

# COUNCIL OF EUROPE DIALOGUE WITH ROMA AND TRAVELLER CIVIL SOCIETY



**Meeting Report of the 4th  
Council of Europe Dialogue with  
Roma and Traveller Civil Society**

October 2017

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## Meeting Report of the 4th Council of Europe Dialogue with Roma and Traveller Civil Society

*The term "Roma and Travellers" is used at the Council of Europe to encompass the wide diversity of the groups covered by the work of the Council of Europe in this field: on the one hand a) Roma, Sinti/Manush, Calé, Kaale, Romanichals, Boyash/Rudari; b) Balkan Egyptians (Egyptians and Ashkali); c) Eastern groups (Dom, Lom and Abdal); and, on the other hand, groups such as Travellers, Yenish, and the populations designated under the administrative term "Gens du voyage", as well as persons who identify themselves as Gypsies.*

*The present is an explanatory footnote, not a definition of Roma and/or Travellers.*

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# 01 INTRODUCTION

## DIALOGUE CONCEPT

The Roma and Travellers Team is responsible for the coordination and implementation of policies and activities regarding Roma and Traveller issues of the Council of Europe with key emphasis on monitoring national policies and activities, developing sustainable networks with all level key stakeholders and promoting effective strategies for Roma and Traveller inclusion.

In light of the Secretary General's proposal to create a mechanism for regular dialogue with Roma civil society organisations, as set out in document GR-SOC(2015)3 rev, the Ad Hoc Committee of Experts on Roma and Traveller Issues (CAHROM) endorsed changes to the Council of Europe's Dialogue platform with Roma and Traveller civil Society [[CAHROM\(2017\)16](#)], at its 13th plenary meeting (Prague, Czech Republic, 31 May-3 June 2017), in order to ensure maximum civil society's input and sustainable follow-up activities on Roma and Traveller issues in line with the [Thematic Action Plan on the Inclusion of Roma and Travellers 2016-2019](#).

The Dialogue with Roma and Traveller Civil Society serves as a forum for Roma and Traveller civil society, the Council of Europe and other stakeholders to improve their knowledge through exchange experiences and sharing of best practices, plan future co-operation activities at national and local level.

Each Dialogue meeting will focus on specific topics chosen by the Council of Europe Secretariat based on priorities and actions contained in the Council of Europe Thematic Action Plan on the Inclusion of Roma and Travellers (2016-2019), or additional Council of Europe relevant priorities. On an exceptional basis, additional topics for discussion could also be identified in order to respond to emergency/crisis situations in Europe/member States which require immediate dialogue with civil society and action. Cooperative work between all stakeholders is encouraged.

## OBJECTIVES OF THE DIALOGUE MEETING

Reinforce regular dialogue and consultation between the Council of Europe and Roma and Traveller civil society, including those working at grassroots level, on policies and practices relevant for the inclusion of Roma and Travellers, as identified in the Council of Europe Thematic Action Plan on the Inclusion of Roma and Travellers (2016-2019) and additional priorities identified in consultation with the Council of Europe's entities and monitoring bodies



Channel the outcomes/ conclusions/follow-up proposals of this regular dialogue prepared by two appointed civil society rapporteurs through member States (via the CAHROM) and the (National) European (Union) Platform for Roma Inclusion with a view to multiplying the impact of the Dialogue



Timeframe permitting, for any future revision of the Council of Europe Thematic Action Plan on the Inclusion of Roma and Travellers (2016-2019), the Roma and Traveller civil society could be consulted through the Dialogue before new Council of Europe priorities are set. Alternatively, act as civil society consultative body on the implementation of the Council of Europe Thematic Action Plan on the Inclusion of Roma and Travellers (2016-2019)

# 02 NEW PROCEDURES ADOPTED

## NEW PARTICIPATION AND SELECTION PROCEDURES:



The new concept of the Dialogue reinforces the need to focus on Roma and Traveller issues with the involvement of individual expertise, whether or not they are part of international or national organisations, in this way benefiting from the hands-on experience of independent experts working at grassroots level and understanding the real concerns and

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On an exceptional basis, additional topics for discussion could also be identified in order to respond to emergency/crisis situations in Europe/member States which require immediate dialogue with civil society and action. Cooperative work between all stakeholders is encouraged. This reinforces the need to focus on Roma and Traveller issues with the involvement of individual expertise, whether or not they are part of international or national organisations, in this way benefiting from the hands-on experience of independent experts working at grassroots level and understanding the real concerns and issues at stake.

