

Roma and Employment in Macedonia

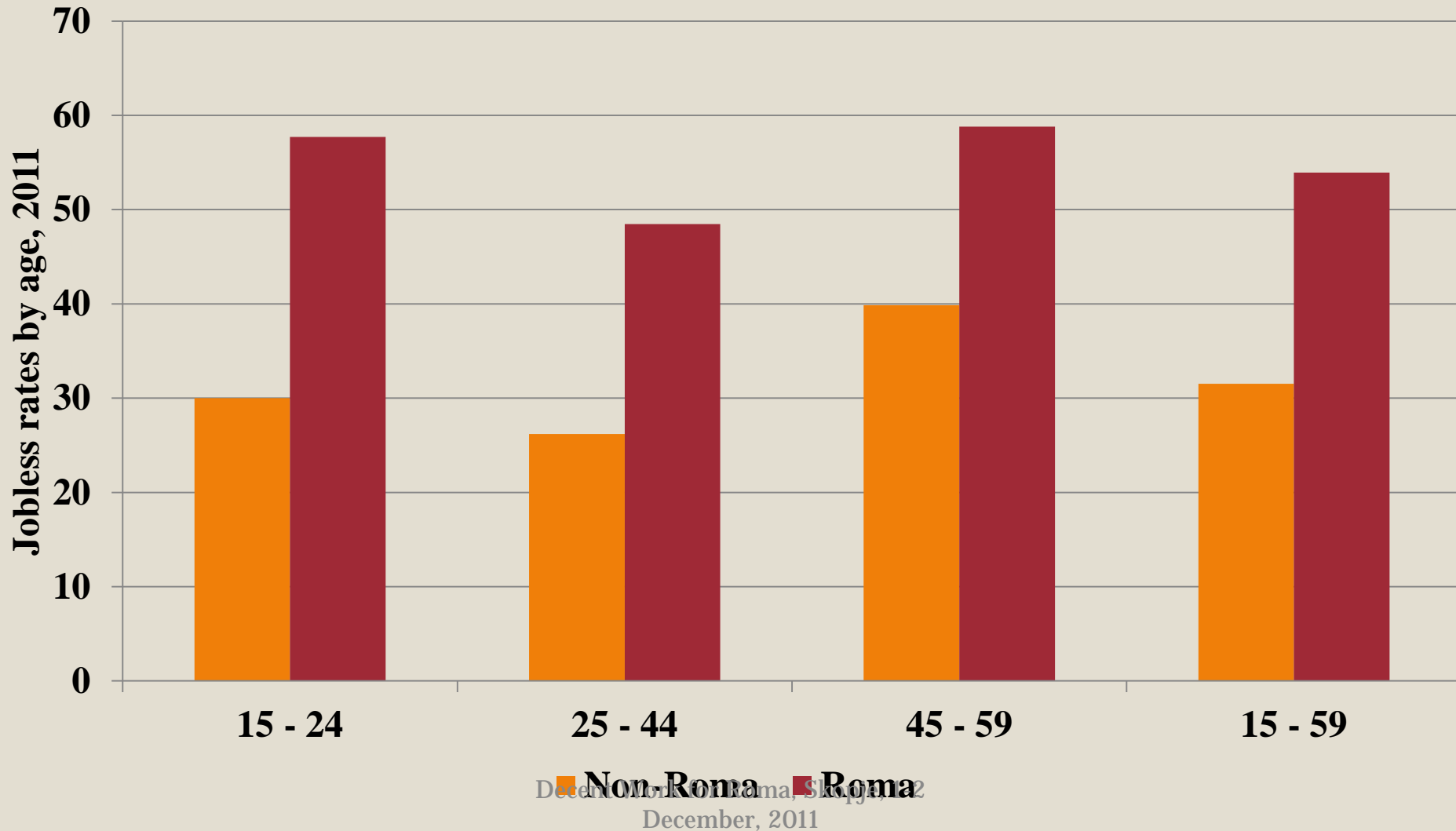
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Presentation

- **Roma disadvantage in Macedonia**
- **Explanations:**
 - Education Vs. Discrimination
- **Comparison with other SEE countries**
- **Effects of the recession**
- **Some comments on Policy**

