

ROMA EMPLOYMENT ACTION PLAN

Objective	Measures to be undertaken	Expected results	Indicators	Implementing institutions	Monitoring agencies	Timeframe	Budget
I Defining- updating database	1. Systematic collection of data on unemployed Roma	1.1. Functional database (as pilot database) 1.2 Reporting system developed (at all levels) and database established;	1.1. Database designed; 1.2. Records on active job search, financial and social security;	<ul style="list-style-type: none"> ▪ Agency and Bureaus of Statistics in BiH ▪ BiH Labour and Employment Agency ▪ CIPS - MCA ▪ Entity Employment Institutes and BiH Brčko District Institute ▪ Canton Employment Services ▪ Municipal Employment Bureaus ▪ Roma Associations in BiH, RS Roma Association and resource centres 	<ul style="list-style-type: none"> ▪ Council of National Minorities to BiH Parliamentary Assembly ▪ Council of Roma ▪ Roma Board to BiH Council of Ministers ▪ BiH Ministry of Human Rights and Refugees (MHRR) ▪ BiH Ministry of Civil Affairs (MCA) 	1. Nine months upon adoption of Action Plan	150,000 KM for database establishment
	2. Establishment of appropriate records and their maintenance	2.1. Unemployment records established; 2.2. Updated data	2.1. Compiled data on qualifications, age and gender structure, and disability; 2.2. Updated database			2. Records established by end of 2008 and continuous maintenance	30,000 annually for updating
	3. Conduct training for staff which is to create database;	3. Developed technical specification for IT equipment, IT equipment procured, and people trained to work with it.	3. Approx. 100 persons trained for creating database (from Bureaus of Statistics, Employment Institutes, ministries, Roma			3. Five months upon adoption of Action Plan	

			representatives).				
II Creating stimulating programmes	<p>1. Regularly adopt annual Roma employment programmes.</p> <p>2. Employ Roma with employment services at canton and regional levels, and in local communities</p> <p>3. Provide funds to: - co-finance employers for Roma employment - support for Roma self-employment (for setting up family business or small business);</p> <p>4. Simplify procedures, introduce reliefs, and provide professional assistance in local communities relating to Roma self-employment;</p> <p>5. During implementation of projects of housing and business facilities construction and reconstruction in Roma communities, give priority to construction companies owned by Roma (including need for amendments to legislation);</p>	<p>Results for all measures are as follows:</p> <p>1. Increased Roma employment (in absolute amount and amount in percentage)</p> <p>2. Improved Roma entrepreneurship</p> <p>3. Reduced Roma poverty</p> <p>4. Active measures designed</p>	<p>1. Number of programmes intended for Roma and number of Roma involved in programmes;</p> <p>2. Number of Roma employees with employment services at canton and regional levels, and in local communities</p> <p>3. Number of planned programmes and amount of realised funds in budgets of all levels of all authorities and competent institutions;</p> <p>4. Number of self-employed Roma</p> <p>5. Number of granted and realised jobs and companies owned by Roma;</p> <p>5.1 Number of employed Roma;</p> <p>6. Number of companies owned by</p>	<ul style="list-style-type: none"> ▪ Governments (entity and canton, and Brčko District Government) ▪ Competent entity and canton Ministries and competent services of Brčko District Government ▪ Employment Institutes and Services • Local and regional development and entrepreneurs hip agencies ▪ Mayors ▪ Roma NGOs in BiH, RS Roma Association and resource centres 	<ul style="list-style-type: none"> ▪ BiH MHRR ▪ BiH MCA ▪ Competent entity Ministries ▪ Employment services ▪ Council of National Minorities to BiH Parliament ▪ Council of Roma ▪ Roma Board to BiH Council of Ministers ▪ Donors 	2008 – 2015	25,000,000.00 KM (annually – 2,5 million)

