

INTERNATIONAL CONFERENCE FOR
EMPLOYMENT AND EMPLOYABILITY OF ROMA

“DECENT WORK FOR ROMA ”

DECADE OF ROMA INCLUSION 2005-2015

1-2 December 2011, SKOPJE, MACEDONIA

REPORT



DECADE OF
ROMA
INCLUSION
2005-2015

Overview:

Background of the conference.....	3
Opening of the plenary session.....	4
SESSION I : EU FUNDS : A CHANGE FOR A AMBITIOUS INCLUSIVE EMPLOYMENT POLICY FOR ROMA.....	8
SESSION II : APPROACHES TO LABOR MARKET INCLUSION.....	9
SESSION III : ROMA EMPLOYMENT – SITUATION AND CHALLENGES.....	10
SESSION IV : ROLES OF THE TRADE UNIONS AND EMPLOYERS ORGANIZATION IN ADRESSING THE EMPLOYMENT SITUATION OF ROMA.....	11
SESSION V : ROLES OF THE TRADE UNIONS AND EMPLOYERS ORGANIZATION IN ADRESSING THE EMPLOYMENT SITUATION OF ROMA.....	12
SESSION VI : DECENT WORK FOR ROMA.....	13
SESSION VII : EXCHANGE OF GOOD PRACTICIES IN THE SPHERE OF EMPLOYMENT IN THE DECADE COUNTRIES.....	14
ANNEXES (AGENDA AND LIST OF PARTICIPANT)	14

Background of the conference

Macedonia is situated in South Eastern Europe and has a population of around two million. Most of Macedonia's development programmes, including the programmes to measures of employment by the Ministry of labor and social policy, but this program until now didn't have good results because there is need for developing the policy and measures regarding the employment and employability. An active civil society sector has developed, and it partially replaces functions that weak state institutions are unable to fulfill.

The situation of Roma in Macedonia has improved in recent years. The number of Roma students enrolled in primary and, especially, secondary schools has increased somewhat. Affirmative action policies introduced by the government have had a positive impact on the number of Roma students enrolled in, and graduating from, the tertiary education system. Roma participation in the political and public administration spheres has also improved, and considerable cooperation between the government and the Roma communities has been achieved.

The rate of unemployment among Roma in Macedonia is double the national average and comes to 70-80 percent. According to Roma NGOs, the actual figure is more than 90 percent. They make this estimate based on their assessment that not all Roma are registered in the employment agencies and that 85 percent of Roma families are social welfare beneficiaries. A recent survey on vulnerable groups 7 shows that only 8.3 percent of the working-age Roma (older than 15) are employed or self-employed, in either the formal or informal economy, and only 7.2 percent of Roma in this age group have full-time employment. In other words, one full-time employed Rom has to provide for about 13 other people.

The same survey found that about 68 percent of the employed Roma are poorly qualified workers¹.

The Ministry for labor and social policy in Macedonia in partnership with Roma Democratic Development Association SONCE, the Ministry for labor and social policy in Albania, and NGO Roma Active for Albania was organized study visit about the active measures for employment and employability in the following countries: Bulgaria, Spain, Turkey and Denmark. The overall objective of this study visit was : "Consideration of experiences and possibilities for tackling with problems of unemployment and implementation the best practices for increasing the employability and employment of Roma population". This study visit was supported by the Decade Trust Fund.

After the study visit under the Macedonian decade presidency was planned to organize international conference for employment and employability of Roma.

The international conference for employment and employability of Roma named as a "Decent work for Roma" was organized on December 1 to December 2, 2011 in Skopje – Macedonia.

¹ REF report " Advancing education of Roma in Macedonia

The objectives of this conference were to present the current employment policies and the extent to which these have contributed to reduce the unemployment within the Roma population. Also it had the objective to see the impact of the economic and financial crisis and to identify the good practices and experiences, as well as the necessary measures for their continued application by the institutions of the system, and to review the opportunities for employment and employability of Roma in the decade countries.

