



DECENT WORK FOR ROMA

International Conference on Employment of Roma

International Organization for Migration, IOM



The overall objective:

To reduce the incidence of irregular migration and prevent human trafficking, through strengthening and improving the ***labour skills*** of identified beneficiaries



SOCIO-ECONOMIC BACKGROUND

- High unemployment rate among the youth (15 -25 years of age) (National Employment Strategy 2010)
- The ***low level of education*** makes the situation of the Roma population very unfavorable from the perspective of the labor market competitiveness (Roma Strategy)
- Employers' ***needs for persons with work experience*** (National Employment Strategy 2010)
- Existence of **stereotypes** towards Roma (Roma Strategy)



**ACTIVITIES *responding to the* SOCIO-
ECONOMIC BACKGROUND OF THE TARGET
GROUP**

Typical profile of the IOM beneficiary

- Roma ethnicity, male or female, 18-28 years of age
- Lack of qualifications
- Minimal incomes level
- Without or with completed elementary education



- The low level of education makes the situation of the Roma population very unfavorable from the perspective of the labor market competitiveness

Design/implementation of the vocational training courses in line with:

- The **local/municipal labour market demand** -based on the indications from the Employment Service Agency, Vocational training centers, consultations with the local community: NGOs, companies, beneficiaries
- The **educational background** and interest of the target group



The Vocational Skills Trainings are composed of:

- Theoretical segment
- Practical segment – implemented **in companies in a need of a labour force** which increases the chances for employment of beneficiaries



ON THE JOB TRAINING

- Generating work experience among the beneficiaries
- On-the-job trainings are organized in **locally based companies** based on the principle **learning by doing**.
- The training modules are available for those **qualification profiles** that are **demande**d by the **private sector** and are **organized** at companies in a **need of a labour force**



- The Employment Service Agency and local NGOs provide support in the identification of a companies in a need of labour force and willing to organize on the job training
- The **advantage for the companies** –trained beneficiaries in line with their needs
- The **advantage for the beneficiaries-generated** skills in line with the labour market demand/possibilities for employment at on the job training companies



EMPLOYABILITY TRAININGS

The vocational and on the job trainings are usually complemented with employability trainings aimed at:

- Preparation for interview
- Communication skills
- Motivation
- Identification of Skills/Skills marketing



Cross-cutting Activities

- Assistance in obtaining of personal documents important for the socio-economic inclusion
- Completion of Elementary Education
- Monitoring of the status and progress of the beneficiaries at the vocational training centres and on the job training companies
- Gender sensitive approach-in close cooperation with the Ministry of Labour and Social Policy organization of a thematic sessions for the Roma women on employment, anti-discrimination mechanisms, health and social protection
- Capacity Building Trainings for NGOs



KEY FINDINGS/CONCLUSIONS

- The **projects/measures addressing the employment of Roma** should be designed through integrated approach i.e based on:
 - the **need analysis of the target group**
 - involvement of the relevant institutions, companies, NGOs i.e representatives of the target group



- Design of vocational training programmes that are:
- attractive from the labour market perspective
 - incorporate **direct links with the companies in a need of a labour force** or companies which are typical representative of the labour market demand in the targeted region



- The trainings activities should be accompanied with monitoring the progress/status of the beneficiaries at the companies/Training Centres
- Longer duration of on the job trainings and vocational trainings
- Promoting **inter-cultural dialogue** i.e educating the others outside the Roma community (the community or society at large), based on involving people from the majority in concrete initiatives

Need of projects and measures that tackle the barriers of employment of Roma and specially Roma women

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Thank you!

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