



Co-funded by the Rights,
Equality and Citizenship (REC)
Programme of the European Union



PAL

CHALLENGES AND BARRIERS IN ROMANI EMPLOYMENT



“Fighting discrimination and anti- Gypsyism in education and employment in EU” (PAL)

Publication edited by UC Limburg and represented officially by ANATOLIKI SA at August 2016

31.08.2016, Final Version

“This publication has been produced with the financial support of the Justice Rights, Equality and Citizenship Programme and Pilot Projects 2014 of DG Justice of the European Union. The contents of this publication are the sole responsibility of UC Limburg and can in no way be taken to reflect the views of the European Commission.”



Table of Contents

“Challenges and barriers in Romani employment”

The current Roma situation

- The position of Roma in labour market and the main causes of the exclusion of Roma from the labour market.
- The current occupations of Roma. The gap between Roma and non-Roma regarding labour market status.
- Discrimination in the labour market and in the workplace
- Gender issues – Roma women in the labour market
- Age issues – Young Roma in the labour market
- Employment in the informal economy

The Challenges and the prospects- Forms and types of available help

- Institutional policy- Activation of the institutional and legal framework for Roma integration:
 - what is the meaning of “equality” for each country-partner
 - holistic approach: involving all the interested bodies/stakeholders, intensive, friendly and continuing support, starting from an early age (to develop self-aspirations and prospects), needs of Roma in relation to the necessities of the local market
- Support from local authorities: access to institutions and public support structures, decentralized advisory units and social centers
- Active policies in support of employment - Public sector programs: best practices - policy measures to address the gap e.g. Reintegration of unemployed adults into the labour market, national Roma programmes, etc.
- Training of Roma employees in developing personal skills and investigating available opportunities in the labour market and in occupational training (either in self employment or in dependent employment)
- Rights and employers' responsibilities - sensitization for employers



“Challenges and barriers in Romani employment”

Key words (4-8)

Roma Position in Labour

Discrimination against Roma

Support from Local Authorities

Training of Roma Employees

Causes of Roma exclusion

Holistic Approach

Active Policies

Employers’ responsibilities – sensitization

Starting questions (6-10 + sub-questions)

1. Which is the position of Roma in labour market?
 - a. What are the key factors that hamper Roma labor market integration?
2. Nowadays, which are the usual jobs that Roma people are occupied in as employees and self-employed?
 - a. Is there a gap between Roma and non-Roma regarding labour market status? How big this gap is?
3. Is there any discrimination against Roma in the labour market and in the workplace?
 - a. By whom? And when?
4. Is there a variation in experience discrimination based on gender;
5. Is the situation of young Roma better in the labour market and in the workplace?
6. Why informal economy hosts high numbers of Roma people?
7. Does the meaning of “equality for all” is the same with “no job discrimination”?
8. Which is the best approach to achieve the Roma integration?
9. Must local authorities or the Governments be pioneers in the implementation of employment programmes?
 - a. Have there been successful policies in supporting of Roma employment?
10. Training of Roma employees versus or additional to employers sensitization

Definitions of terms: (4-12 term – every term max.1 paragraph)

Job discrimination: is when business decisions, policies, or procedures are at least partially based on illegitimate forms of discrimination that benefit or harm certain groups of people e.g. refusing to



hire Roma people, paying women less than men for comparable work. Discrimination is usually based on prejudice. Not all discrimination is intentional or conscious. Why is job discrimination immoral? a, it unfairly harms people of a group. b, it's disrespectful and doesn't treat people as "ends in themselves". c, discrimination violates the ideals of equal moral equality, violates people's moral rights, and violates the ideal of equal opportunity.

Low-skilled: not having or needing a high level of skill or education. Low-skilled jobs are not the same as no-skilled jobs. We posit that such jobs are low-skilled by virtue of their limited entrance requirements (no educational requirements and no work experience). Workers in low-skilled jobs are expected to act appropriately at work and to perceive cues from others correctly. Many low-skilled jobs also require physical abilities and mechanical skills, mostly at higher levels than other jobs.

