



Government of Republic of Serbia  
COORDINATION BODY  
for monitoring the implementation of the Strategy  
for social inclusion of Roma men and women in  
Republic of Serbia 2016-2025године



Government of Republic of Serbia  
COORDINATION BODY  
FOR GENDER EQUALITY



Regional Cooperation Council

ROMA  
INTEGRATION  
2020



# Romani Woman on Labour Market: Successful Employment Models for Romani Women

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Business Information Center



# About the Association Roma Business Informative Center (RBIC), Mk

- ▶ Officially established on 02.09.2005 in Skopje, Macedonia
- ▶ In November 2011 RBIC registered a branch office in Sofia, Bulgaria (with same name)



# About the Association Roma Business Informative Center (RBIC), Mk

- ▶ Until 2020, network of RBIC will expanded in all countries from Balkan peninsula



# Mission statement of the RBIC

- ▶ RBIC is intermediary business support center that contributes in improvement of the social-economic situation of the Roma community through development of Roma entrepreneurship, supporting employment of Romani people as well as and developing skills of women, girls and young people to be competitive on the labor market



# So far achieved results by RBIC

- ▶ 254 existing but not registered micro and family Roma and non-Roma business that we have supported to finalize their registration
- ▶ We have supported 420 Romani people to find employment for them self
- ▶ Provided employment mediation for 800 persons
- ▶ Registered 16 Roma businesses according new Company Law



# So far achieved results by RBIC

- ▶ Hundreds Roma women trained for textile and leather manufacturing
- ▶ Association of Roma collectors established
- ▶ Organized 15 business forums Mk, Bg, Srb, Hr, Ro
- ▶ Cooperation with Plastic Recycling Project – USAID, IFC, FOOM, EU, etc.



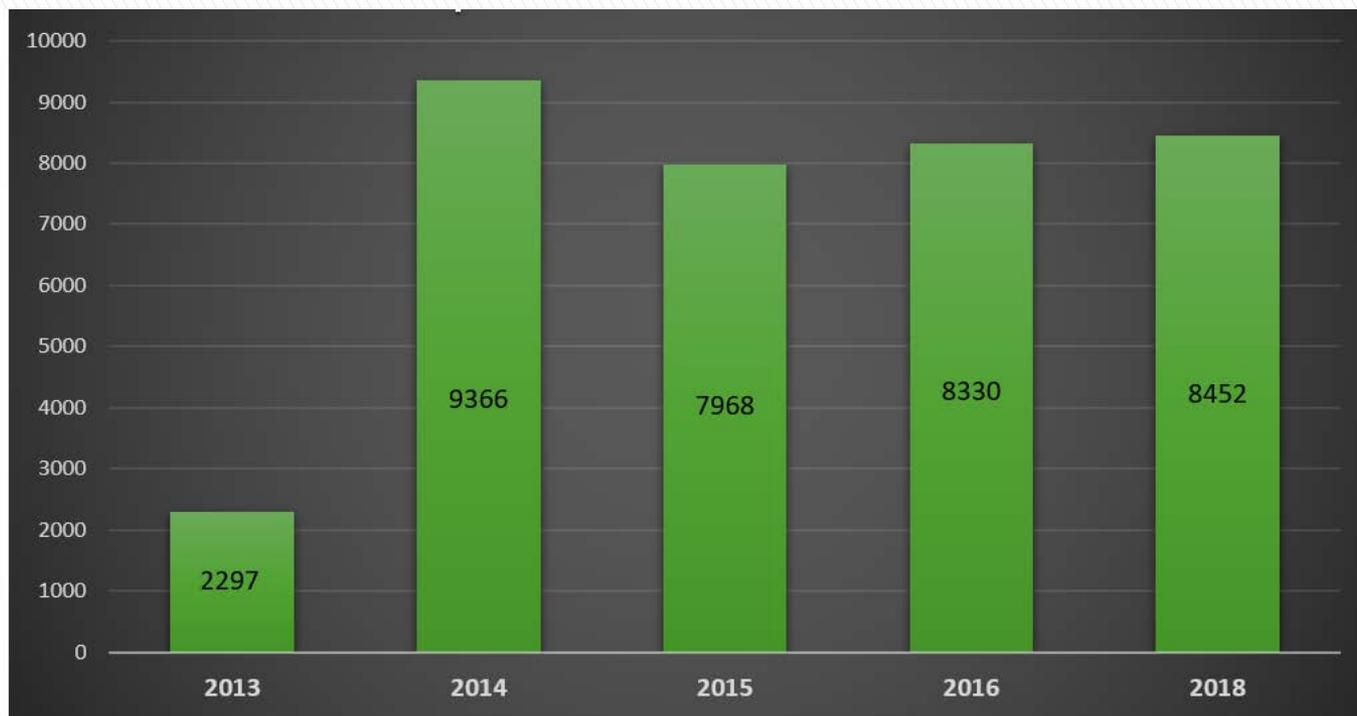
# Situation with employment of Roma in Republic of Macedonia

- ▶ 75% of Roma in the Republic of Macedonia are unemployed.
- ▶ 88% of them have incomplete or full primary education, and only 4.4% complete or full secondary education.



