human rights and diversity matters affecting minorities within Roma communities is reinforced;
- research on the diversity within Roma communities, on perceptions of Roma about diversity within the community, and on access to basic rights is regularly developed.

### **3. Building a strong Roma youth movement**

The specific objective is to facilitate and enable Roma youth alliances within and outside Roma communities, through existing and new structures, to mobilize Roma youth, make their voice heard and stake their position in their communities and in European society at large.

The expected outcomes relevant to this objective are:

- Roma young people participate as equals in society and in the development, monitoring and evaluation of all programmes related to them;
- cooperation and networking with non Roma youth structures, organisations, institutions and population in general is stronger;
- mechanisms are developed and capacity of local Roma youth structures is strengthened in order to ensure their sustainability and promote cooperation and networking;
- positive role models at the local level are promoted in order to change existing stereotypes about Roma people in society, thus the Roma youth movement promotes the Roma identity;
- cooperation with existing youth structures is ensured and new structures are created, whenever needed, so young Roma can be and have the space to be active citizens, especially at the grassroots level.

### **4. Policies and programmes**

The specific objective is to build on existing programmes and schemes so as to achieve active Roma youth participation, as partners, in decision-making processes in order to mainstream Roma issues in youth policies, and youth issues in Roma policies and programmes.

The expected outcomes particularly relevant to this objective are:

- youth issues are mainstreamed into Roma policies and Roma youth issues are mainstreamed into youth policies;
- participation of young Roma and Roma youth organisations as equal partners at the decision-making table is ensured;
- capacity building with regard to policy making and knowledge of youth policies that respond to the needs of Roma youth and Roma youth organisations is ensured.

#### **5. Human rights and human rights education**

The specific objectives are: to raise awareness of the human rights situation of young Roma; NGOs, institutions and young people promote, initiate, implement and monitor local, regional, national and international actions to fight and prevent human rights violations that affect young Roma; to promote a culture of human rights.

The expected outcomes relevant to this objective are:

- young people are able to react to human rights violations and become human rights defenders;
- Roma and non-Roma youth organisations are in a position to use a rights-based approach to human rights violations affecting young people;
- the measures and actions implemented are continuously monitored to ensure Roma young people have access to their human rights;
- capacity building efforts for youth organisations, policy-makers and the wider public regarding human rights are continued to enable individuals and groups to react to human rights violations thus promoting a culture of human rights.

#### **6. Discrimination and antigypsyism**

The specific objectives are to initiate and promote systemic changes to structural forms of discrimination and to combat antigypsyism through initiatives at all levels of society by enforcing existing anti-discrimination norms and human rights education.

The expected outcomes relevant to this objective are:

- awareness is raised of discrimination against Roma within and outside Roma communities and Roma make use of the existing anti-discrimination legislation;
- young people youth organisations and institutions, both Roma and non-Roma, develop and carry out actions which aim to combat discrimination and antigypsyism;
- serious, sustainable, accountable and realistic policies combating discrimination against young Roma are adopted by policy-makers and anti-discrimination measures are implemented.