	<p>6. Provide funds to co-finance Roma women and youth employment and self-employment programmes;</p> <p>7. Provide funds in entity, canton and municipal budgets for active employment measure programmes by competent institutions;</p> <p>8. Plan for introduction of Roma employment reliefs by means of exempting employers from income tax and subsidizing contributions for a period of two years if they employ Roma.</p> <p>9. Support adoption of recycling programme as one of requirements for BiH accession to EU, source of income and possibility for larger Roma employment, establish recycling agency and solid waste management associations;</p> <p>10. Ensure equal treatment relating to granting funds by micro-credit organisations (with lower interest rates and longer grace period);</p> <p>11. Support programmes for setting up companies by Roma;</p>		<p>Roma involved in reconstruction projects;</p> <p>7. Number of companies registered by Roma, and number of employees;</p> <p>8. Number of companies and entrepreneurs exempt from tax, and number of subsidies; 8.1 Number of employed Roma</p> <p>9. Number of established recycling agencies and solid waste management associations;</p> <p>10. Number of loans and registered businesses based on allocation of funds by micro-credit organisations, and non-repayable funds by employment services and other institutions;</p> <p>11. Number of Roma employed with existing companies (private and public</p>	<p>Municipalities where a larger number of Roma live (especially for Measure 15)</p>			
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	<p>12. Create special stimulating programmes for Roma employment in economic and social activities sectors where there is interest of Roma (traditional artisan, small businesses...);</p> <p>13. Create specific employment programmes for disabled Roma, Roma women and young people;</p> <p>14. Exempt companies owned by Roma and employers employing Roma from fees in the course of allocating business premises and land lots owned by municipalities, as well as from other obligations within municipal competence;</p> <p>15. Stimulate Roma employment in registered Roma associations;</p> <p>16. Give Roma priority, through special programmes, when allocating state-owned land to be used (e.g. for organic food production);</p> <p>17. Involvement of Roma in public works programmes in local communities.</p>		<p>companies and institutions);</p> <p>12. Number of Roma employed through stimulating programmes;</p> <p>13. Number of employed disabled Roma, Roma women and young people.</p> <p>14. Number of Roma employed in traditional artisan and innovative businesses</p> <p>17. Number of local communities that organised public works; 17.1. Number of Roma involved in public works;</p>				
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<p style="text-align: center;">III Amendments to legislation and enforcement</p>	<p>1. Analysis of general employment conditions and their control for the purpose of preventing all types of discrimination;</p> <p>2. Expedite process of adoption of regulations on establishment and operation of private employment agencies;</p> <p>3. Examine legal prerequisite for introduction of special measures aimed at Roma employment;</p> <p>4. Introduce tax relief for work of businesses owned by Roma for a period of two years upon registration;</p> <p>5. Involve and consult Roma NGOs in the course of making analyses and drafting regulations.</p>	<p>1. Roma integration in current labour market</p> <p>2. Equal access, that is, availability, in terms of Roma employment</p> <p>3. Friendlier environment and climate for Roma employment created</p> <p>4. Roma NGOs consulted in the course of making analyses and preparing regulations</p>	<p>1. Analysis of conditions for Roma employment made;</p> <p>2. Decree on private employment agencies adopted (analysis of existing experience in the RS);</p> <p>3. Analysis of prerequisites for affirmative actions in terms of Roma employment;</p> <p>4. Enactment of a bill on amendments to laws governing taxes and contributions;</p> <p>5. Analysis of local laws alignment with international standards in terms of employment issue.</p>	<ul style="list-style-type: none"> ▪ Legislative authorities at state, entity and canton level, and level of BiH Brčko District ▪ BiH Council of Ministries, entity Governments, and Brčko District Government ▪ Competent entity and canton Ministries, and competent services of BiH Brčko District Government ▪ Competent inspections ▪ Roma Associations in BiH, RS Roma Association and resource centres 	<ul style="list-style-type: none"> ▪ Council of National Minorities to BiH Parliamentary Assembly ▪ Council of Roma, ▪ International organisations (MOR, OSCE, CE, and other competent institutions) ▪ Roma Board to BiH Council of Ministers 	<p>1 Six months upon commencement of action plans implementation</p> <p>2. Six months upon adoption of action plans</p> <p>3. Six months upon commencement of action plans implementation</p> <p>4. By end of 2008</p> <p>6. Periodically and as found necessary</p>	<p>30,000 KM</p>
<p style="text-align: center;">IV Roma</p>	<p>1. Adopt programme and</p>	<p>1. Roma trained for</p>	<p>1. Operational plan</p>	<ul style="list-style-type: none"> ▪ Entity and canton Ministries of Education ▪ Employment Institutes and 	<ul style="list-style-type: none"> ▪ Council of National Minorities to BiH Parliamentary Assembly 	<p>For adoption of documents:</p> <p>1. Six months upon action plan adoption of</p>	<p>1. 100,000 KM</p>

