

Promoting the integration of low-skilled young Roma into the labour market in Hungary and Slovakia

Why is this project needed?

Roma face disadvantages in finding employment, and unfortunately this situation has not improved significantly even with increased labour shortages. Possible reasons for not accepting Roma jobseekers are prejudices or fear of customer reactions. Young Roma with low education face a particularly difficult situation as there are few jobs where no previous experience or higher education is needed. Services that support the creation of an inclusive workplace are not widespread, and in many cases local NGOs that help the Roma do not have the appropriate methodological skills to do so. At the same time, increasing labour shortages are opening doors to employers even for disadvantaged groups.



©BAGázs

Project objectives:

The project aims to develop services that support inclusive workplaces and the integration of unskilled Roma youth into the labour market.

The overall aim of the project is to alleviate discrimination in the labour market and to develop, test and disseminate the necessary methods.

Target group:

Roma aged 18-24 who have completed primary school or secondary vocational school

Low-educated young Roma face many obstacles to finding employment. They often need support to acquire basic skills, job-seeking skills, or to increase and maintain self-confidence and motivation. In addition, they may face prejudice or unintentional discrimination during the job search, recruitment process and subsequent employment.

Activities planned within the project:

- development of methodology and training materials for Roma youth employment support services
- developing training materials for employers to ensure long-term employment of Roma youth
- handing over the method to NGOs and local youth organizations
- testing of the method in Hungary and Slovakia, exchange of experience
- Impact assessment of support for employers and Roma youth
- dissemination of assessment methods and results to HR professionals, training providers, NGOs, public and private employment services within Hungary, Slovakia and surrounding countries

Expected project results:

- For NGOs: a methodology to promote the employment of low-skilled young Roma, a training curriculum for mentor training and for employer sensitization training
- Short videos about project results
- Project impact assessment
- Involvement of 50 young people and provision of help to at least 17 young people to take up employment
- Training for 90 professionals and 50 mentors

What does the project offer to employers?

- Group training for heads of HR departments, people responsible for hiring new employees on employing Roma
- Individual counselling to help integrate young Roma in the workplace
- Mentor support in the integration of Roma youth in the workplace
- Mediation if necessary
- Contact with the manager, internal mentor after placement, support for job retention

Project Coordinator:

- Budapest Institute for Policy Analysis • bpinst.eu
- The Institute prepares independent analyses and impact assessments on the preparation, monitoring and evaluation of policy decisions.
- Coordinates the project implementation in Hungary and Slovakia and is responsible for project impact assessment.

Partners:

- BAGázs public benefit association • bagazs.org
- BAGázs strives to overcome the socio-cultural disadvantages of people living in segregated Roma settlements so that they are not passed on to the next generation. Their aim is to consciously develop and strengthen the local community.
- In the project, the association is responsible for developing methods and training materials as well as testing the training in Hungary.
- EPIC Slovakia • epic-org.eu
- EPIC Assist is a non-governmental organization and long-term employment service provider in Australia. In Slovakia, one of the main objectives of EPIC is to influence the creation of public policies in the area of employment and social inclusion of marginalized groups.
- EPIC is responsible for the trainings in Slovakia.
- Employers' Forum for Equal Opportunities (MEF) • mef.forum.hu
- The aim of MEF is to draw the attention of employers to the importance and benefits of employing disadvantaged target groups.
- Within the project, the role of the MEF is to recruit employers and comment on training materials
- Salva Vita Foundation • salvavita.hu
- Activities: training for people with disabilities who want to work, for field professionals and for employers who are open to the employment of people with disabilities, developing methodology, specialist books and methodological films
- Within the project, the Foundation is responsible for developing the methodology of labour market services and supports the development and transfer of training materials.

This project is funded by the European Union's Rights, Equality and Citizenship Programme (2014-2020).

More information:

http://bpinst.eu/index.php/projektek/adatlap/supporting_employers_hiring_low_skill_roma_youth/en

e-mail: eszter.szedlacsek@budapestinstitute.eu