Holistic Approach: Emphasizing the importance of the whole and the interdependence of its parts

Informal economy: System of trade or economic exchange used outside state controlled or money based transactions. Practiced by most of the world's population, it includes barter of goods and services, mutual self-help, odd jobs, street trading, and other such direct sale activities. Income generated by the informal economy is usually not recorded for taxation purposes, and is often unavailable for inclusion in gross domestic product (GDP) computations.

Mediator: Mediators' usual task seems to be reacting when problems arise. Mediation is often seen as the art of conflict management. Mediators could play a more "proactive" and positive role, and facilitate action and must use their familiarity with the outlook and modus operandi of both sides to become active facilitators, to generate dialogue and steer them towards a process of constructive cooperation, which might lead to the changes needed to improve the situation. They are familiar with the context, often know the language and can tap the communities' own dynamism, while the scheme itself encourages Roma to participate in projects which concern them

Specialized services: Requiring or having detailed training or expertise in Roma, presenting detailed information used in Roma integration

Substantial Roma involvement: as active participation that enhances them through the relationships they build, the communities they serve, the networks they create, and the personal skills and knowledge they acquire.

Content of the chapter (answers the questions) (will be for 3-4 pages)



The current Roma situation:

- The position of Roma in labour market and the main causes of the exclusion of Roma from the labour market.

The position in the labor market is linked to income and social identity and thus determines the quality of life and the overall standard of ones living. The right to work is considered as a fundamental right and everyone has the right to work and to choose his work freely.

In the case of Roma people, social exclusion referring to the absence of equal opportunities in education, vocational training, career guidance and social participation, has a key role and is a barrier to access to the labor market.

The Roma employment situation is a universal cutoff from the formal labor market and a caging of the majority of Roma in an informal gray economy, with no viable economic prospects and with the characteristics of precarious employment.

Roma are **mainly** employed in low-educated jobs: hardly employed in occupations at higher educational levels (scientists, managers, qualified employees). The fact of the low participation rate in jobs requiring basic education (as waiters, sellers in shops, cleaners, guards, etc) shows the distance of Roma from the formal labor market.

The key factors hindering labour market integration are:

Prejudice and ethnic discrimination: many employers have a negative attitude towards the Roma and tend to resent employing them, because prejudices about Roma being unwilling to work are widespread

The primacy of Roma culture: The Roma usually identify themselves and one another based on the external features of language, appearance (in particular women's dress), and occupations (in particular men's occupations). Internal features such as customs, practices and attitudes constitute additional identifying characteristics but are more likely to vary among different groups. Some aspects of language, dress, and occupation may also vary.

Poor education level and lack of qualification: the continuous work specialization to all market sectors and the economy, which is mainly based in the educational specialization, training and retraining, does not leave room for access to labor for Roma. Unfortunately, their multiannual exclusion from basic education and the need, in some cases at the expense of education, to ensure a basic income for their family in order to address the deep poverty, do not allow many Roma to develop the skills they need to find decent and lasting employment. This creates a vicious circle of



poverty, lack of education and lack of working experience which is going on for generations without any major changes.

Lack of access to information, official identification documents and opportunities: mainly due to illiteracy, lack of access to public services

Economic crisis: has profound negative effect for those at the bottom end of income distribution. Persons with low qualifications, in low-wage sectors and in precarious employment were among the first to lose their jobs.

Unstable work: the unstable offering – demand product relationship either due to seasonality of the products they handle eg rural work, either because of the economic narrowness of markets in which Roma people are providing services.

Developing new services and changing consumer needs: the urbanization and the industrialization of many species and services traditionally provided by Roma deprives them of engaging in these occupational activities.