<p>education, additional training and re-training</p>	<p>operational plans on unemployed Roma educational needs;</p> <p>2. Adopt plan for additional training and re-training according to labour market needs and for the purpose of self-employment;</p> <p>3. Adopt plan for disabled persons' professional rehabilitation according to labour market needs and for the purpose of self-employment;</p> <p>4. Adopt plan for primary education of Roma registered in unemployment records;</p> <p>5. Training Roma for active job search, setting up their own business and self-employment</p>	<p>active job search, setting up their own business and swifter inclusion in labour market.</p>	<p>for educational needs adopted</p> <p>2. Plan for additional training and re-training adopted;</p> <p>3. Plan for professional rehabilitation adopted : number (%) of re-trained, additionally trained, and professionally rehabilitated Roma;</p> <p>4. Number of Roma registered in the records made literate</p> <p>5. Number of Roma trained to actively search for job and set up their own business.</p> <p>6. Number of Roma who kept full-time employment upon one year of employment</p>	<p>Services</p> <ul style="list-style-type: none"> ▪ Additional training and Re-training Centres, professional rehabilitation organisations and institutions ▪ Roma NGO sector: Roma associations in BiH, RS Roma Association and resource centres ▪ Employers' associations 	<ul style="list-style-type: none"> • Branch ministries ▪ Employment Institutes ▪ Roma Board to BiH Council of Ministers ▪ BiH Council of Roma 	<p>Action Plan</p> <p>2. One year upon adoption of Action Plan</p> <p>3. One year upon adoption of Action Plan</p> <p>4. Nine months upon adoption</p> <p>For implementation</p> <p>5. continuous</p>	<p>annually for adoption</p> <p>2. 120,000KM for adoption</p> <p>3. 120,000KM for adoption</p> <p>4. For adoption 20,000 KM + regular budgetary line items for scholarship.</p> <p>5. 20,000 KM for adoption</p> <p>5,000,000.00 for implementation of measures from 1 to 5.</p>
	<p>1. Inform Roma of labour market needs and possibilities for additional training, re-</p>	<p>1. Manner and form of informing established</p>	<p>1. Number, contents and quality of printed material and other information material</p>	<ul style="list-style-type: none"> ▪ Competent entity and canton 	<ul style="list-style-type: none"> ▪ Council of National Minorities to 	<p>1. Continuous</p>	

<p style="text-align: center;">V Awareness raising and information</p>	<p>training and professional rehabilitation, inform Roma of already existing benefits, incentives and other employment and self-employment reliefs;</p> <p>2. Create conditions for Roma associations to work as info-centres;</p> <p>3. Establish partnership between Roma associations and authorities;</p> <p>4. Increase society and Roma NGOs awareness of need for greater mutual solidarity, but also taking on responsibility for their own socio-economic position, with higher level of coordination;</p> <p>5. Raise Roma awareness of need for registering with bureaus and involvement in all programmes;</p> <p>6. Raise Roma awareness of necessity to become involved in training, re-training and additional training programmes, as well as of</p>	<p>2. Larger number of Roma registered in unemployment records</p> <p>3. Reduced discrimination against Roma</p> <p>4. The media are more sensitive in reporting on Roma problems</p> <p>5. Roma bulletin launched</p>	<p>2. Number and contents of programmes, number and structure of participants in radio and TV programmes, and fora-public debates;</p> <p>3. Number of joint meetings held between representatives of associations and authorities</p> <p>4. Increased percentage of Roma registered with Employment Bureaus;</p> <p>5. Number of municipalities, Roma NGOs and other institutions to whom action plan has been distributed;</p> <p>6. Number, quality and contents of presentations and campaign material in schools;</p> <p>7. Number of Roma</p>	<p>Ministries and competent services of BiH Brčko District Government</p> <ul style="list-style-type: none"> ▪ Employment Institutes and Services, employers' associations ▪ NGOs dealing with Roma issues ▪ RIC – Roma Information Centre; ▪ Public broadcasting services, the media; ▪ CRA ▪ Roma associations in BiH, RS Roma Association and resource centres 	<p>BiH Parliamentary Assembly</p> <ul style="list-style-type: none"> ▪ Branch Ministries (MHRR) ▪ CRA ▪ Roma Board to BiH Council of Ministers ▪ BiH Council of Roma ▪ International NGOs ▪ Donor(s) (i) 	<p>300,000 KM annually</p> <p>100,000 KM annually for Roma Information Centre</p>
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	<p>needs for compliance with systemic regulations;</p> <p>7. Develop programme for improvement of media treatment and ensure the media (public broadcasting services) in BiH make their own programme</p> <p>8. Launch information campaigns (publications and manuals);</p> <p>9. Raise society awareness of bigger need for Roma employment (educational institutions, media);</p> <p>10. Prevent discrimination through advertising system (especially trafficking ads);</p> <p>11. Promote positive examples from Roma communities</p> <p>12. Launch Roma bulletin (bilingual) through Roma Information Centre.</p>		<p>covered by workshops, seminars, campaigns, fora - public debates;</p> <p>8. Number of seminars for Roma NGOs;</p> <p>9. Contents and quality of training for journalists and civil servants about Roma problems;</p> <p>10. Analysis made on contents of programmes and written reports in the media</p>				
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