

Employment policy in relation to **Roma**

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Basic Characteristics

- Both quantitative and qualitative survey
- Principal investigator: World Bank
- Contractor: Government of the Czech Republic

The objective of the enquiry

- We wanted to obtain data, which will be used by the Czech Government and World Bank for preparing a summary report in the area of the employment of Roma in the Czech Republic. The data were also available for the governmental Agency for the Social Inclusion in Roma Locations and other institutions dealing with inclusion of Roma to the labor market.

Realization of the project

- We decided to combine both quantitative and qualitative data:

Aim of qualitative survey:

- to collect opinion on the Roma problems among local experts from various institutions
- to capture Roma discourse on the employment and record their experience with employers

Aim of quantitative survey:

- To describe and evaluate situation of Roma in selected localities.

Constituent steps

1. Selection of Localities

6 in Bohemia

6 in Moravia

Variability of localities:

- big cities with large Roma enclaves
- little towns with large Roma enclaves
- little towns with small Roma enclaves
- nonurban regions (1 in Bohemia 1 in Moravia)

Constituent steps

Localities

Bohemia	Moravia
1. Microregion Tolštejnsko	1. Microregion Jesenicko
2. Ústí nad Labem	2. Brno
3. Most	3. Přerov
4. Cheb	4. Břeclav
5. Roudnice nad Labem	5. Holešov
6. Broumov	6. Slezská Ostrava

Constituent steps

2. Identifying of Roma community and specifying field.

- With help of hypothesis that ethnicity (national identity) is a social construction and is intentionally reproduced and depend mainly on self declaration, and the self declaration is influenced by
 - by the family and own communities
 - by majority society

Roma are people that



1. ourselves declare their romipen
2. are considered to be Roma by their neighbors
3. are considered to be Roma by local experts

Constituent steps

3. Precising basic assumption:

A. 100 expert interviews were held with:

- local government employees
- social workers
- Labour Office officers
- teachers
- non-profit organisation employees
- actual and potential employers of Roma people

Average 8.3 interview per locality

Constituent steps

B. 2 focus groups with 20 Roma people were organized, one in big city, one in the little village distant of cities.

In both cases, expert interviews and focus groups, the attention was be paid to determining the reasons for the unemployment, and the opinions about the main obstacles of employment of Roma.

We also asked where the Roma communities are and who lives there.

Constituent steps

Results of Qualitative survey

- Two important insights:
 - Both Roma and experts include into unemployed people all of people that have not regular contract including people that do not regularly search for job and people who work without written contract.
 - Roma identify the main cause of Roma problems at the labor market discrimination.
 - Experts identify the main problem of Roma in the labor market lack of education, skills and working discipline at work.

Constituent steps

- Quantitative survey:
- 1. Questionnaire with 78 questions in the following sections:
- interviewee information (it includes a question whether or not the respondent is Roma)
- employment
- labor office
- social welfare and debt
- household and children.

Constituent steps

- The questionnaire has been constructed with respect to the ILO standards. The questionnaire was tested in the pre-research and its filling up takes about 30 minutes.
- The questionnaires were filled up by the trained field workers that asked questions in standardized order to respondents.
- Also employment and unemployment was defined with respect to the ILO standards.

Constructing the skills assessment test

- In addition to the questionnaire, the skills assessment test was constructed to assess respondents general competence of understanding information and use them in everyday life situations, and partly examination of eligibility for employment search.

Such as test was used for the Roma population for the first time and comprised six questions:

Skills assessment test

- 1. You are about to buy a carton of cigarettes at a reduced price of 50%. The original price was 200 CZK. How much will you pay?
- 2. Situation at the post office. Imagine you need to pay a post remittance. Which of the given counters you choose?

Parcel service	Letter services	EMS – expres
message service		
- Financial services and wages Insured letter receive Bank deposits
- 3. Your physician has prescribed you a medicine which is to be taken three times a day every eight hours. What time do you take it?

Skills assessment test

- 4. Imagine you have to arrange several documents necessary for social benefit. In this matter you have to visit appropriate office, which is not situated in the location of your residence not even your workplace. Which of given bus lines you will choose in order to visit the office during morning hours and return to your workplace until the beginning of the afternoon shift?(till 13:30)? Your departure place is the place of your residence (all the three locations will be specified)
- **OPENING HOURS**
- M. 8:00 – 17:00
- T. 8:00 – 13:00
- W. 8:00 – 17:00
- T. 8:00 – 13:00
- F. 8:00 – 13:00

Skills assessment test

- 5. Imagine you have bought goods in total of 17 470,- CZK on hire-purchase. To pay off the debt you can choose one of the given alternatives:
- A) Maturity of credit: 15. 1. 2006 – 15. 12. 2006, monthly payment of 751,- CZK, additional charge of 9046,- CZK until 1.1.2007
- B) Maturity of credit 15. 1. 2006 – 15. 12. 2008, monthly payment of 751,- CZK, additional charge of 0,- CZK.
- Which of the two given alternatives is cheaper in total?
- 6. Please specify terms of written(formal) job contract.

Sampling method

- Random sample of 1200 respondents (for the first time random sample among the Roma population in the Czech Republic).
- Due to there does not exist any list of excluded people, we simulated random selection counting buildings in the socially excluded quarter (street) and with help of most recent birthday rule in selected households.

Sampling method

- Every selected person had to fill up the questionnaire and the skills test.

Results

- Following ILO standards survey show not only the extensive unemployment among Roma, but also high inactivity in searching job.
- The level of education attainment and skills acquired is a key important of labor market success of Roma.
- Following skilled test, Roma in marginalized localities suffer from severely low educational attainment and a widespread lack of functional literacy.
- Widespread indebtedness of Roma households in marginalized localities acts as a barrier to formal employment.

Sampling

- Random sample
- 1200 respondents
- Sampling method – systematic sampling Nth household selected by number of house rule of 3rd flat.
- Choice of respondent: "most recent birthday rule,,

The first statistically relevant survey of Roma in the Czech Republic

Results

- While using regionally preferred concepts of unemployment, Roma are almost generally unemployed in the Czech Republic.
- The ILO standards can show regional differences and regional strategies of Roma: It can be shown there are localities in the Czech Republic, where simply is not work and there are localities, where is work but without contracts and localities with work conditions were is not worth to work with contracts for Roma.

Results

- The research shows:
- Problem economical inactivity of Roma.
- Problem of work without contracts.
- Problem of lack of skills of Roma.
- Little efficiency of re-qualification courses in the Czech Republic.

Problematic traits of research tools

- 1. Lack of comparability in the case of skills test: we have not similar data from the majority society.
- 2. The skills test can easy be misrepresented by the interviewer. Interviewer can easy shadow the right answer.