Violation of labour rights: Recession and austerity across Europe has led to cuts in occupational training and working programmes and unemployment is high with new employment often being part-time and precarious reflecting the 'Brazilisation' of many western economies (Avis, 2014). Since states show tolerance to no legal work/ insecurity work, bad working conditions (low wages, under-/over-employment, heavy or unhealthy work, informal-illegal work), to employers who do not pay insurance for their employees etc, all workers, and mainly the disadvantaged like Roma, are affected.

- [The current occupations of Roma. The gap between Roma and non-Roma regarding labour market status.](#)

Roma women tend to engage in economic activities that bring them in contact with a wide, general public rather than with just a selected, particular trade niche. In some countries they collect materials which they then trade, or engage in door to door hawking or selling of small artefacts. Frequent occupations of women in very traditional Roma communities are begging and fortune-telling. Men on the other hand engage in more specialised trade, which takes place at markets or with designated trade partners. Collection of scrap material for recycling is an activity that men share with women, though men will tend to specialise in metal objects. Men travel by car to provide door-to-door specialised household services such as tarmac construction, installing gutters or windows, or cutting trees. Specialised, well-established craftsmen produce musical instruments and



the relatively well-off among the Roma tradesmen typically sell cars, carpets, art, or antique furniture. Men and women work as seasonal labourers in many communities.

Roma as employees:

It is important to note that those Roma who have a job “are usually low-skilled workers” and mainly find employment in cleaning, housekeeping, dishwashing, building or the collection of scrap metal.

Roma as interpreters:

Most Roma are characterized themselves as self-employed or in ad hoc jobs. There has been a notable change in the type of occupation since 2000: traditional self-employed work (i.g. street vending), has decreased, whereas collecting and selling discarded material for recycling, in particular scrap metal, has increased significantly.

EU Agency for Fundamental Rights (FRA, 2014) found: only about a third of those surveyed have paid work, which is often precarious and informal, unemployment rates for Roma are three times higher than for the general population and most Roma are actively seeking work

The employment rates in paid work (which includes full-time and part-time employment, ad hoc jobs and self-employment) as their main activity is particularly low for Roma. It is worth to be mentioned that while countries i.g. Greece and Italy, have pretty high rates of paid work, they also have the lowest proportion of full-time employment, as the FRA survey shows (2014).

This significant gap in labour market participation between Roma and non-Roma is varying from country to country.

- Discrimination in the labour market and in the workplace

The rates for experiences of discrimination must be considered alongside with the degree of isolation. If the neighbourhood is predominantly Roma, the exposure and therefore the risk to experience discriminatory and racist behaviour is smaller. The FRA EU-MIDIS I survey also showed that fear of discrimination leads to avoidance behaviour. i.e. Roma avoid certain shops or cafes as they expect to be treated badly

The rate of Roma perceived discrimination at work is much lower than the rate of perceived discrimination when looking for work. The majority of Roma experience discrimination/ unequal treatment when looking for work (FRA, 2014a). Discrimination can be explicit with employers stating openly that Roma should not apply or is concealed in short-listing and based on whether



applicants have commonly associated Roma family names or in the interview discrimination is based on appearance (Messing et al, 2013). While at work, Roma experience discrimination by their employers or work colleagues, too.

Social security issues in employment: A substantial share of Roma has only insecure or informal employment and is not eligible for medical and social insurance, including pension schemes. The majority of Roma in paid work lack medical insurance and Roma aged 45 and above do not expect to receive or, if retired, do not receive a pension.

Roma are often the first to be dismissed from low-skilled occupations and frequently remained unemployed, unable to reconnect with traditional occupations such as trading, producing and selling craft items and metal working.

- Gender issues – Roma women in the labour market

Roma women experiencing a double form of discrimination based on gender and ethnicity and appear to be at greater economic and educational disadvantage than Roma men. Roma women are more vulnerable than unemployed Roma men and displayed proportionately lower percentages of employment patterns than Roma men. Roma women are most often employed in auxiliary, unskilled, physically demanding work and in seasonal and occasional labour in services in the informal economy, which provide very low wages and prevent them from accessing social security benefits (Acoudis, 2014).

