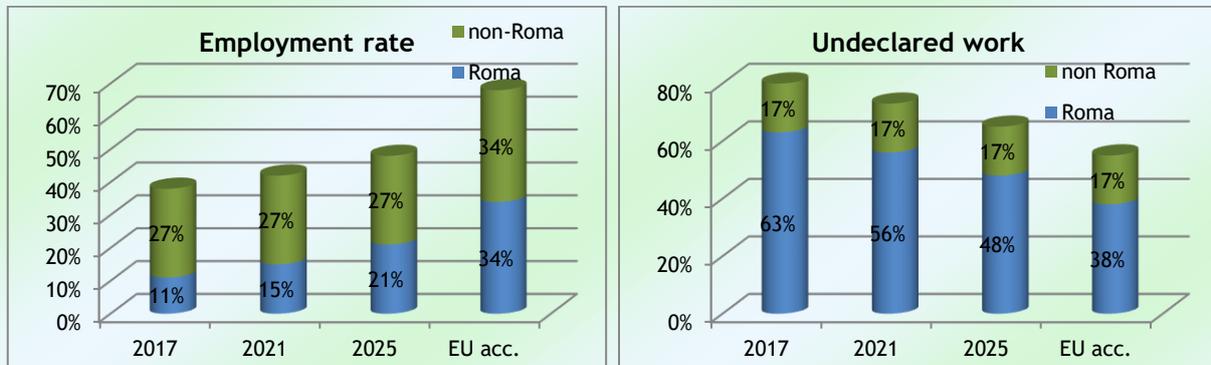




ROMA INTEGRATION ROADMAP 2019-2021 BOSNIA AND HERZEGOVINA



Employment



The 2017 UNDP Roma Survey¹ shows that the **employment rate of Roma² in Bosnia and Herzegovina stood at 11%**. The employment rate of their non-Roma neighbours was 27%, while the general employment rate was 40%. The [Report](#) based on the same Survey reports that **63% of Roma are engaged in informal work**, whereas only 17% of non-Roma living in their proximity work in informal sector. Data from the employment institutes show that 2,645 Roma are registered as unemployed and need to be covered by employment programmes. The Government representatives estimated that the real number of unemployed persons is probably at least twice as high, as recognised in the [Policy Brief](#) from the 2018 National Platform.

Current employment programmes do not achieve desired results due to various factors that include low interest of employers to employ Roma, absence of coordination at the local level, lack of capacities to use self-employment funds, low qualifications of Roma registered as unemployed, and other reasons as recognised in the [Roma Integration Action Plan](#). Most of the employment measures as stipulated in the Action Plan are not implemented, due to inability to coordinate them at the central level.

In order to address the employment issue, new employability and employment models need to be developed that will sufficiently increase competitiveness of Roma in the labour market. Second area of intervention will be promotion of formalisation of work of Roma undeclared workers, through employment models similar to social entrepreneurship. Presented data show that formalisation of undeclared work can bring about the largest increase in the employment rate of Roma. Thirdly, it is necessary to strongly support employment of Romani women, especially in crafts and agriculture, based on previous successful experiences.

To this purpose, targets are set at increasing the **employment rate of Roma to 34% at the time of the European Union (EU) accession**, and to **lowering the undeclared work rate to 38%**.³ The targets will be reached gradually, in accordance with the dynamics as proposed in the graph above. It is assumed that the employment rate of non-Roma neighbours will not drop below the employment rate of Roma, but will at least increase to the same employment level. Assuming that the general employment rate in Bosnia and Herzegovina remains stable, the employment rate gap between Roma and general population will be reduced to only 6%. On the other hand, assuming that the informal employment of their non-Roma neighbours remain the same, the informality gap will still remain high at 19%. Nevertheless, significant increase in the employment rate and reduction of informality gap from the baseline of 44% will send a strong signal on the commitment of Bosnia and Herzegovina to support Roma employment.

The Roma Integration action will work with the Government of Bosnia and Herzegovina to:

¹ 2017 Regional Roma Survey of the European Commission, United Nations Development Programme and the World Bank - Country Fact Sheet Bosnia and Herzegovina, available at: http://www.eurasia.undp.org/content/dam/rbec/docs/Factsheet_BIH_Roma.pdf

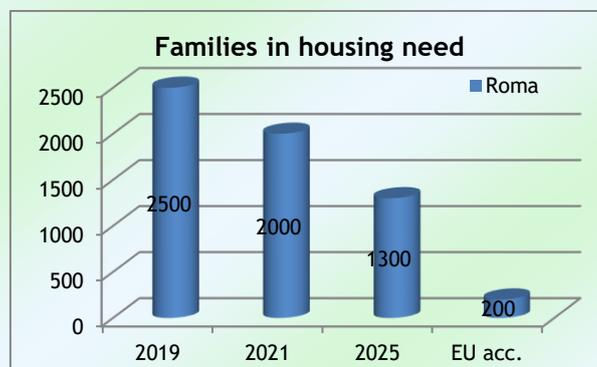
² In line with the terminology of the European institutions and international organisations, the term 'Roma' is used here to refer to a number of different groups (e.g. Roma, Sinti, Kale, Gypsies, Romanichel, Boyash, Ashkali, Egyptians, Yenish, Dom, Lom, Rom and Abdal) and includes 'travellers' or 'itinerants', without denying the specificities of these groups.