# Situation with employment of Roma in Republic of Macedonia

## ► Unemployed Roma in Republic of Macedonia 2013–2018



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# Situation with employment of Roma in Republic of Macedonia

- ▶ Roma women are particularly disadvantaged. Although the salaries of Roma women are lower than those of non-Roma women and the gender pay gap is higher among Roma than among non-Roma population.



# Situation with employment of Roma in Republic of Macedonia

## From Active Measures for Employment of Agency for Employment of RM 2014–2016

### ► Program for self-employment

	2014	2015	2016
Number of supported Roma	18 Roma	13 Roma	5 Roma
Grants	3300 Euros	3280 Euros	3280 Euros
Equipment	3000 Euros	3000 Euros	3000 Euros
Training	300 Euros	270 Euros	270 Euros

# RBIC experiences in training and employment of Romani Women

Training and prequalification's of 300 Roma women in period 2008–2016

1. Trainings for textile and leather manufacturing
2. Trainings for hair-dressers and cosmeticians
3. English language learning
4. Training for managing with fiscal machines
5. Training for use industrial washing machines

80% of the women are employed in private companies



# RBIC plans for training and employment of Romani people 2019–2022

1. Program for supporting Roma Women for opening start-ups business
2. Program for opening and supporting work of social enterprises for Romani Women
3. Partnering with public institutions and enterprises in realizations of their programs (i.e. waste collection public enterprises)
4. Lobbying for Start-up to Roma Programme – Adopting unique governmental operative programme for employment of Roma developed by Roma NGOs
5. Extending work of the Business incubator



# RBIC plans for training and employment of Romani people 2019–2022

1. Program for supporting Roma Women for opening start-ups business/ 2. Program for opening and supporting work of social enterprises for Romani Women

## Possible ideas:

1. Mobile hair dressers
2. Preparing catering services (i.e. for wedding events, celebrations etc.,)
3. Recycling Textile
4. Cleaning services and housekeeping
5. Baby sitting service
6. Taking care of elderly people, etc.
- 7.



# RBIC plans for training and employment of Romani people 2019–2022

## 3. Partnering with public institutions and enterprises in realizations of their programs (i.e. waste collection public enterprises)

- ▶ great number of families included in the waste collecting process
- ▶ establishing new collecting locations
- ▶ new possibilities for cooperation with the municipalities (PPP) and the Association of collectors
- ▶ only about 10% of the whole quantity of waste which is generated every day in the country is being collected

## Possible ideas

- ▶ women also actively support the process of collection where males are most active
- ▶ Preparing crafts and hand made products form recycling of materials is great opportunity for women to involved



# RBIC plans for training and employment of Romani people 2019–2022

## 4. Lobbying for Start-up to Roma Programme 2018–2020 – Adopting unique governmental operative programme for employment of Roma developed by Roma NGOs

The purpose of for Start-up to Roma Programme is to raise awareness and to encourage the institutions and companies, as well as the Roma themselves, to actively engage in the undertaken actions related to employment, such as

- (i) active measures the Employment Agency of RM (EARM),
- (ii) (as well as the Strategic Plan for the relevant Ministries, Development Programs),
- (iii) the National Poverty Reduction Strategy 2010–2020,
- (iv) the Strategy of the Roma 2014–2020 as well as
- (v) Roma National Action Plans.



# RBIC plans for training and employment of Romani people 2019–2022

## 4. Lobbying for Start-up to Roma Programme – Adopting unique governmental operative programme for employment of Roma developed by Roma NGOs

Phases of implementation of Start up to Roma	Description
Phase 1 – 3 months	preparation and promotion, marketing, research and analysis as well as gathering information, creating a database
Phase 2 – 6 months	organization, advocacy, preparation of trainings, retraining and further qualification
Phase 3 – 9 months	implementation of the Operational Program Start-up Roma

# RBIC plans for training and employment of Romani people 2019–2022

## 5. Extending work of the Roma Business Incubator (RBI)

- ▶ RBI offers support and training to all those people from the Roma population who would like to open their own company and apply for a financial support.
- ▶ RBI assists and offer support in the area of innovation and development, and in particular in cooperation with the Fund for Innovation and Technological Development.
- ▶ RBI organizes the Employment Fair as well as most other activities related to youth and unemployed Roma.
- ▶ RBI offers training and training on entrepreneurship, business plan writing, brainstorming for innovations



# Thank you for your attention!

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