



# Fostering better Roma future: Employment, Education, Social Services

## The experience from North Macedonia





## BACKGROUND

- Implementation of the Roma inclusion policies is slow and lacking sufficient capacity for implementation, coordination and monitoring.
- The government has increased funding for Roma integration policies but poor absorption of funds remains a problem.
- Lack of coordination of the institutions and inter-institutional cooperation at central and local levels in the development and implementation of employment policies;
- Lack of involvement of the local government in identifying the problems and needs and recommending measures to overcome them;
- Lack of specialized programs for employment of Roma;
- Only 3% of those benefiting from active labor market measures (ALMM) are Roma.

## BACKGROUND

- Roma communities continue to face barriers to regular and quality education and training.
- low offering of literacy programs, and qualification and re-training of unemployed Roma in accordance with their identified needs/opportunities;
- ineffective sharing of information to Roma on possible employment by the responsible institutions;
- low levels of education limit most of the Roma to the lowest and least paid jobs, often in grey economy
- limited access to ALMM's;

## CREATING JOB OPPORTUNITIES FOR ALL *Main Phase*

Project duration: December 2018 – October 2022

Project budget: CHF 4,801,688

Implementer: UNDP in partnership with the Ministry of Labor and Social Policy and the Employment Service Agency of North Macedonia



**LeavingNoOneBehind**



# BEST PRACTICES

## **measures that showed promising results to increase employability of Roma population:**

- Personalized approach – Roma mentors (case managers) as reference persons for the beneficiaries and the target community working on individual cases (personal employment path)
- ACCEDER – developing the capacity of 2 local NGOs to institutionalize the approach, work with families rather than individuals



# BEST PRACTICES

**ALM measures that showed promising results or could increase the employability of Roma population:**

- **Community Work Programmes (CWP) supports short-term engagement of the hardest to employ job seekers as social service providers.** Supported programmes are focusing on delivering different types of services to marginalized groups, like elderly, children and adults with disabilities, health care services etc.
- **Public works** generating temporary jobs through public works programs, plays important role in helping the government addressing temporary unemployment, especially during the current crisis of COVID19. Primary education
- CJO4A supported national institution to developed and modernize the provisions of **primary adult education** which is prerequisite for participation at the labor market. The intervention was initiated among juveniles in correctional- penalty institutions



# SYSTEMIC BARRIERS UNDERMINING BEST PRACTICES

- Legal framework, main barrier
- Fear of losing of “social benefit recipient status” and consequences activated by the same (e.g. forced debt collection by enforcement agent )
- Inherited debts from the parents