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Cooperative work between all stakeholders is encouraged. In order to ensure maximum expert input and sustainable follow-up activities, Roma and Traveller individuals and other experts from civil society will need to respond to a call for application, different for each Dialogue meeting, through which participants should clearly state their expertise on the topic and their motivation to participate in the Dialogue. A rotation of participants is encouraged as a means of increasing capacity and expertise, widening the spectrum of participation, multiplying

**DESIGNATION OF TWO AD HOC DIALOGUE  
RAPORTEURS TO REPORT BACK TO THE  
CAHROM**

Following review recommendations, instead of a joint day between the CAHROM and Roma and Traveller civil society, two ad hoc Dialogue rapporteurs from amongst the selected Dialogue meeting participants will report to the CAHROM of the results, conclusions and follow-up proposals of the Dialogue meeting.

The call for application for each Dialogue meeting also includes a specific question whether the participant would like to take on the role of rapporteur for that specific Dialogue meeting. The SRSG Roma Support team examine the proposals and then proceeds with the designation of the two ad hoc Dialogue rapporteurs from Roma and/or Traveller civil society. The Dialogue rapporteurs, different from each Dialogue meeting, will be invited, on an ad hoc basis, to the relevant agenda item(s) of the CAHROM plenary meetings to report and exchange with the CAHROM participants about issues resulting from the Dialogue meeting. The CAHROM will examine the conclusions with a view to incorporating them into its work and promoting their implementation.

## 03 THEMATIC FOCUS

The topic for the 4th Dialogue was chosen in response to:

- ✓ The CoE Thematic Action plan on the Inclusion of Roma and Travellers 2016-2019

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- ✓ The results of the 2011 survey in 11 EU Member States and the EU MIDIS 2016 FRA Survey

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- ✓ The 2016 CAHROM report following the thematic visit on Vocational Education and training for Roma which noted that relatively little focus is put on vocational education and training

### CONCEPT PAPER FOR THE 4TH DIALOGUE MEETING : FROM EDUCATION TO EMPLOYMENT

The results of the 2011 survey in 11 EU Member States<sup>1</sup> and the EU MIDIS 2016 FRA Survey covering 9 EU Member States<sup>2</sup> confirm that largely Roma children are behind in educational achievement and show a considerable gap between Roma and non-Roma children attending schooling. Despite the efforts to expand and improve education for Roma children over the years, as many as 50 % of Roma children in Europe fail to complete primary education and only a quarter complete secondary education. Participation in education drops considerably after compulsory education where only 15 % of young Roma adults have completed upper-secondary general or vocational education.

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1 Bulgaria, Czech Republic, France, Greece, Hungary, Italy, Poland, Portugal, Romania, Slovak Republic and Spain; report and analysis of data available at: <http://fra.europa.eu/en/publications-and-resources/data-and-maps/survey-data-explorer-results-2011-roma-survey>

2 Bulgaria, Croatia, Czech Republic, Greece, Hungary, Portugal, Romania, Slovak Republic and Spain; report accessible at: <http://fra.europa.eu/en/publication/2016/eumidis-ii-roma-selected-findings>

The link between education and unemployment poverty is strong amongst Roma and Traveller communities in Europe. The gap in unemployment between Roma and non Roma seems to be alarmingly the greatest amongst Roma youth. In the 2016 EU MIDIS II survey, data revealed that the proportion of young Roma aged 16 to 24 years not in work or education or further training (NNET) is on average, 63%. The results also show a substantial gender gap where on average 72% of Roma young women aged 16 to 24 years are neither in work nor in education.