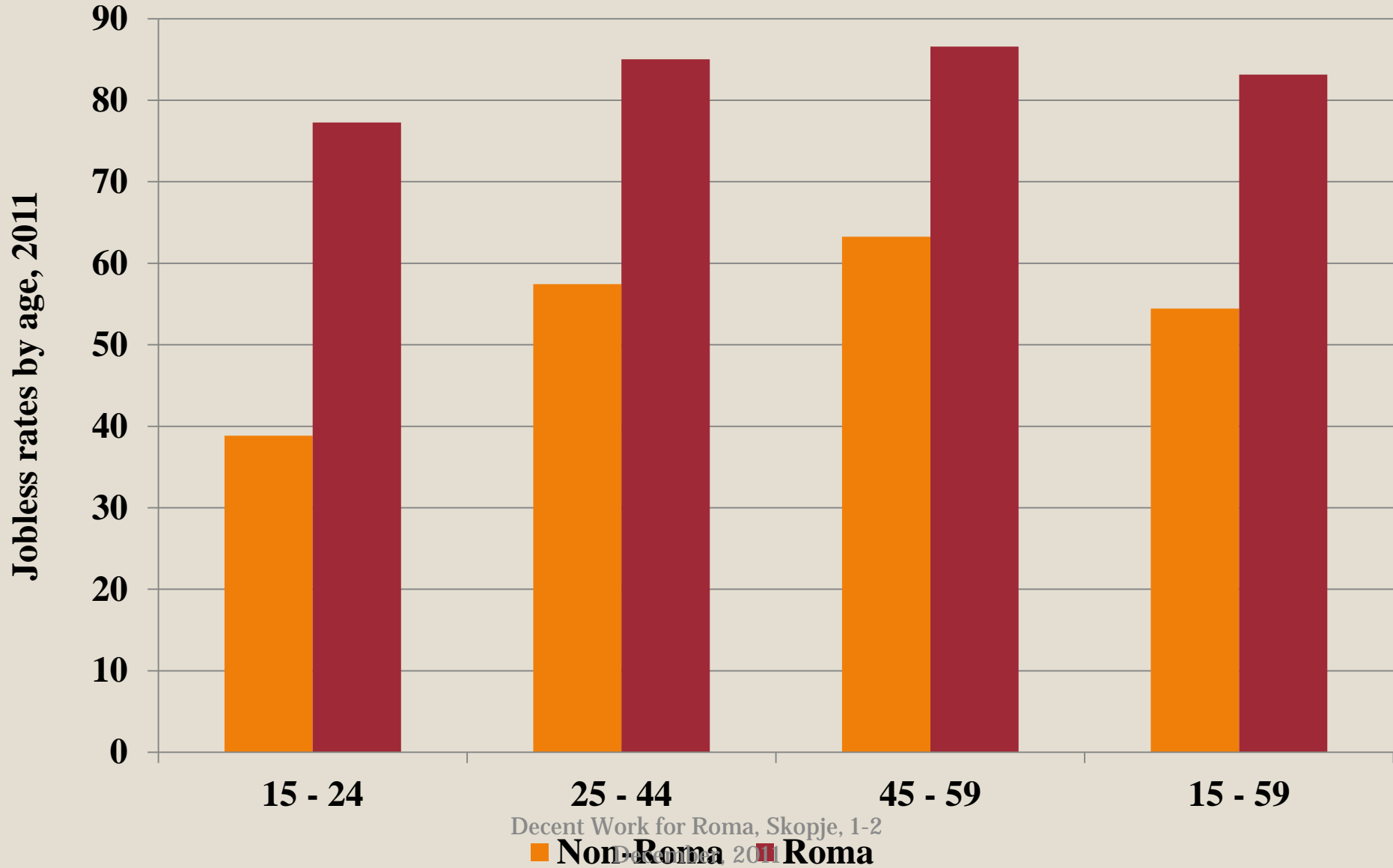
Roma & Joblessness

Roma Vs. Non-Roma Jobless rates by age, Men MK 2011