Because living in patriarchal families and often have to marry and have children at a young age, Roma women should have support for entry into secondary or higher education, but also to be able simultaneously to work and care for their home and their children. In its survey FRA (2014c) found across EU Member States, only 21% of Roma women are in paid work, compared to 35% of Roma men.

Among young Roma a notable gender gap can also be observed, with 65 % of young Roma women against 52 % of young Roma men not in employment, education or training. This reflects the overall disadvantage of young Roma women.

- Age issues – Young Roma in the labour market

Young Roma aged 16 to 24 have the lowest employment rates among the Roma population but the smallest employment gap in comparison to non-Roma living in close proximity. The overall situation remains adverse for young Roma, as almost half of Roma aged 16 to 24 are not in



employment, education or training. Research for the World Bank has found Roma youth are on average twice as likely to be unemployed than their non-Roma counterparts (Gatti et al, 2016).

The highest employment rates are found among Roma aged 25 to 44 to non Roma.

o Roma Employment in the informal economy

Roma economy is traditionally a non self-sufficient economy. It is a trade and service economy, which depends on continuous relationship with outsiders. Being Roma therefore inherently defines a particular set of relationship with outsiders. Basically, the outside world is seen from the Roma perspective as an opportunity to make a living. The dominant relationship to outsiders is an exchange relationship of goods and services.

The Informal Economy hosts high numbers of Roma (UNDP, 2011), as their poor levels of education and access to mainstream opportunities are the major causal factors. Self-employment rates for Roma are high in some PAL countries. (FRA, 2012). The reasons for that could be:

- Roma preferences are for autonomy and self-employment, fearing that full absorption into the labour market can result in assimilation. (Brazzabeni et al, 2016).
- This is often done out of necessity and not as a viable form of employment and is not sufficient either for their basic expenses.
- Some of these forms of self-employment are not legal and neither recorded anywhere. This can bring additional problems, such as the lack of official identification documents, ignorance of the registration process of a new business, finance and tax legislation, borrowing money on the usual ways (moneylenders) and getting tangled with the law.

Despite the antipathy of traditional Roma communities to the waged labour market and attendant fears of assimilation, a growing body of evidence suggests the Roma have a strong preference for safe and regular jobs as opposed to unsafe and irregular work (Messing et al, 2013). This implies that measures to help Roma transfer from the informal to formal economy would be valued.

The Challenges and the prospects - Forms and types of available help:

A series of interdependent factors contributes to the multitude of challenges facing Roma who are looking for secure and stable employment. These factors include the institutional policy, the need for support from the local authorities, the role of employers and informal, undeclared employment



- Institutional policy - Activation of the institutional and legal framework for Roma integration:

Culturally, what is “**equality for all**” is very different from country to country. Some approaches are based on a generalized system of "access for all", without special measures for disadvantaged people, especially Roma. Racism can also impact on inclusion by making decision makers nervous to engage with and help the Roma, fearing a backlash from the majority population.

There is a provision at EU level and at national level for action against job discrimination. The National Strategy on Roma Inclusion (NSRI) in each country also provides interventional effects on employment, but the approaches applied are very different.

Some policy makers seem to consider that developing specific inclusion policies for Roma populations runs counter to a ‘mainstreaming approach’. While care is needed with a targeted approach, in particular to avoid the creation of inferior or segregated/ghettoized services, carefully monitored and evaluated, targeted and flexible services hold the potential to significantly strengthen mainstream provision and enhance its relevance for Roma. Institutional Factors can impede economic transitions for Roma. For example, discrimination and or institutional inflexibility can be found on the part of front-line services such as labour/employment centres charged with dealing with Romani unemployment, impacting negatively on the quality of support offered to Roma job seekers (Ryder and Greenfields, 2010, ERRC, 2007).

