



## Republic of Serbia

### Roma Employment Action Plan

			own business on an annual basis				
Employment (in SMEs/private companies)	<p>Prepare the Roma for the transition and post-transition period and new demands on the market</p> <ul style="list-style-type: none"> <li>- The employed Roma</li> <li>- The Roma as redundant labor at companies that will undergo ownership restructuring</li> <li>- The Roma engaged in the informal sector and in un-registered activities</li> <li>- Revitalization of the old Roma crafts</li> </ul>	<ul style="list-style-type: none"> <li>- Life-long education</li> <li>- Training in the field of new technologies and skills</li> <li>- Upgrade the regulatory framework stipulating incentives for SMEs (lower taxes, simplified registration procedure)</li> <li>- Training for redundant Roma in business association. The Government should set the level of severance pay for redundant workers who engage in business association</li> <li>- Train the Roma active in the field of old Roma crafts to meet the new requirements on the market, promote the manufacturing process, get to know about the new technologies and ways to make products and services more competitive on the market, about their activity registration procedure and how to keep business records</li> </ul>	<ul style="list-style-type: none"> <li>- percent of Roma employees kept their jobs in privatized companies</li> <li>- the number of re-employed Roma (every 6 months) following the completion of training in occupations currently in demand on the market</li> <li>- percent of Roma engaged in the informal sector and self-employed Roma registered their activity (per annum)</li> <li>- percent of Roma employees who are redundant started up their association based on severance pay received</li> <li>- percent of Roma engaged in the old crafts registered their skills, manufacturing technology</li> </ul>	<p>NES, NC, NGOs</p> <p>Every 6 months/per annum</p>	<ul style="list-style-type: none"> <li>- EXISTING: The NES to continue developing the database on trainings</li> <li>- NEEDS: databases for re-employed Roma and newly-registered businesses started up by the Roma</li> </ul>	60,000.00	2015
Employment	<p>Increase the Roma's employability</p> <ul style="list-style-type: none"> <li>- The unemployed</li> <li>- Persons with</li> </ul>	<p>1) Training in the crafts and skills that are officially recognized (certificates and diplomas) such as building construction, manufacture and services, agriculture</p>	<p>1) 500 Roma (30 percent women) trained per year</p>	<p>NES, NC, NGOs</p> <p>-</p> <p>per annum</p>		1) 36,000.00	2015

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	<ul style="list-style-type: none"> <li>- disabilities</li> <li>- Women</li> <li>- Young people</li> </ul>	2) Subsidies for health, pension, social insurance and insurance against unemployment for Employers who take on Roma (for a two-year period)	2) 1,000 Roma employed under the subsidies program for Employers			2) 857,000.00	
Employment (public works)	Inclusion of the unemployed Roma in the public works program	Increase the employment rate of the Roma under the public works program (Roma for their community, Roma for other local communities and municipalities)	The number of Roma taking part in the public works program trained in different activities	NES, NC, NGO - Every 6 months/per annum		228,600.00	2008
Employment (motivation)	Boost the Roma's motivation for active job hunting	<ul style="list-style-type: none"> <li>1) Set up job clubs in Roma settlements (setting as the targets re-socialization, active search for jobs, writing resumes, etc.)</li> <li>2) Training in the field of active job searching</li> </ul>	<ul style="list-style-type: none"> <li>1) 200-300 Roma joined the job hunting clubs on an annual basis</li> <li>2) 1,000 Roma attend active job-hunting trainings on an annual basis</li> </ul>	NES, NC, NGO - Every month/per annum		17,000.00	2008
Employment (in local and public institutions)	Reduce the disparity between the Roma's share in the total population and the proportional number of their representatives in local and public institutions	<ul style="list-style-type: none"> <li>1) Employ the Roma in public services (in proportion to their percentage share in the population)</li> <li>2) Affirmative action by the authorities/administrative bodies</li> </ul>	<ul style="list-style-type: none"> <li>- the number of Roma employed with local public institutions serving their community and meeting the local authorities' needs</li> <li>- The Roma are equally represented as other minorities in the public institutions (according to their share in the total population)</li> </ul>	NES, NC, NGOs - per annum			2006.
Employment (legislation)	<ul style="list-style-type: none"> <li>Integrate the Roma into the existing labor market</li> <li>Include the Roma</li> </ul>	<ul style="list-style-type: none"> <li>Create and adopt the relevant regulatory framework</li> <li>- Recognize the affirmative action principle in the process of adopting programs in</li> </ul>	- increase in the domestic financial means for the implementation of active employment measures of				