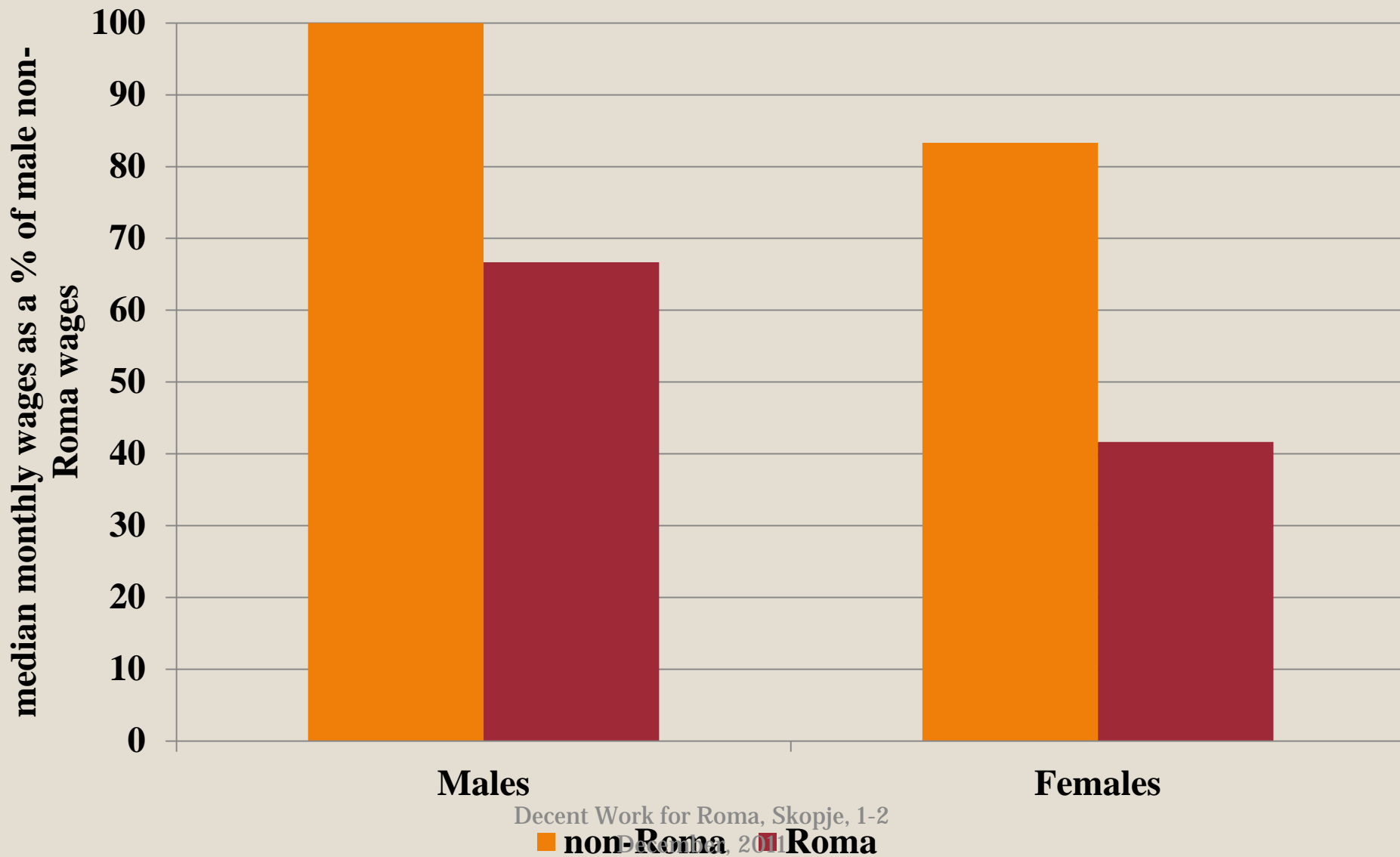
Roma & Joblessness

Roma Vs. Non-Roma Jobless rates by age, Women MK 2011



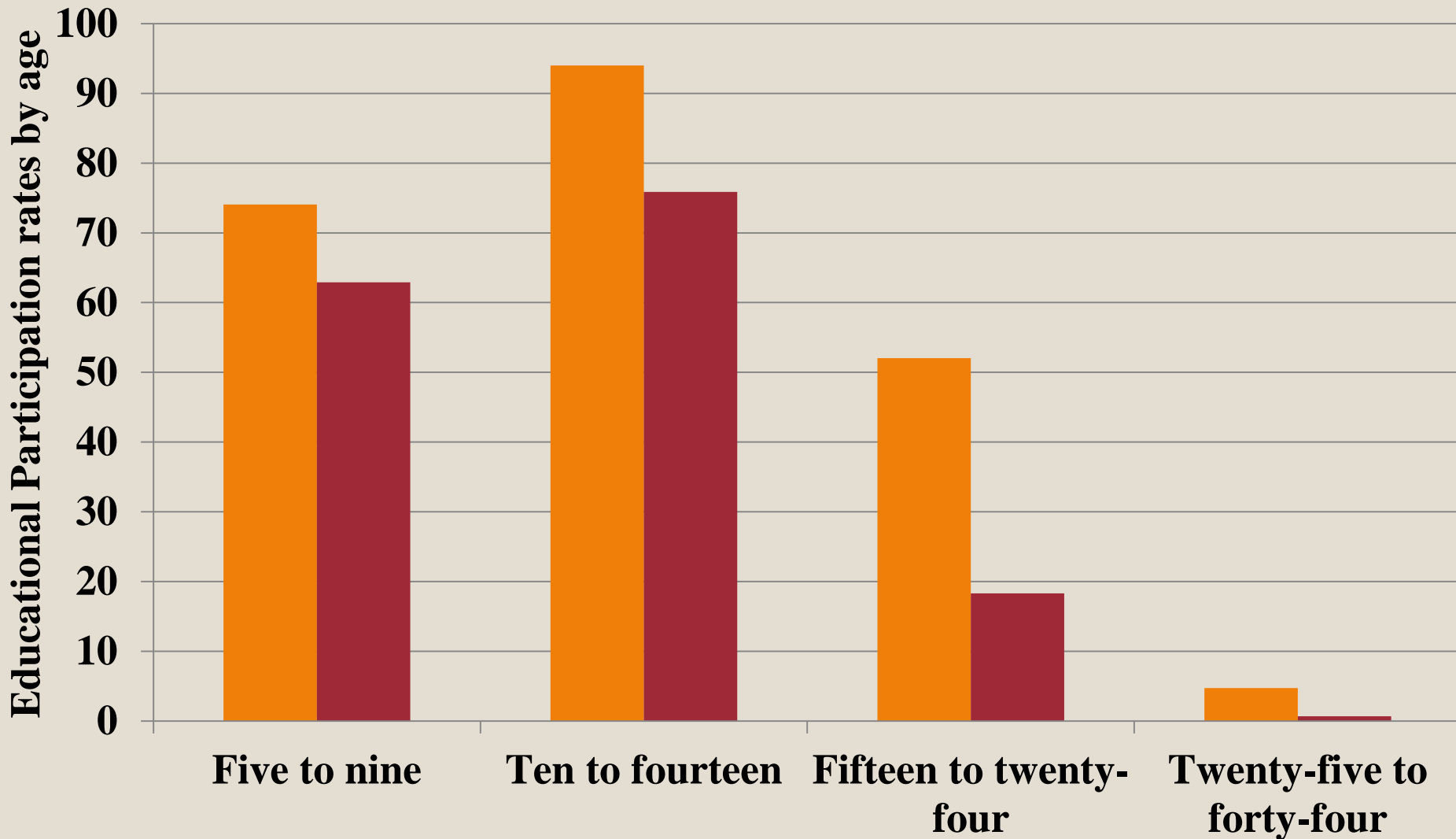
Roma & Wages

Roma Vs. Non-Roma Median Wages, MK 2011



Why?

a) Low Roma participation in Education



Why?