Targeted actions for Roma are necessary to ensure their access to employment. In order to achieve this goal we have to concentrate on a holistic approach.

- **Holistic approach:** involving all the interested bodies/stakeholders, intensive, friendly and continuing support, starting from an early age (to develop self-aspirations and prospects), needs of Roma in relation to the necessities of the local market

Holistic approach: means to counter every possible factor that may affect the result

Involving all the interested bodies/stakeholders:All actors dealing with Roma (for supplying them information, documents and services) should be involved to some extent, in order to provide their know-how and their contribution to this specific goal. Therefore, it is not enough to help the Roma to prepare a CV or even develop some new skills, if employers haven’t been convinced that Roma is a reliable working staff, if both-employers and Roma employees- don’t understand each others needs and rights, if both sides can’t be in close relationship with others side.



Intensive, friendly and continuing support: Provide a stable, continuous, valid, timely and efficiently support to the Roma in all areas related to each level with a sense of responsibility and respect. It is important to show understanding and patience in people who are long time away from work and to help them to cope with barriers in access to employment e.g., mothers with small children. More important is the continuation of the providing support, as to find a job is just a big step; to keep working is even bigger.

Starting from an early age (to develop self-aspirations and prospects): It is important to work with young people early enough in their lives, in order to increase their ambitions and aspirations, to learn from early age that Roma do have capacities and believe in their personal value

Needs of Roma in relation to the necessities of the local market: very important is to understand both the needs and available working positions of the local market and the Romas' capacities and working expectations, in order to win the trust of both sides (employees-employers) and to achieve sustainable employment for all.

Substantial Roma involvement: it is important to ensure the active participation of Roma, to encourage Roma to participate in actions which concern them informing them of the benefits.

A common appeal from the European Union is for the development of inclusive educational and employment and training practices to reduce Roma marginalisation. The European Commission (2012) has noted a key area of interest is the transition between education and employment and believes professional training, individualised support, employability and access to formal labour market, microcredit for entrepreneurship and self-employment, adult vocational training are tools that can reverse exclusion

- Support from local authorities: access to institutions and public support structures, decentralized advisory units and social centres

In local communities, municipalities and usually NGOs bear much of the responsibility for creating and finding resources for the implementation of employment programs. In some cases this has been a great success. But in others leads to short-term programs that bring little benefit to the beneficiaries. Local authorities must be pioneers in this area. One of the biggest problems is that they do not cooperate with Roma to identify the real obstacles. Speculate rather than listen to the real needs of the local Roma community.

In this framework, a need to establish decentralized structures within the municipalities seems auxiliary; these structures must be accessible from the Roma- or even into the Roma settlements -



providing specialized services for them to all aspects of employment - from the advisory career to the integration and reintegration in employment, by updating the available jobs as completing the application forms and concentrating of the supporting documents, etc. In terms of access to employment services, the unemployed/marginalised Roma are often at a particular disadvantage; research for the World Bank has found that the majority of rural Roma live more than 10 kilometres away from the nearest employment service (Gatti et al, 2016). It is recommended that a close relationship should exist between mainstream and targeted support so that knowledge arising from, for example, a local pilot project is then fed back into the daily operations of mainstream service providers and becomes part of their activities (Ryder and Cemlyn, 2014). This can lead to progressive change within mainstream methods and approaches as the pilot facilitates new directions or becomes part of established services.

The idea of the local authorities leading the way by recruiting Roma as trainees or cooperating with Roma for finding people involved in activities within the same Roma communities (Peer Operators) and establishing Ombudsmen, is not only successful for Roma people involved, but also allows the public sector to be the leader. Often private companies are exemplified and learn from such actions.

- Active policies in support of employment - Public sector programs: best practices - policy measures to address the gap e.g. Reintegration of unemployed adults into the labour market, national Roma programmes, etc.

