Roma and Employment in Macedonia

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Decent Work for Roma, Skopje, 1-2
December, 2011
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

Jobless rates by age, 2011

<table>
<thead>
<tr>
<th>Age Group</th>
<th>Non-Roma</th>
<th>Roma</th>
</tr>
</thead>
<tbody>
<tr>
<td>15 - 24</td>
<td>30</td>
<td>55</td>
</tr>
<tr>
<td>25 - 44</td>
<td>35</td>
<td>50</td>
</tr>
<tr>
<td>45 - 59</td>
<td>40</td>
<td>60</td>
</tr>
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(Data from Non-Roma, Shaping 12)

December, 2011)
Roma & Joblessness

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

median monthly wages as a % of male non-Roma wages

Males

Females

non-Roma

Roma

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Why?

a) Low Roma participation in Education

Educational Participation rates by age

- Five to nine
- Ten to fourteen
- Fifteen to twenty-four
- Twenty-five to forty-four

- non-Roma
- Roma

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December, 2011
b) Discrimination

Decomposition of differences: % of female raw difference

<table>
<thead>
<tr>
<th></th>
<th>Employment</th>
<th>Wages</th>
</tr>
</thead>
<tbody>
<tr>
<td>Males</td>
<td>Discrimination</td>
<td>Education etc</td>
</tr>
<tr>
<td>Females</td>
<td>Discrimination</td>
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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

Roma median wages as a % of non-Roma median wages

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But the Recession has tended to worsen the situation of Roma in MK, particularly for women...
& particularly as regards job quality

![Graph showing percentage point change in the incidence of informal employment for non-Roma and Roma males and females. The chart indicates a significantly higher increase in informal employment for Roma females compared to non-Roma males and females.](Decent Work for Roma, Skopje, 1-2)
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