³ This is in line with the aspirations of Bosnia and Herzegovina in promoting Roma integration as recognised in the Western Balkans Declaration on Roma and EU Enlargement. The Declaration will be signed in the 2019 Western Balkans Summit in Poznan.

- **Support development of new employment models by providing expertise, performing comparative legislation analysis and proposing legislative amendments.** The lifelong learning legislation should be amended to ensure that Roma are better able to benefit from it and include funding support ensuring that socially vulnerable individuals can benefit from lifelong learning programmes;
- **Support employment of Romani women in crafts and agriculture by developing narrative and funding project proposal, including the employability and employment methodology to be provided within the project.** Considering that IPA funding support for Bosnia and Herzegovina in the area of social integration will soon transform to sectoral support, appropriate high quality project proposals need to be developed to ensure that Roma benefit from the sectoral support;
- **Develop a holistic approach to Roma integration with the focus on combining housing and employment support,** as explained in more details in the text below.

Bosnia and Herzegovina will perform mapping of the situation of Roma and their employment, housing, and other needs. The mapping exercise will be funded through IPA. **The Roma integration will support the mapping exercise by developing appropriate mapping methodology.** Based on the information obtained through the mapping, the current targets in employment might be revised to better reflect the real situation in the field.

Housing



According to the available information, up to date the Government of Bosnia and Herzegovina supported construction of more than 1,000 housing units provided to Roma families, while remaining 2,500 Roma families stay in need of housing. This was recognized in the 2018 National Platform and included in the corresponding policy brief document.

The housing situation of Roma in need will be resolved gradually in accordance with the dynamics proposed in the graph above. This way, 200 families will be without sustainable housing solution at the time of the EU accession.

Considering the many levels of governance in Bosnia and Herzegovina, information on the possibilities to legalise Roma housing units and Roma settlements are currently not available. Unofficial information suggests that remaining illegal housing and settlements are not constructed on Roma owned land, and that legalisation costs remain overly high for vulnerable Roma to cover them. The social housing models implemented in Bosnia and Herzegovina could be significantly improved by adopting holistic approach and desegregation measures.

In order to address the housing issue of Roma in Bosnia and Herzegovina it is necessary to: perform mapping of housing needs and possibilities to legalise Roma housing units and settlements; develop a holistic approach to housing and assess its applicability at the local level; and identify municipalities that are ready to support Roma settlements legalisation and/or participate in holistic social housing initiatives for Roma.

Relating to the legalisation, it is necessary to bear in mind that it is always less costly than social housing. Reasons relate to the fact that costs of constructing new housing and new infrastructure are higher than repairing and adjusting already existing ones; added costs of relocation and demolition; and potentially increased costs of providing social integration support in a new location that is unknown to the social housing beneficiaries.

The Roma Integration Action Plans envisages some of the following measures that are not being implemented: mapping of illegal settlement and individual housing units and determining the housing conditions; direct assistance to Roma families to pursue legalisation of housing units; and reconstruction of buildings for accommodation of Roma. **In order to support implementation of the Action Plan and improving of the housing situation of Roma in Bosnia and Herzegovina, the Roma Integration action will cooperate with the Government to:**

- **Support mapping of Roma integration needs in field of housing through the IPA funded mapping exercise.** Based on the results of the mapping exercise, currently estimated housing needs and targets can be revised if necessary;

- Organise a housing conference that will propose a holistic approach to housing of Roma based on the comparison of lessons learned and methodology of housing projects and initiatives implemented in Bosnia and Herzegovina thus far. The concept of holistic approach relates to the comprehensive social integration support that combines support in housing with the support in other areas (employment, education, social registration, public services, etc.). The comprehensive holistic support is provided to beneficiaries based on the totality of their different needs and in that way it allows their full and sustainable integration. The conference will be attended by entity, cantonal and municipalities' representatives working on the housing issue (urban planning, property relations, etc.) who will provide reflection on the applicability of a proposed holistic approach on in their respective territories. Based on the received information, the holistic approach methodology will be adjusted, finalised and shared with the Government of Bosnia and Herzegovina;
- Identify municipalities that express readiness to support Roma housing projects, based on the information collected through the mapping exercise and the housing conference. The mapping exercise and the conference will further show whether it is possible to pursue legalisation of Roma informal settlements and in which municipalities;
- Support the Government of Bosnia and Herzegovina to prepare at least one holistic housing proposal for donors in one (or more) chosen municipalities.

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