The conference was attended by total 96 participants from the decade countries and 22 international presenters (CoE, OSCE, UNDP, IOM etc). The conference was organized by the Ministry for labor and social policy and supported from the Decade Trust Fund, UNDP, OSCE, IOM, EU Delegation in Macedonia and technical assistance from Roma Democratic Development Association “SONCE,, - Tetovo.

Opening of the plenary session

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Chair: Mabera Kamberi, Head of Department for Coordination and Technical Assistance to the Minister of Labor and Social Policy, Macedonia

Spiro Ristovski, Minister of Labor and Social Policy, Republic of Macedonia

Nezdet Mustafa, Minister without Portfolio, Decade National Coordinator of the Republic of Macedonia

Robert Liddell ,Charge d’Affaires a.i.Delegation of the European Union

Ralf Breth, Ambassador / Head of the OSCE Mission to Skopje

Deirdre Boyd, UN Resident Coordinator / UNDP Resident Representative

Suzana Zakovska IOM, Head of office

- **Mr. Spiro Ristovski** – Minister for labor and social policy, Republic of Macedonia

Taking into consideration the current causes of high unemployment, they are often located in low labor demand, which is a consequence of poor economic growth in the past decade and the global economic crisis. According to the given existing trends that initiate the recruitment of Roma there is the opportunity for improvement even when the state will begin general positive economic developments, and from this arises the need for involvement of all relevant stakeholders and potential social order through joint efforts to shape a specific strategy to reduce unemployment among the Roma, which is one of the great existential questions of this population. What makes the Roma ethnic group unfavorable in this situation is the fact that many of the Roma job seekers still do not have the necessary level of education to be competitive in the labor market. Marginalization of Roma requires

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and Mr. Elvis Memeti – advisor in Ministry for labor in social policy

coordinated and long-term commitment of all stakeholders and actors and the international community. This poses for an urgent action that is expected to, at least, temporarily repair the situation. That is why the Ministry of Labor and Social Policy in cooperation with other relevant institutions, each year prepare an operational plan for active measures and employment policies. As part of the measures, it is provided direct employment and an increase in employment of more vulnerable groups, including Roma.

- **Mr. Nezdet Mustafa** – Minister without portfolio and national coordinator of Roma decade in Macedonia

Our Presidency aims to follow up on the recommendations and conclusions of all previous conferences on employment in terms of their practical realization. This we, as chairmen, want to initiate on the grounds that the recommendations and conclusions from all topical conferences should not be left only declaratory and published, and thus be forgotten before the next conference. I think we have enough quality conclusions of the conferences of employment, as was the last of the Czech EU presidency, also from the conference held in Croatia in June 2009 which gave the opportunity to discuss the status and to assess the displacement of this area in order to eliminate anti-Roma policies which are harmful. The topic of employment is important, given that in recent years a number of member states of the Decade were affected by the global economic and financial crisis. This mostly affected the Roma and made it an even more vulnerable category. In the Republic of Macedonia at the beginning of the Decade and in accordance with the Decade Action Plan for Employment, unemployed Roma are a special target group that are directed towards active employment measures. In this way we make efforts to provide institutional approach that is sure to include the unemployed Roma in the operating plan for employment, and not only in all active employment measures provided in the plan, but from 2009 Roma are listed as a specific target group with special budget and resources.