There are numerous examples of public works programs which provide targeted positive action for the employment of Roma. For some Roma (and non-Roma), this is a certain solution, but it is clear that these programs do not take into account individual skills and talents of each employing Roma. These programs usually lack ambition and reinforce the stereotype that Roma are only capable of low-skilled work and remuneration.

Much of the literature indicates that pockets of good practice exist with governments and civil society pioneering a series of initiatives, which warrant further replication and scaling up. Inclusive models centre on the following initiatives:

- De-segregation
- Staff training
- Mediators in employment
- Targeted schemes re helping Roma move from informal economy



- Public works
- "learning by working" (on-the-job training)
- Affirmative/positive action in for example civil service employment
- Microcredit and cooperatives and social enterprise
- Inclusive and accessible Labour/Employment Centres
- Partnership with civil society
- Raise awareness among Roma of their rights and enable better access to justice

Microcredit and enterprise has long been heralded as a potentially useful tool to address Roma economic exclusion. Micro-enterprise and forms of collectivism, which form part of the social economy, has been viewed as a useful instrument to fix market failure and has been prominent in attempts to alleviate exclusion for ethnic minorities. It is important to note that on account of prejudice and discrimination, the products and services of Roma social enterprises can be difficult to sell to non-Roma customers. Rarely though do local councils and other public institutions take positive actions measures and deploy these enterprises to supply social services, including sanitation or small repairs (Dan et al, 2012).

However, programs that support Roma to go through the underground economy in the management of a legitimate and successful business are minimal. Indeed, there are many obstacles to a Roma who wants to start a new business: the lack of official identification documents, ignorance of the registration process of a new business, finance and tax legislation, and the lack of self-esteem and confidence to such an endeavor. All this can be addressed through integrated support programs to help Roma to become self-employed.

The proponents for Roma micro-lending call for such initiatives to be coupled more intensely with training and business support, including assistance in marketing and professional skills development. Furthermore, it has been argued that micro-finance needs to play less emphasis to commercial notions of debt repayment which can discourage highly excluded Roma from venturing into the social economy (Ivanov and Tursaliev, 2006).

- Public sector programs: best practices

Work programmes have been deployed to reintegrate Roma into the workforce.



Hungary is prominent in the use of public works programmes by involving Roma in the construction of infrastructure projects. Although not targeted at the Roma the scheme is believed to have employed large numbers of Roma (Messing, 2013).

Spain: Developing targeted to Roma programmes offering a wide range of services including job-search, training, counselling, on-the-job training and placement services aim to integrate Roma into the workforce.

National programme of measures for Roma refers to the intensive inclusion of Roma in active employment policy measures: within the public works scheme that offering access without a waiting period; Roma are included in public utilities programmes where no specific skills are required (Hert & Caeneghem, 2012)

- Targeted initiatives by employment centres or measures in place to train and educate staff:

In Romania, Roma jobs fairs have been organised and via ‘Programme 145’ effort has been made to secure Roma employment with an emphasis on customized actions, especially on labour mediation and counselling (Government of Romania – National Agency for Roma 2011).

In Belgium, the regional integration centre “Foyer” has established a Roma & Travellers Support Centre which offers personalised support on Roma & Traveller related issues, in an effort to reinforce the empowerment and integration process through education and training, to social service providers, official bodies, schools and local authorities on the one hand (information, advice, mediation, training, development of links) and to Roma & Travellers on the other (mediation, information, awareness raising, support).

- o [Training of Roma employees in developing personal skills and investigating available opportunities in the labour market and in occupational training](#) (either in self employment or in dependent employment)

Once we want to change a situation, we have to modify at least one of the factors that compose this situation. If we want to do away with Roma discrimination specialised, we must develop the latter’s skills. This is the central point of training.

