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 demanded 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 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
The projects/measures addressing the employment of Roma should be designed through an 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
DECENT WORK FOR ROMA
Thank you!

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