- **Mr. Robert Liddell**, Charge d'Affaires a.i. Delegation of the European Union

Today we are going to discuss one of the main issues; employment, or perhaps unemployment, hence try to resolve the issue of unemployment. Let's make the most of this conference and the workshops and find better ways to improve Roma in the society they come from. This is not a conference; it's more of an active seminar so let's speak concretely. We know what to do with Roma, we know we need to have education, we know we need active measures, we know we need registration of people; we need to get on with it. So let's exchange best practices and try to make the best of what we know we can do. The EU is committed with its partners, and many of them are here today, trying to build genuinely conclusive society that focuses not only on unemployment, but also promoting social cohesion and fighting poverty. We must seek to empower the members of Roma community to fulfill their ambitions and responsibilities to the society for every Roma man, woman and child for equal

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rights and opportunities. Roma inclusion needs to become a fact, not matter of legislation. At local level education and employment, health, infrastructure, transport and housing conditions are clearly interdependent and must be developed in logical manner. A child who is hungry, doesn't have a desk or a place to study, will find it more difficult to reach a higher education later. Lack of qualification is, and will be an obstacle in finding a job and poverty is often a side effect of substandard housing and health. We all realize how the facts that make up the vicious circle of poverty match and reinforce each other.

- **Mr. Ralf Breth, Ambassador / Head of the OSCE Mission to Skopje**

We are here today the importance of Roma employment, social and economic inclusion of the Roma as gained political relevance on the OSCE agenda in the recent years. The first step in this regard was the adoption of the action plan on improving the situation of Roma within the OSCE area in 2003. The action plans' main goal is to identify the situation of problems Roma come across and recommend a set of actions that participating states need to undertake in order to ensure that Roma communities enjoy the rights foreseen in the United Nations International Convention on elimination of all forms of racial discrimination. What more is to be done for the improving the situation of Roma in the OSCE area and put social inclusion objectives into practice. As you are aware there are other policy frameworks on Roma applicable in the OSCE region; one of them is the Decade of Roma Inclusion 2005-2015. The main objective of the OSCE action plan and the Decade of Roma Inclusion is to tackle the social-economic challenges that stand in the way of Roma inclusion.

There are some positive developments also; the proportion of Roma civil servants in several institutions, especially in the judicial institutions remains low. Increased representation alone is not sufficient. Distribution in across sectors and ranks should also be of concern. The OSCE mission to Skopje comments the excellent cooperation with the Ministry of Labor and Social policy and for example, this is a draft of the first country specific report on the implementation of the action plan on improvement the situation of Roma in the OSCE area. The OSCE remains clear on following the situation on Roma and its human dimension on implementation meetings in Warsaw.

- **Ms. Deirdre Boyd, UN Resident Coordinator / UNDP Resident Representative**

Let me start by congratulating the Government for organizing this conference on employment and decent work for Roma. It's such an important topic, employment is much more than providing people with an income; it's about self respect, fulfilling individual's potential, social cohesion, a productive economy, and of course a key element in breaking the vicious circle of poverty. Employment needs to be based on decent work; the United Nations through the ILO (International Labor Organization) in partnership with the Government, trade unions, employer's organizations promotes the concept of decent work. This means creating jobs, guaranteeing rights at work, extending social protection and promoting social dialogue. It's very appropriate that this conference on employment and decent work for Roma is taking place here in Skopje. Here, the higher unemployment rate and the low labor market

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participation affect the lives of many people. But the most severe impacts are felt on the most vulnerable groups. In this region, poverty rates are higher among the Roma community than in the majority community. But there is some positive news for Macedonia; ILO and UNDP have undertaken a study on Roma employment in Macedonia. The initial data shows that while the disparities between the Roma and non-Roma in education, in employment and in wage level exist, disparities in Macedonia are somewhat less than in other countries.

- **Ms. Suzana Zakovska IOM**, Head of office

The presence today of so many institutional representatives as well as NGO representatives and experts, confirms the national commitment and importance of employment of Roma. The Roma population is recognized as one of the most marginalized and vulnerable groups in the region. A high proportion of the Roma population lives well below the basic living standards, it has the highest rate of unemployment and lowest percentage of literacy. The research literature available in the region highlights the continuous rise in the Roma population in respect of lack of documents, unemployment, health care and quality of life. While there is no universal or common definition on the risk of marginalization, clearly the employment of people in vulnerable groups is related to the local and international labor market and economic conditions, but also it is related to having equal opportunities. The strategic documents available in the region accent the complexity of the employment issue and its interlink ages to formal education, training and re-training opportunities in sectors needed by the labor market. Promoting social inclusion and employment is a shared responsibility and requires integrated response and partnerships at all levels between the public authorities, social partners, NGOs, international organizations and other partners. Our responsibilities should be also shared with the vulnerable group itself, it should be actively involved in all the planning and social inclusion activities.