In its 2016 report, following the thematic visit on Vocational Education and training for Roma, CAHROM noted that relatively little focus is put on vocational education and training. Vocational education and training were insufficiently recognised as priorities and solutions which offer possibilities to mobilise and empower Roma and Traveller youth and ensure their economic self-sufficiency. Vocational education can also be seen as a kind of “transmission belt” into the labour market for those who did not continue post-compulsory education and have taken on family responsibilities at an early age.

Greater emphasis therefore needs to be placed on vocational education and training as a safety net for at-risk Roma and Traveller youth while at the same time examining ways of opening the labour market for Roma and Traveller employment.

In recognition of the priority need to address the issue of Roma and Traveller youth and employment capacity-building, the Council of Europe Dialogue with Roma and Traveller Civil Society devoted its 4th meeting to the issue of Roma Youth: **From Education to Employment with an emphasis on Vocational Education and Training.**

## 04 PARTICIPANTS AND CIVIL SOCIETY REPRESENTATION

The 4th Dialogue Meeting was attended by 70 participants from a cross section of stakeholders, from the European Commission, Council of Europe and experts from Roma civil society, NGOs, national and international organisations, academic and research institutions, as well as Roma private enterprise with a representation from 21 different countries.

Commitment from other organisation who were not able to attend

- Eurofound (NEETS)
- European Association for Second Chance Schools



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Experts from Roma and Traveller civil society and NGOs including ERTF/FERYP/ERU/GATIEF/IRWIN

### APPLICATIONS

Applications were sought through an on line procedure after a call for participation.

#### Profile of the applicants

Roma and non-Roma participants should be experts in one of the following areas:

- Roma youth;
- Youth Employment;
- Youth and Entrepreneurship / Apprenticeships;
- Vocational Education and Training (VET);
- Professional skilling of marginalised social groups;
- Second chance programmes;
- Professional skilling for those without diplomas;
- Measures to combat educational drop-outs;
- Youth Not in Education, in Employment or Training (NEET).



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Representatives from the Council of Europe member States

#### Candidates equally:

- Be in a position to use and promote the outcomes of the Dialogue in their work;
- Be resident in one of the Council of Europe member States;
- Be actively involved in Roma and/or Traveller youth issues, particularly in the area of vocational educational and training,(access to) employment and advocacy of these issues at local, national or European levels;
- Be fluent in one of the Dialogue meeting working languages;
- Be available to attend the Dialogue for its full duration.



- **European stakeholders** (DG Justice and Consumers/DG Employment, Social Affairs and Inclusion/Eyuropean Centre for the Development of Vocational Training (Cedefop)
- **3 Universities** with expertise in the area of youth, roma amd employment
- **Council of Europe** (Youth Department/Education Department/ CoE Development Bank/ CAHROM Members
- International Labour Organisation
- Local city of Strasbourg and national expert



Representatives of Roma and Traveller civil society were selected by the Council of Europe Secretariat to participate in the Dialogue on the basis of their applications while securing a geographical and gender balance, as well as a balance between Roma and Traveller Civil Society representatives and other key stakeholders with expertise on the topic areas.

Applicants should have clearly stated in their motivation, their area of competence in the field and indicate in which way their expertise could contribute to reaching the conclusions on the identified topic of the meeting.



## STATISTICS REGARDING APPLICATIONS



# 293

APPLICATIONS



# 35

COUNTRIES

Albania  
Armenia  
Australia  
Austria  
Azerbaijan  
Belgium  
Bolivia  
Bosnia and Herzegovina  
Bulgaria  
Croatia  
Czech Republic

France  
Former Yugoslav of Macedonia  
Germany  
Hungary  
Ireland  
Italy  
Lithuania  
Montenegro  
Morocco  
Netherlands  
Norway  
Poland  
Portugal  
Moldova  
Russia  
Serbia  
Slovakia  
Slovenia  
Spain  
Sweden  
Turkey  
Ukraine  
United Kingdom

# 05 AGENDA AND OUTCOMES

The agenda for the 4th Dialogue meeting was set over a period of 1 ½ working days. The methodology adopted included presentations, interventions, small work group sessions and round table discussions. The emphasis was on presenting the issues at hand and then allowing enough time for experts to discuss the issues closer to grassroots level. The aim was to create the space for all Dialogue participants (academia, experts and grassroots experts) from various international, European and national organisations to link policy to practice and vice versa and create valuable cross sectorial networks.

