



Europe Committee of Experts on Roma and Travellers (MG-S-ROM)

Employment Models for Roma: Examples of Best Practices Traps to Avoid

**Employment Policies
for Roma in Europe**
**Examples Collected
by the Council of
Europe Committee of
Experts on Roma and
Travellers**
(MG-S-ROM)

Employment Workshop, Zagreb, 15-16 June 2009



DECADE OF
ROMA
INCLUSION
2005-2015



Rec. (2001)17 on Improving the Economic & Employment Situation of Roma/Gypsies and Travellers in Europe

- Discrimination & social exclusion faced by Roma resulted in long-term unemployment & poverty
- Equal opportunities as a policy priority
- Comprehensive policies & synergies; local partnerships; long-term commitment
- Local action & initiatives
- Improvement of employment & economic situation
- Empowerment & capacity building
- Flexible structures: Needs & skills focused approach
- Anti-discrimination legislation
- Accessing the labour market: Awareness raising campaigns on Roma employment rights & discrimination





Employment Policies: Priority policy for promoting & ensuring equal & effective access to labour market

- National employment services: equal opportunities
 - ★ IR (Fás, SDCC), SP (TPIP), GR (AMF), BG (NPfSAE)
- Problems faced by Roma - Gender equality
 - ★ Individualised approach (UK employment zones, IR lifecycle)
 - ★ Differentiated operational approach (UK Job Center Plus)
 - ★ Profiling of clients (the Netherlands)
 - ★ Local complex programmes (the Czech Republic Agency)
 - ★ Roma women programmes (SP/GDP)
 - ★ Employment mediators (Bulgaria, 2008 Labour Mediation)
 - ★ Job Fairs (Bulgaria, Romania, the fYRo Macedonia)
 - ★ Accreditation of experience-qualifications (FR/VAE)
- Flexible structures: National-Regional-Local Level
 - ★ IR: SDCC, Clare County Council
- Bottom - Up Comprehensive Local Programmes
 - ★ Tailored training in generic skills (Bulgaria, The Netherlands)
 - ★ Labour policy measures-incentives



Income generating activities: Investing in Roma human resources & activities (empowerment & integration into the labour market)

- Incentives for promoting generic skills & promoting economic activity (bottom-up approach/local needs-potentials)
 - ★ Bulgaria, Ireland, Spain
- Developing Family & Small-Medium Enterprises
 - ★ Micro-credits (FYROM, FR, GR, RO)
 - ★ Spain, Barcelona Activa Incubators
 - ★ Subsidization of posts & SM enterprises (IR, SP, GR)
- (Non-Profit) Labour Social Enterprises – Intermediary Structures
 - ★ Spain, Poland, Italy, Greece
- Partnerships & Incentives
 - ★ Spain





Training & Education: Promote skills & Enable access to labour market & effective exercise of employment rights

- Vocational training programmes acc. to local needs & viable employment opportunities (generic skills & employment opportunities)
 - ★ IR: SDCC, 2006-2007 Traveller Internship Programme in CS
 - ★ SP: Gypsy Development Programme, TPIP (FIP)
 - ★ GR/GER/HU/SP: Equal “Integrated Interventions”
 - ★ Hungary: START, Decentralised Programmes etc
- Adults literacy training
 - ★ Language acquisition incl. incentives to complete higher education, apprenticeships (GR, SP, BG, HU)
- New Technologies & Knowledge on mainstreaming programmes – issues (GR/HERON, SP/GDP)
- Supportive – Counseling Services
 - ★ SP (GDP, ACCEDER), GR (EQUAL-SMC)
- Anti-discrimination training of recruitment personnel



Financial instruments: Funding projects should foster Roma participation & co-operation between member states & social society (locally, nationwide, internationally)

- Long-term budget for labour market policies
- Financial incentives for self-employment, family & SM enterprises (subsidization of new entrepreneurs/posts)
- Roma labour NGO's
- Bilateral-Multilateral partnerships & employment programmes
- International funding channels: EU (ESF, ERDF), Stability Pact for South-Eastern Europe, World Bank, CoE Development Bank



Information - Awareness Raising Campaigns

- Roma employment Rights & Duties while accessing the labour market & the Social Protection/Welfare System
 - ★ Advocacy Support, Independent Equality Authorities (SP, IR)
- Identification of Roma & labour market needs at local level (small-scale projects & research for the establishment of Bottom - Up Local Integrated Employment Plans-Pros)
- Anti-discrimination campaigns for awareness raising
 - ★ Dosta!
 - ★ Employment Agencies
 - ★ Employers Associations-Agencies
 - ★ Employees Associations
 - ★ Local societies



Determining Employment Programmes Success: Assessment of impacts - Monitoring & Evaluation

- Assessment of Impacts
 - ★ For Roma economic integration
 - ★ For market-economy success
 - ★ Spain, Germany, the Netherlands, the Czech Republic World Bank Study, UNDP, ETAP
- Set of objectives acc. to Roma communities needs & skills at local level
- Exchange of good practices & successful tools



Lessons Learnt – Concluding Remarks

- Interdependent problems may be addressed properly through comprehensive policies & complementary interventions
- A local level tailored approach would determine effective use of human & market resources
- Accreditation of qualifications & capacity building
- On-going support & incentives
- Long-term commitment & adequate means (technical-financial)
- Lifting barriers by developing challenges



Examples collected by the Council of Europe Committee of Experts on Roma and Travellers

Thank you for your attention!

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