Conclusions:

- Without productive employment, achieving the goals of decent living, social and economic integration, personal achievement and social development is impossible.
- Governments, together with trade unions and employers must work to improve the quality and relevance of training and employment services to increase employability of Roma.
- The development of skills is an essential element to improve the employability and productivity of the Roma and it could be an important tool for reducing poverty and exclusion. Education and skills can enable the Roma to leave the circle of inadequate education, poor quality training, low productivity and jobs with low quality and jobs that are poorly paid.
- We must make the Roma stay in the labor market, in education and training.
- Roma must get a second chance in the formal education system.
- Active measures of labor market must be designed according to the needs of Roma.

EU FUNDS: A CHANGE FOR AN AMBITIOUS INCLUSIVE EMPLOYMENT POLICY FOR ROMA

Objective: This session will explore how the EU funds may be mobilized to support inclusive employment policy for Roma. **Chair:** Nafi Saracini, Delegation of the European, **Speakers:** Armel de Kerros, DG EMPL Fabien Schaeffer, Delegation of the European Union, Elvis Ali, Delegation of the European Union

Conclusions:

The session provided insight on the EU policies and funds available for supporting the employment policy for Roma. An overview of the EU policies and the EU agenda 2020 objectives was provided. Inclusion of Roma population is a challenge for European Union as whole, but progress depends on efforts at national and local level.

Opportunities for supporting the Roma implement policies and project were presented by the representatives of the EU Delegation in Skopje, The EU Instrument for Pre-accession Assistance (IPA) component 4 Human Resource Development provides for possibility of supporting projects in the field of employment, social inclusion and education. Examples of concrete projects were presented. The projects supported within IPA component 1 which target the Roma population were also presented.

The road to full economic and social integration of Roma communities into mainstream society in the European Union will be long and hard. The commission is convinced that, this would be possible only with making good commitments and maintenance of the dedication of all the relevant factors.

Open floor Q& A :

Question 1 : Is there possibilities except the refugees of Roma in Kosovo to join the IPA 2011 and the Roma from Macedonia.?

Answer 1 : There is possibilities to join and the others Roma but not at all.

Question 2 : How to address the segment of the need for cooperation of Member States with other countries?

Answer 2 : There is possibility for the Western Balkan countries to have support from the IPA instruments.

Question 3: Is it possible the EU to support the private firms to employ Roma ?

Answer 3 : Yes there is possibility, with the decentralization process, but at now we don't know if this issue will be priority

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SESSION II : APPROACHES TO LABOR MARKET INCLUSION

Objective: Experience in employing Roma; educational requirements and the opportunities for personal career development; mechanisms for overcoming the problem of Roma integration in the labor market individual approach/case management.

Chair: Emil Krstanovski, ILO National Coordinator, **Speakers:** Javier Sáez, Support Team of the Special Representative of the Secretary General for Roma Issues , Council of Europe ([download](#) ppt) ,**Davut Oksuz**, Employment expert, Turkish Employment Agency ([download](#) ppt) ,**Jens Christian Sibbersen**, Head of Department , Jobcenter Copenhagen ([download](#) ppt), **Sinem Capar Dirioz** Planning Expert, Ministry of Development, Turkey ([download](#) ppt)

Conclusions:

- Without employment, the goals of decent living, social and economic integration, personal achievement and social development are impossible.
- Governments, together with trade unions and employers should work to improve the quality and relevance of training and employment services to increase employability of Roma.
- The development of skills is an essential element to improve the employability and productivity of the Roma and it could be an important tool for reducing poverty and exclusion. Education and skills can enable the Roma to leave the circle of inadequate education and jobs with low quality and poorly paid jobs.
- We must make efforts to make Roma stay in the labor market through education and training.
- Roma should have a chance to be re-introduced in the formal education system.
- Active measures of labor market must be designed according to the needs of Roma.