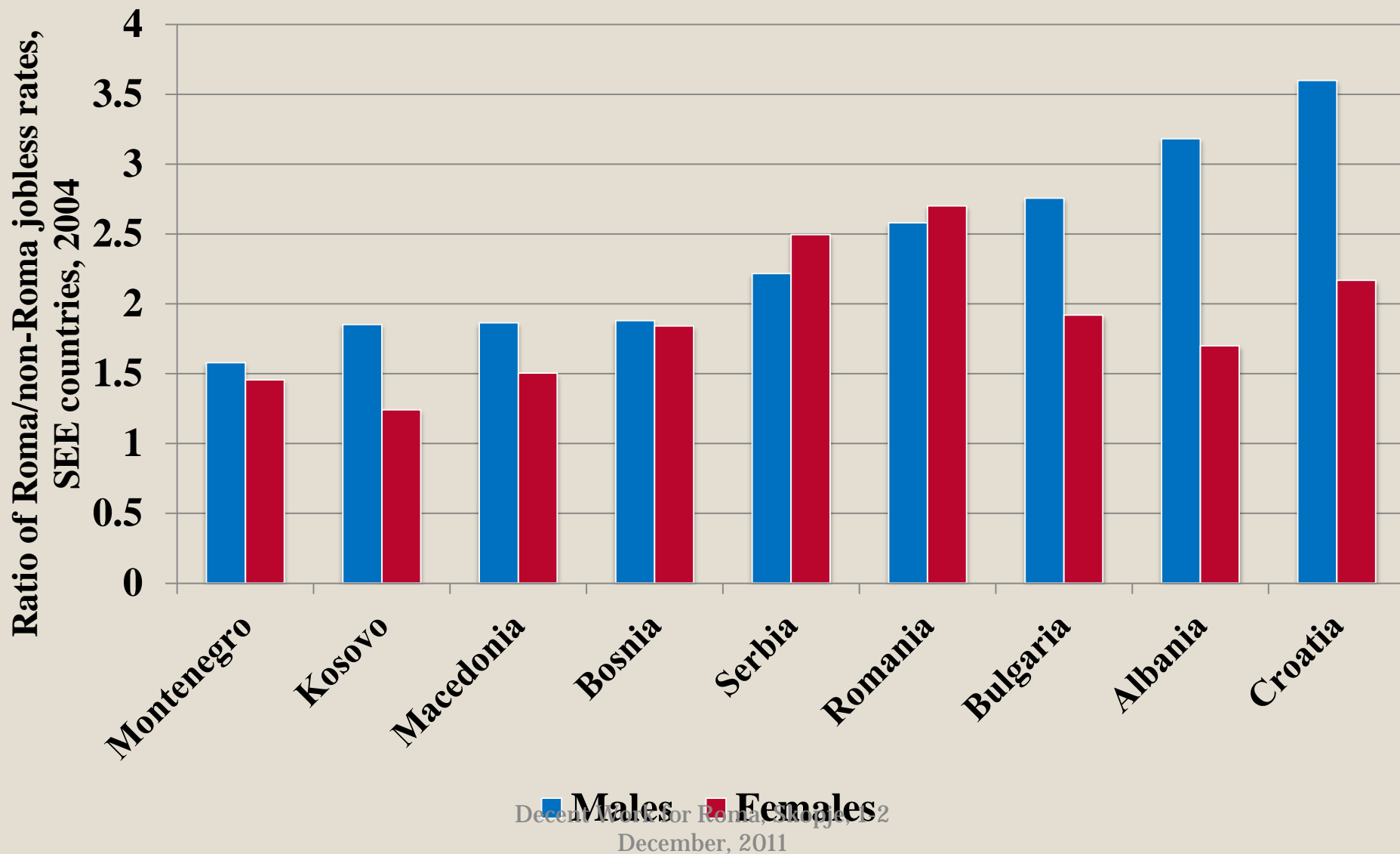
b) Discrimination



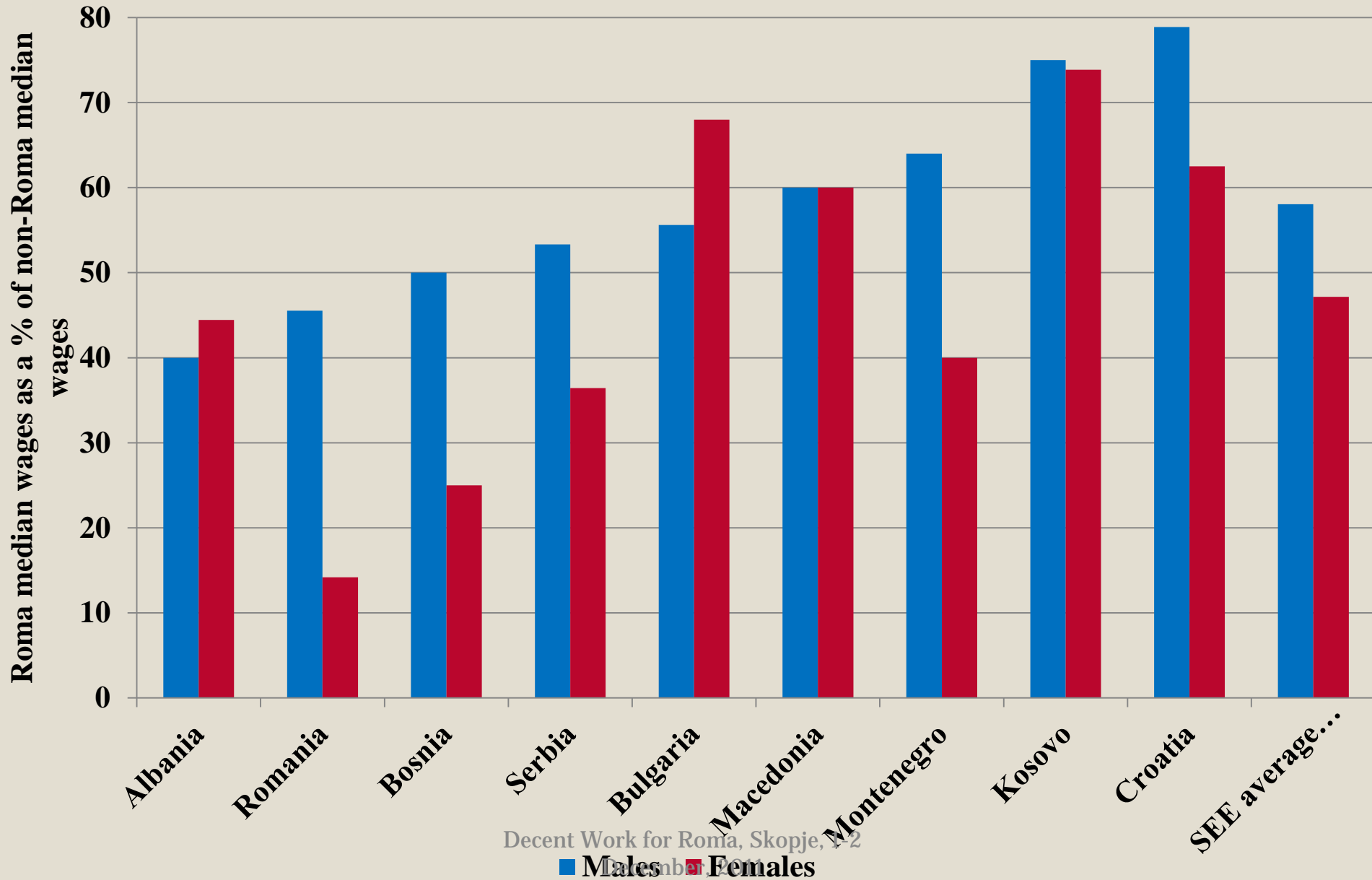
Education Vs. Discrimination

- **Both education and discrimination are significant factors in explaining differences**
- **Discrimination playing a significant role**
- **For women, ‘discrimination’ (i.e. non-market factors) is clearly the main explanation for differences in employment and wages**

