

Better perspective of Roma women in the labour market *(project)*

November 26-27, 2015



Croatian Employment Service – Regional Office Zagreb

Background



- Roma people inhabited the territory of Croatia in the 14th century
- According to the 2011 census - around 17.000 Roma people live in Croatia (0.40% of the total population), although their population is estimated to 40.000
- More than half of them live in 2 Croatian counties: City of Zagreb and Međimurje county
- Legal status:
 - National Strategy for Roma Inclusion (2013-2020) adopted
 - Action Plan for the implementation of the Strategy created



Background

Characteristics of the Roma community

- The family is the basic element of social structure - strong patriarchal relationship
- Multi-member households (of 5-6 members) - mostly unemployed, without a fixed income, receiving social benefits, most live in inadequate housing spaces
- Low level of education, inactive in the labour market, large number of children leave primary school
- Women are often marginalized and focused on the care of children and families

Background

- Most Roma women are inactive in the labour market, unmotivated for job search or look for a job on irregular basis
- Characteristics of the Roma people registered in CES RO Zagreb (in 2011.)
 - Young age - 31% under the age of 30
 - Low level of education - 71% did not finish primary school
 - Inactive in the labour market - 76% with no working experience
 - Long-term unemployed - 69% unemployed for more than 1 year
 - Very rarely employed, remain shortly in employment
 - Low motivation for learning and employment
 - Low competitiveness in the labour market



Project

Need for introducing a new approach to the work of the CES and the Centre for Social Care in providing services to marginalized groups of women in the labour market.

=> **Project: 'Better perspective of Roma women in the labour market'** (IPA IV project, Women in the Labour Market)

Main goal:

Contribute to the development and implementation of more effective active labour market policy, adapted to the needs of the Roma women in city of Zagreb.

Specific goal:

Improve individualized tailor-made support and assistance in acquiring education and job search skills to unemployed Roma women in city of Zagreb.





Beneficiary: Croatian Employment Service – Regional Office Zagreb

Partners: City of Zagreb, Croatian Association of Roma Women 'Better Future', Center for Education, Counseling and Research – CESI, (BFI, Austria – associate)

Duration: 1 year (November 2010 – November 2011)

Budget: 157.206,98€ (121.535,31€ (77,31%) funded by EU)

Target group: 30 unemployed Roma women from Zagreb area
Final beneficiaries: all unemployed Roma women in the city of Zagreb and their families, employers, unemployed, partners, associates, the wider community



Project activities (I):

- The survey conducted among unemployed Roma women - to explore their needs and opportunities for employment
- Labour market research - surveys of employers in order to examine the need for new employment and preparedness for employment of Roma women
- Info seminars for Roma women in order to promote the project
- The selection of Roma women
- The selection and training of job coaches





Project activities (II):

- Workshops, individual trainings and meetings of job coaches and beneficiaries - definition of professional objectives, preparation of resumes and job search action plan
- Trainings: computer literacy and occupation trainings (assistant cook and hotel maid)
- Group support meetings on different topics
- Presentation of active labour market policy to employers
- Connecting Roma women with potential employers - meetings of project beneficiaries with employers, with professional help of job coaches





Project activities (III):

- The establishment of 'CASI Romani' in Zagreb - the Center for counseling, support and information
- Creating and maintaining websites of 'CASI Romani'
- Recording information films and promotional materials (flyers, posters, booklet, etc.)
- Creating a guide to successful job search
- Promotion of the project and 'CASI Romani'





Project risks:

- Lack of motivation of unemployed Roma women to get involved in the project
- Lack of interest and unwillingness of the public to accept Roma women
- Lack of adequate vacancies in the labor market
- Lack of interest of employers to employ Roma women and participation in the project
- Lack of adequate support and openness of the local community (the city) to support

=> **all the risks have occurred to a lesser or greater extent**

Result:

=> pre-conditions for successful integration of Roma women into the labour market in city of Zagreb were created



4 years later...

- Employment status of beneficiaries:
 - 6 employed (mostly as cleaning-lady)
 - 4 use maternal leave
 - 6 inactive in job search (not in register)
 - 14 registered in CES

- 'CASI Romani' currently closed – City of Zagreb in search of a new location

- Active labour market policy – 17 different programmes currently available for Roma people



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