Open floor Q& A :

Question 1 : Is the job carrier center in Denmark work with the Roma communities ?

Answer 1: The job center has access on local level and not have aims of particular ethnic group.

Question 2: How is organized the structure for vocational education and the workforce in Turkey?

Answer 2 : In Turkey we have a national agency for planning which work just on policy level and create policies for employment and employability. The ISKUR (agency for employment) is responsible to implement the policies on the local level and to organize vocational training by the needs of labor market for the unemployed people.

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ROMA EMPLOYMENT – SITUATION AND CHALLENGES

Objective: To spark a broad dialogue on how the state, the private sector and the civil society can jointly address the barriers and promote positive action for Roma employment; present examples and suggest practical measures for ensuring decent work and reduce the vulnerability of Roma employment.

Chair: Vesna Dzuteska Bisheva, UNDP Assistant Resident Representative/Programme, **Speakers: Andrey Ivanov**, UNDP expert, Regional Centre, Europe and the CIS, Bratislava, Slovakia Education and Employment Opportunities for the Roma – Regional research ([download](#) ppt) , **Cristina Mihes**, ILO senior specialist in labor law and social dialogue- Approach to Roma inclusion from a normative and employment perspective ([download](#) ppt) , **Prof. Shane Niall O’Higgins**, Associate Professor, Salerno University and UNP and ILO expert on Roma and labor market issues, Roma and Employment in Macedonia (UNDP/ILO research) ([download](#) ppt)

Conclusions:

It is necessary to intensify the activities that will allow retention of Roma students. The focus should primarily be directed towards the Roma women in the higher levels of education

- Along with the measures for greater inclusion of Roma in the educational system it is necessary to simultaneously address issues of discrimination in terms of access to work and achieve equal pay for equal value of work accomplished. Barriers within employment compensation of salary may not act stimulating for young people when they are making their decision to continue schooling
- It is necessary to prevent long term unemployment and economic exclusion, because the cost of re-inclusion in the labor market is much higher
- Studies show that non-Roma and Roma are willing to make additional efforts, if they have access to decent and additional work
- Policies and measures for employment of Roma cannot be based on purely economic-technocratic principles. It is necessary to use an integrated approach which will take into account the social inclusion and human development
- The informal sector is still most widespread form of hiring Roma. Working in the informal sector is more widespread among women. Measures and policies should be directed towards integrating the informal to the real economy.
- It is necessary to integrate policies for Roma inclusion in key policies so that barriers to employment and access to decent work for vulnerable groups will be eliminated

We need to work on changing attitudes and between employers and employees towards employed Roma

The relationship between the state and the private sector should be very close. The state's role should not end with the provision of training. The cooperation and support should continue until the act of hiring

Analyses show that there is a significant gap in the implementation of the convention (Employment and occupations no 111), 1958 first of all in respect of:

There is still insufficient representation of Roma employees in the private and public sectors
We miss positive measures for education and employment
It is necessary to take practical measures for equal access of Roma to the labor market
It is necessary to eliminate all policies and measures of discrimination and assimilation
It is necessary to strengthen the mechanisms for resolving disputes

Open floor Q& A :

Question 1 : Regarding your research of UNDP is not true that Roma population are less paid by the others.
Answer 2: Regarding the survey's of UNDP the average salaries of Roma are less by the others, but not in the same working place (the Roma work on under paid jobs)