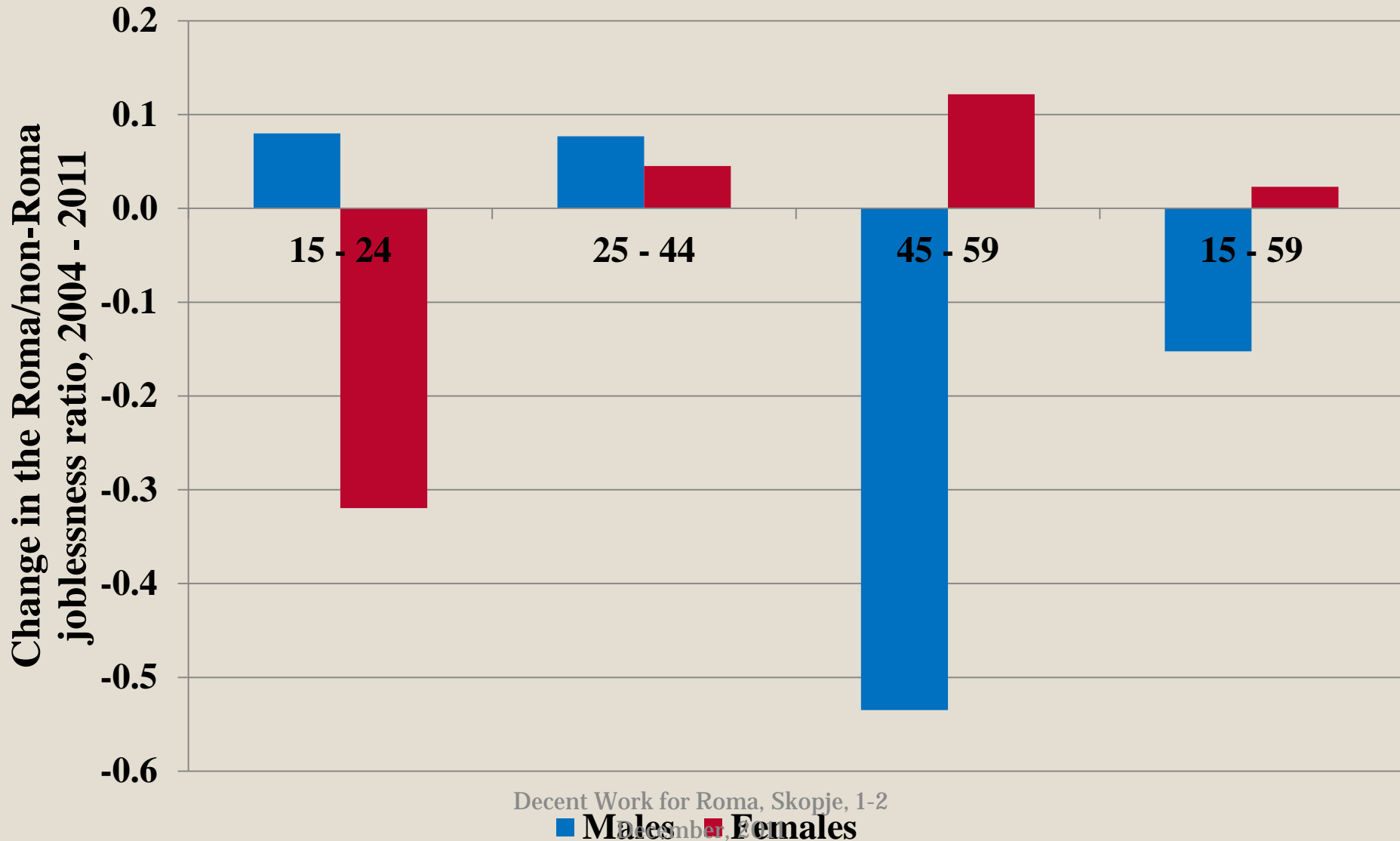
But, compared to other SEE countries, Roma in MK are not especially disadvantaged...