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	<p>employment issue in the general employment policy in the country</p> <p>Equal access to jobs for the Roma</p>	<p>accordance with Article 31 of <i>the Law on Employment and Insurance Against Unemployment</i></p> <ul style="list-style-type: none"> <li>- Ensure the application of the affirmative action principles with respect to the members of the Roma population in granting self-employment subsidies</li> <li>- Allocate special self-employment subsidy funds for cases of entrepreneurial association of jobless persons</li> <li>- Application of Article 8 of the <i>Law on Employment and Insurance Against Unemployment</i> and Article 12 of the <i>Labor Law</i> (ban on discrimination in access to jobs and at work) and Article 218 of the <i>Law on Employment and Insurance Against Unemployment</i> (compensation in case of discrimination)</li> <li>- Set the standards in advertizing to prevent the appearance of discriminatory messages in vacancy announcements</li> <li>- Implementation of Article 102 of the <i>Law on Employment and Insurance Against Unemployment</i></li> </ul>	<p>the NES</p> <ul style="list-style-type: none"> <li>- the number of unemployed Roma self-employed thanks to the subsidies for the category of persons belonging to the ethnic minorities with an extremely high unemployment rate</li> <li>- the Roma work force is more competitive on the labor market (quality analysis)</li> </ul>				
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Employment (organizing arrangements)	Strengthen the Roma workers' identity and raise their awareness	<ol style="list-style-type: none"> <li>1) Training and campaign in the field of worker's rights, workers' organizing arrangements, the meaning and methods of trade union struggle, collective bargaining, organizing arrangements within a particular trade, lobbying on the market for better prices and terms of work</li> <li>2) Training in the registration procedure for trade union, professional and cooperative associations</li> </ol>	<ul style="list-style-type: none"> <li>- the Roma workers more competitive on the labor market</li> <li>- the number of trade unions, professional and cooperative associations established per year</li> <li>- the self-employed Roma, trade associations, cooperatives offer more competitive products and services on the market</li> </ul>	NC and NGOs			
Vacancy information exchange	Access to job information and information on the existing economic empowerment opportunities for the Roma	<ul style="list-style-type: none"> <li>- Information campaign on different types of services rendered by employment agencies</li> <li>- Cooperation/exchange of information between the Roma NGOs and the employment agencies on employment matters</li> </ul>					
Employment	The empowerment of the Roma population for employment	<ol style="list-style-type: none"> <li>1. Education and dissemination of information to the Roma community on the programs and projects launched in the field of employment</li> <li>2. Education on the exercise of the right to employment</li> <li>3. Education on the possibilities of rights protection in case of discrimination</li> </ol>	<ol style="list-style-type: none"> <li>1. The number of Roma covered by seminars, workshops, campaigns, panel discussions</li> <li>2. Brochures produced on the implementation of the right to employment</li> <li>3. The number of radio and TV programs addressing this problem</li> <li>4. The number of covered Roma informed about how to exercise the right to employment</li> </ol>	NC and NGOs			2005- 2015

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## **Roma Employment Action Plan**

- The costs are given in EUR on an annual basis

### **Funds required:**

- **On an annual basis (approximately) = EUR 1,378,600.00**
- **Decade 2005 – 2015 (approximately) = EUR 11,609,600.00**