ROLES OF THE TRADE UNIONS AND EMPLOYERS ORGANIZATION IN ADDRESSING THE EMPLOYMENT SITUATION OF ROMA

Objective: To spark a broad dialogue on how the state, trade unions and employers organization can jointly address positive action for Roma employment.**Chair: Mirjana Aleksevaska**, Ministry of labor and social policy ,**Speakers: Zhivko Mitrevski** - President of the Federation of Trade Unions in Macedonia ,**Mile Boshkov** - President of the Business Confederation of Macedonia, **Ministry of economy**, Entrepreneurship and Competitiveness of Small and Medium Enterprises in Macedona,**Rade Nenadic**, Employers Organizations.

Conclusions:

- It is necessary to initiate greater cooperation with organizations of employers and unions in the planning policies for Roma.
- To actualize the issue of employment opportunities for Roma in major private companies and to promote the concept of social responsibility, positive discrimination against and cooperation with the private sector in the implementation of active employment measures.
- Employers and unions are open for cooperation and greater involvement of the Roma population in the activities

Open floor Q& A :

Question 1: When we Roma don't have decent house, water and sewer that means that Roma are not good worker?

Answer 1 : This not means just for Roma, this means for all people when you have bad conditions for living you cannot have a possibilities for regular jobs.

Question 2: Mr. Rade Nenadic you mention on your speech that the Roma don't like to work, from where you have this conclusion ?

Answer 2 : We have vacancies for employment of Roma in Strumica about the collection of secondary raw materials, no one from the Roma communities in Strumica didn't apply on that vacancy.

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Comments : Mr. Rade, with one example you cannot say that the Roma are not interested for work, the main problem that we need to address about the Roma on the field of employability is that the Roma need to have economical culture.

ROMA EMPLOYMENT IN PUBLIC INSTITUTION

Objective: Institutional integration of Roma and the implications of this development on enhanced participation of Roma in public and political life. In this context, the session will provide the OSCE dimension in terms of Roma representation in public institutions as well as best practices and challenges of the Ohrid Framework Agreement on equitable representation of Roma.

Chair: Ibrahim Ibrahimi, Deputy Minister, Ministry of Labor and Social Policy. **Speakers: Arie van Der Pas**, Co-ordinator Inter-ethnic Relations, OSCE Representation of Roma in public employment – regional context, **Atula Kasumi**, state adviser, SIOFA, Current situation on equitable representation of Roma in Macedonia Challenges and national lessons learned

Conclusions:

- Employment of Roma in public institutions is particularly important in determining the priorities for employment according to equitable representation of communities in co ordinance with the Ohrid Framework Agreement.
- Positive examples in securing decent work for Roma representation in public institutions should be promoted in other countries of the Decade as a positive model for the inclusion of the Roma community in public institutions.
- The cooperation of institutions and NGOs should continue for the implementation of joint activities and projects. Secretariat of the Framework Agreement in RM will intensify the cooperation in the next period, will follow the same, and will have an open call to NGOs for submission of projects.

Open floor Q& A :

Question 1 : Are under the Ohrid framework agreement has specific employment plans, and activities of the employment and employability of Roma?

Answer 1 : Within the Ohrid framework agreement is a program that has a fund of 200,000 euros, which can be used by the NGO if applied to specific projects. This program will be Implemented on 2012. Now it a time for Roma to be more active and to follow the activities of the government .

The Ohrid framework agreement represents rights of the smaller ethnic communities.