Training of Roma employees in developing personal skills

Career Guidance and Counselling in drawing an individual working integration plan in order to strengthen and actively participate in the labour market approach through:

- o Investigate personal characteristics which are directly related to the professional skills of beneficiaries (abilities, interests, preferences, values and professional incentives).



- Information on the local labour market regarding trends, nature of professions and its activities, qualifications / technical knowledge and skills required, working conditions and wages. The beneficiaries will be "trained" in order to be able to search needed information by themselves, (self-information - critical information approach)
- Develop personal / business plan and objectives
- Training in Decision Making
- Development and processing business plan
- Matching local labour market with personal, educational and professional profiles of employees
- Information on Labor, Family, Public and Civil Law (for better understanding of their rights and to ensure that employers are accountable before the law, whatever is the employee).

Investigating available opportunities in the labour market and in occupational training:

The Roma Training and counselling in the development and cultivation of horizontal skills must focus on issues relating to **Experiential training** in basic communication principles, improving personal skills, in negotiation techniques, in accessing useful information in occupational training and in job searching Techniques (Enable personal job searching network, ways of job/training searching, ways and means of approaching an employer, CV writing - identifying and highlighting strengths, writing a cover letter, decoding ads, phone calls, gathering information, Personnel Selection Interview-preparation, interview management techniques, evaluation, case studies and simulation interviews)

Provide information and guidance to Roma who are interested in entrepreneurship in specific areas:

Organization and management of a company, Investment Evaluation - Legal form - Accounting / Tax Issues, Promotion Issues – Advertising, Funding Programs, Legal issues, the use of New technology, in order to achieve: improvement of self-knowledge, stress management and psychological empowerment of beneficiaries, Develop a Business Plan, general guidance to follow each beneficiary or to maximize the effectiveness of provided services.

- [Rights and employers' responsibilities - sensitization for employers](#)

The training of Roma is not sufficient by itself to overcome access barriers to employment. Cooperation with employers is a very important step for the integration of Roma in employment and to identify methods to upgrade the skills of Roma and to develop their ambitions. Employers need support and guidance to better understand the Roma and the way Roma are being excluded from the labor market. Also, they need help to realize the benefits of hiring Roma people. Employers are part of the problem and the solution, too.



Employment programs should include actions in cooperation with employers for breaking down stereotypes they have in mind for Roma. Mediation between the two sides can be useful, as additional guidance for the Roma and their employers when hiring can help employees understand the new workplace in which previously had no access and to reassure those who employ Roma for the first time; but some cases require time, as discrimination by employers is so ingrained

CLOSING: Regarding the employment of Roma the most important issue is Roma themselves to understand the connection between the completions of education with increased access/ integration of Roma in employment. In this framework, supporting school-to-work transitions includes

- Fostering employability of young people
- Removing barriers and offering employer incentives
- Re- orientation and lifelong education

Questions for thinking (6-8)

1. You have two persons-one Roma and one non Roma- with exactly the same qualifications, searching for work. Whom you would recommend to an employer?
2. Is there professional orientation in Roma people? Have you ever thought of the way that Roma should be re-oriented?
3. In the context of equality in access to work, do you think that a Roma should be occupied in working position through specific criteria as disadvantaged people (as Roma)?
4. Would you buy products of sanitary nature or visit catering places where people who are working are exclusively Roma?
5. Your organization decides to run a Labour/Employment Centre. The general director proposes you to work as expert on the section - located in Roma settlement - with exclusive access to Roma.
6. Do you believe that the institution of Roma-Mediators should be extended to structures of employment, counseling and supporting for human resources, in general?
7. Do you believe that Roma integration can be easier achieved by creating decentralized structures within the Roma settlements or by pushing Roma to come out of their ghettoized structures?



Co-funded by the Rights,
Equality and Citizenship (REC)
Programme of the European Union



Financed under Justice Programme Rights, Equality and **“©PAL Consortium**
Citizenship Programme and Pilot Projects 2014 of DG Justice