Agenda guiding questions and assumptions:

1. *For Roma who are able to access educational opportunities, the consequences can be life changing, but how might broader change facilitate and extend the chances for all Roma youth?*
2. *Even when securing educational attainment and skills related competencies, Roma still face direct and indirect discrimination in the labour market in either accessing employment or in sustaining employability.*
3. *Active labour market policies should go beyond mere short-term reinsertion in the work place for Roma. What is required are proven initiatives that will promote integration in the primary labour market with identified long term support.*
4. *Promoting, disseminating information and sustaining continual dialogue of the issues are key features of advocacy.*
5. *Understanding the magnitude of the issues and interpreting them into concrete priorities is fundamental in any action based agenda. Therefore, it is important to consolidate the issues into recommendations of actions.*

## AGENDA AIMS AND OBJECTIVES:

- ✓ to initiate discussion of the barriers and good practices for Roma educational, social and economic inclusion
- ✓ to examine in small working groups, the barriers for Roma educational success and access to quality employment and interpret them into strategies of intervention within individual working organisations
- ✓ to examine ways of sustaining Roma youth employability and increase awareness of multiskilling and career path alternatives
- ✓ to discuss ways of interpreting these best practices into sustainable Roma youth and employment policy implementation
- ✓ to discuss in working groups, ways of advocating Roma youth and employment issues within their organization priorities and within national agendas on Roma inclusion
- ✓ to take stock of issues discussed during the meeting and identify key action priorities-recommendations for further development in the area of Roma youth and employment

## TOPICS INCLUDED IN THE AGENDA

- Roma youth, education, employment and exclusion
- Tackling early leaving from education and training among Roma youth
- Roma youth - Transition to work
- Ensuring compulsory and post compulsory educational completion: Understanding the barriers and examining the ways to reduce drop-out rates. Sustaining maximum educational participation and outcomes.
- Youth Empowerment
- Roma youth educational policies in the lime light
- Roma Youth and Vocational Education and Training
- Professional skilling for those without diplomas
- Secondary Education, VET and transition to the labour market
- Challenges to Roma Youth. Decent work opportunities. Labour market inclusion for Roma Youth
- Roma Youth labour market insertion initiatives and programmes
- Roma Entrepreneurship: A possible solution to labour market discrimination and exclusion
- “Youth Guarantee”: How successful is the programme in reaching and creating meaningful opportunities for young Roma
- Roma Youth Social Entrepreneurship initiatives
- Roma Youth Internships

## REPORTING THE OUTCOMES OF THE MEETING

The structure of the 4th Dialogue meeting and the methodology of approach enabled to maximise the opportunity for tabling high level policy and practice issues and ensure constructive dialogue between stakeholders and grassroots experts.

As a consequence, the following outcomes were achieved:

- **Constructive high level dialogue on policy and practices on Roma youth, education and employment.**
- **Identified good practices in increasing Roma youth education retention rates, in linking education to employment, in promoting quality vocational education and training programs.**
- **Identified areas of further challenges.**
- **Synergies between international, European, national and local stakeholders and experts in the area of Roma youth, education, VET, employment and self employment.**
- **Recommendations for follow up and further consideration by all stakeholders in this area.**



The final version of the meeting Agenda is available at the following link: <http://rm.coe.int/4th-dialogue-meeting-with-roma-and-traveller-civil-society-final-agend/16807517e4>



The Recommendations for follow up are available at the following link: <https://rm.coe.int/recommendations-dialogue-meeting-/1680767c03>

## 06 DISCUSSIONS

by Ms Cristina MARIAN, Rapporteur

The 4th Dialogue Meeting with Roma and Traveller Organizations was devoted to the issues of Roma youth transition from education and employment.