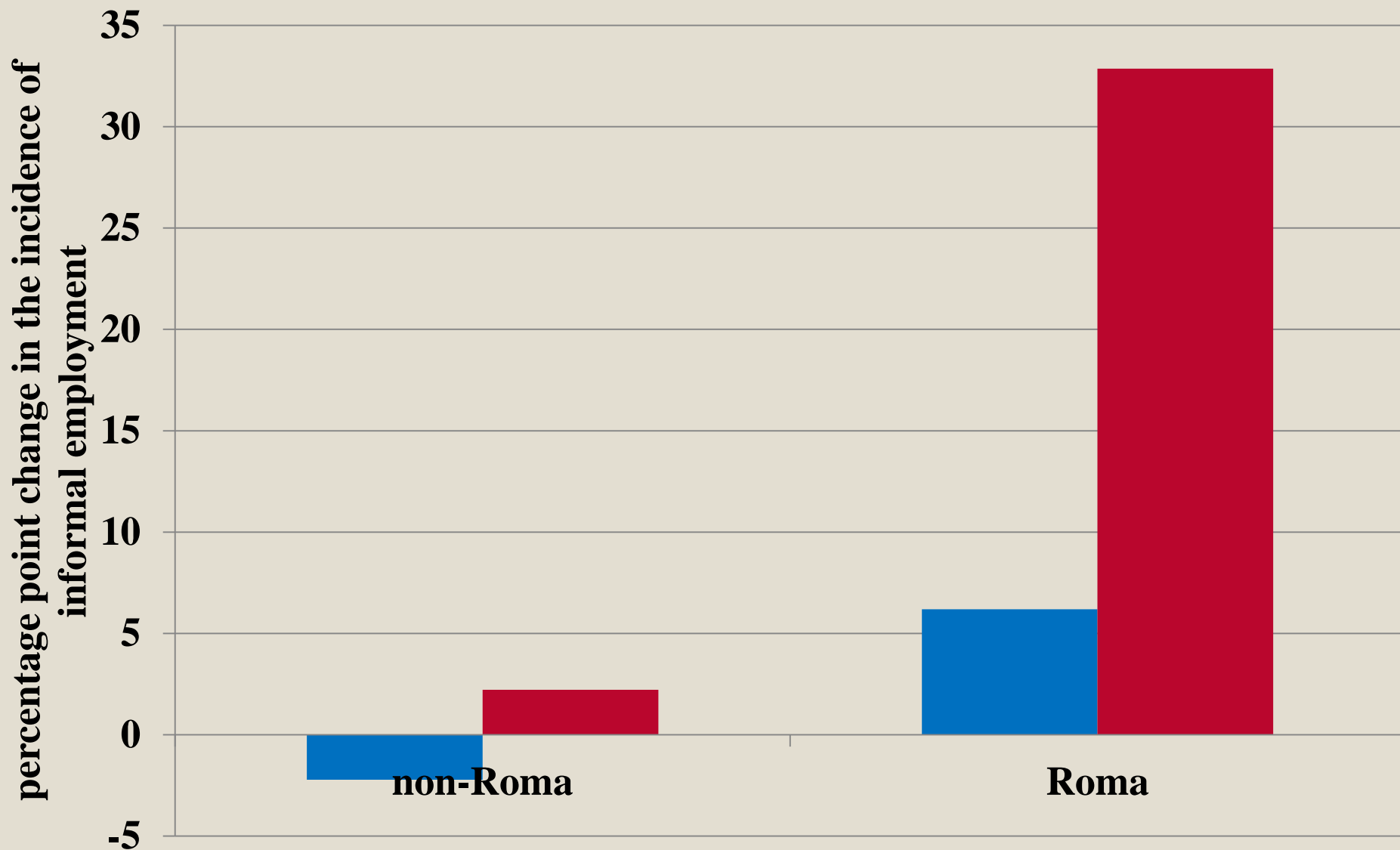
...Also as regards wages



But the Recession has tended to worsen the situation of Roma in MK, particularly for women...



& particularly as regards job quality



Main Points

- 1. Substantial gap in opportunities between Roma and non-Roma**
- 2. Depends both on low levels of education of Roma AND Discrimination**
 - Cannot tackle one issue without tackling the other
e.g. benefits to Roma from education tend to be lower than benefits to non-Roma
- 3. Roma women are BOTH particularly disadvantaged AND their relative situation seems to have worsened considerably following the recession**

So, what can be done?

1. **There have been improvements:**

- Increases in Educational Participation, particularly at tertiary level;

But, the existence of discriminatory attitudes mean that this will never by itself be enough.

2. **Discrimination**

- Existing Legislation is inadequate: equal pay for “equal work” – should be “work of equal value”
- Business survey – importance of positive role models

3. **Active Labour Market Programmes**

- Existing initiatives – Roma Employment Programme & Self-Employment programme – too early to evaluate - point in the right direction, but they are very small scale

4. **Job search and Informal networks**

- Most jobs obtained through informal networks
- needs to be borne in mind when thinking about initiatives