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DECENT WORK FOR ROMA

Chair: Eben Friedman, Speakers: Rosen Asenov, World Bank –office in Bulgaria, Financial Inclusion of Roma in Eastern Europe: the Road to (Self-) Employment ([download](#) ppt), **Sonja Bozinovska**, Labor migration specialist IOM ([download](#) ppt) , **Álvaro Gutiérrez Maestro**, FSG. Department of Labor – Spain ([download](#) ppt) , **Aleksandar Filipovski PSM** ([download](#) ppt)

Rosen Asenov (Financial Inclusion of Roma in Europe: The Road to Self-Employment)

- Presentation based on new World Bank report
- Focus on microcredit in 5 EU members (BU, CZ, H, RO, SK)
- Most females and substantial portion of males outside labor force
- Need for cooperation among banks, social organizations, governments
- No need for new, separate programs on the part of banks and other formal providers
- Regional perspective on potential and limits of micro crediting programs for addressing economic – and particularly financial – exclusion of Roma

Sonja Božinovska

- Empowerment/skills improvement aimed at preventing irregular migration
- Irregular migration caused by economic exclusion among other factors (including incorrect information)
- High unemployment among youth age 15-25
- Need for holistic approach addressing various problems:
 - Low educational level of Roma and lack of work experience places them at a disadvantage on labor market
 - Discrimination/prejudices also a factor
 - Social policy

Alvaro Gutierrez Maestro

- Professional training program
- Traditional occupations in recession
- Example of good practice consisting in complementary actions addressing Roma, institutions, and non-Romani population

Aleksandar Filipovski PSM

- Business incubators aimed at entrepreneurial spirit among youth in Macedonia
- Activities focused on Roma fit into broader program of non-Romani non-governmental organization

Conclusions:

- The problem is not only work, but decent work, i.e., legal work in conditions that make it more attractive than not working or income-generating activity in the grey economy

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- Roma at disadvantage relative to non-Roma for reasons both objective and social: overall, not only do Roma have lower levels of educational and occupational qualification, but they are also more frequently the objects of discrimination. Romani women particularly vulnerable in both senses. (This complex situation points to need for holistic/integrated approaches consisting of complementary actions)
- Need to ensure that Roma have the skills and qualifications to enable them to compete in market-driven economies (This means, for better or for worse, attention to current trends over traditional crafts as such)
- Majority (non-Romani) population has role to play in implementing – and especially understanding – measures targeting Roma

EXCHANGE OF GOOD PRACTICES IN THE SPHERE OF EMPLOYMENT IN THE DECADE COUNTRIES

Chair: **Elvis Memeti**, Ministry of labor and social policy . **Speakers :** **Violeta Dimitrieva** Employment Service Agency of the Republic of Macedonia ([download](#) ppt), **Marina Kuvezdic**, Croatian employment service ([download](#) ppt), **Milan Jovanovic**, Ministry of human rights and refugees of BIH ([download](#) ppt) , **Milena Prica**, Ministry of economy and regional development-Serbia ([download](#) ppt) , **Hasani Mimoza**, Ministry of Labor and Social affairs and equal opportunities Albania ([download](#) ppt), **Petar Atanasov**, National Council for cooperation of ethnic and Integration issues ([download](#) ppt), **Martin Luciano**, Ministry of Employment and Immigration – Spain ([download](#) ppt), **Anita Cristea MLFSP Romania** ([download](#) ppt), **Sztojka Attila**, Ministry of Public Administration and Justice, State Secretariat for Social Inclusion.

Chair : **Ferdi Ismaili**, Roma Democratic Development Association SONCE

Speakers : **Debelac Belmin**, Roma Youth Initiative “Be my friend” BIH, **Osman Balic** , Network for Decade of Roma in Serbia ([download](#) ppt) , **Dusko Kostic** , Association of Roma friendship Luna , **Merdan Muslievski**, NGO Drom

Conclusions:

- There are administrative barriers for Roma seeking for job
- Roma employment is not an economical issue, but a political one in respect of informal collectors of the secondary raw materials
- There is a need for improvement of collaboration between public institution, NGO’s and the Roma community on local and national level.
- There is need for acquisition of economic culture on behalf of the Roma community
- The Decade countries need to develop practical economic policies according to the needs of Roma.

Annexes (Agenda [download](#) and List of participants [download](#))

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