

# **ACTIVITIES OF HRVATSKI ZAVOD ZA ZAPOŠLJAVANJE AIMED AT ROMA INCLUSION IN THE LABOUR MARKET**

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## Strategic framework

- 2003 - National Program for Roma and the Action plan for the Decade of Roma Inclusion 2005 – 2015
- 2012 - National Roma Inclusion Strategy of the Republic of Croatia from 2013 to 2020 and the Action plan for the implementation of the National Roma Strategy
- Guidelines for the Development and Implementation of Active Labor Market Policy 2015 – 2017 – priority: increasing the participation rate of socially most vulnerable persons

# Activities aimed at the preparation for employment

- **Informing** – informing unemployed persons about role and tasks of CES, rights and obligations of the unemployed, about the need for active job search
- **Individual counseling** - individual work of the CES counselors with the unemployed with the goal of collecting information necessary for estimating professional, working and personal potential of an unemployed person
- **Individual consultation** - includes mutual contacts between the employment counselor and the unemployed, in order to inform and advice on vacancies, outcomes of job applications and activities directed to preparing for employment and reinforcement of employability. The counselor and the unemployed person should be in contact at least once every four weeks, but where it is needed, especially with the long-term unemployed, counseling and consultation can be done on a weekly basis. Individual consultation can be delivered face to face, by e-mail, phone or online.

# Activities aimed at the preparation for employment

## Workshops

Motivational and strengthening workshops for active job search, developing skills and abilities to perform a realistic self-assessment, learning how to write a curriculum vitae and the way of introducing yourself to an employer

- “How to search for a job”
- “How to introduce yourself to the employer”
- “Self-assessment workshop”

## Activities aimed at the preparation for employment

- **Professional informing and counseling** consists of the assessment of capabilities, interests and motivation of unemployed Roma for education, training and employment
- **Assessment of remaining work capability** is aimed at defining jobs a person can do, especially for persons older than 45 Roma older than 45 have very low levels of education and are not motivated enough
- **Targeted visits to the employers** - aimed at improving their attitude towards the employment of the Roma and informing on possibilities of co-financed employment of Roma
- **Meetings** with employers` associations, union representatives, Roma associations at the local level
- **Group informing on self-employment** and possibilities of starting their own enterprises and informing and counseling on the possibilities of self-employment.

# CES measures of active employment policy

## **The package of measures targeting Roma;**

- Training and occupational training without commencing employment
- Public works
- Employment/self-employment subsidies

## Main characteristics of measures

- **Employment subsidies** – up to 50% of the gross salary amount to the employers who employ a member of the Roma national minority who is registered as unemployed
- **Self-employment subsidies** – a fixed amount of subsidy for the coverage of a business start-up expenses for unemployed persons who have developed a business idea
- **Public works** – short-term employment in community-service oriented jobs
  - persons employed in public works programs receive minimum wage

## Main characteristics of measures

- **Training of the unemployed** – unemployed persons are included in training programs which are in demand in the local labor market
  - persons receive financial aid, travel expenses and insurance coverage
  - the cost of training is paid to the training institution
- **Occupational training without commencing employment** – for acquiring work experience in the occupation
  - persons receive financial aid and travel expenses reimbursement
  - the employer receives the reimbursement of the obligatory pension insurance contributions



## The results of implementation

- Over the period of last four years, the number of Roma included in ALPMs has been increasing
- The total number of participants in the period from 2010 – 2014 was 3033 (1005 women)
- Most widely used measure is public works – 2842 participants (950 women), followed by training, employment subsidies, self-employment subsidies and occupational training without commencing employment
- In the first half of 2015, 637 persons were included in ALMPs (39.7% of them were women)



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■ THANK YOU!