Five main themes were addressed during the meeting:

- 1) Tackling early leaving from education and training among Roma youth;
- 2) The access of Roma youth to the labor market as a challenge;
- 3) Best practices and initiatives for Roma youth labor market insertion and policy development for Roma
- 4) Initiating community change and advocacy for Roma youth in the labor market - planning for future cooperation activities; and
- 5) Key action priorities for further development in the area of Roma youth transition from education to employment.

### **1) Tackling early leaving from education and training among Roma youth**

There have been discussed the challenges of young Roma from education to employment and the good practices for Roma educational, social and economic inclusion. States parties to the European Social Charter have to provide and promote appropriate vocational guidance and training to the Roma. The National Roma Inclusion Strategic Plans should also include these issues and have a stronger focus on Roma youth transition from education to employment.

When we refer to early leaving in schools, we need to understand the learner's profile, provide tailored response to individual needs and develop competences.

Roma young people face high rates of unemployment and lower level of education, a considerable number of Rom

children are still growing up in segregated schools. Even young Roma with higher education degrees have difficulties finding a job due to stereotypes, racism and antigypsism. There is a need to invest more in young people, to create inclusive schools and communities, there is a need for structural changes in communities. There should be established programs for Roma that migrate to other countries and help them integrate by offering language courses and Vocation Training (VC). In all countries, there should be initiated a dialogue with the entrepreneurs, schools, kindergartens, to break their stereotypes about Roma, change the attitude of those directly in charge of education and employment of Roma and thus facilitating the young Roma to get education and jobs.

When referring to education, the participants welcomed the infringements procedures against Czech Republic and Slovakia on cases of school segregation and highlighted the importance of addressing such cases in order to make the members states accountable.

As to the transition from education to labor market, the Vocation Education Training (VET) was presented as a tool that can be used to tackle the early leaving from education and training among Roma youth. VET would be especially useful for the young Roma who did not get the chance to get high education but would like to get a job and do not have the professional skills respectively. The VET corresponding to their needs could bring prospective changes. Attention to primary and secondary education should be addressed, the transition to be supported.

It was also discussed the PAL Project that was created to fight discrimination and anti-Gypsyism in education and employment inside the EU. PAL aims to provide access to education, employment and common activities, by raising awareness campaigns, online training, finding employment opportunities and more.

Human rights education for youth is a way to fight antigypsyism. The existing role models should be involved to tackle education issues, establishing a dialogue with stakeholders- schools, teachers, parents, families, ensuring educative counselling, campaigns, etc. Additionally, there should be included Roma history and culture in the school curricula. In order to make the Roma children and parents experience active citizenship and promote it, they should practice the tools of democracy together with their parents in school governance initiatives for example.

Other initiatives that empower the youngsters and help reducing the school drop-outs have been introduced, such as: the Roma Youth Empowerment through Urban Community Centres in Greece, the work on youth empowerment by Help for Children in Albania, the awareness campaign for Roma youth education continuation in Spain and other initiatives that proved to be successful on reducing the school drop-out and improving the access to employment.

## **2) The access of Roma youth to the labor market as a challenge**

The participants reaffirmed that even high qualified Roma face with direct and indirect discrimination in the labour market and discussed best practices of sustainable Roma youth employment and policy implementation. In this regard it was emphasized the importance to connect the needs of the local community with the policies related to education and employment of Roma. It was also mentioned the need for the EU Youth Guarantee Schemes to focus more on Roma as until now not many Roma were included.

It was also pointed out the need for a more effective and accessible platform between local leaders who are working at the grassroots level and policy and decision makers.

The entrepreneurship was actively discussed and presented as a driving tool for change in the Roma communities when it comes to employment, creating jobs for people and improving the life quality in communities overall. Microcredits and loans are seen as a source for entrepreneurship that need to be utilized by Roma. It was mentioned that Roma lack skills on establishing and running a business. EU should support more entrepreneurship initiatives if the government do not offer loans and offer micro-crediting- an issue faced by many Roma attempting to develop a business. Addressed question: How the member states can elaborate programs for Roma employment under the Ministries of Labor?

When talking about employment there were raised the cultural and gender sensitivities of Roma groups and the need address them, especially in cases involving Roma women that encounter obstacles in the families for getting active or employed. Roma should pass through more VET to enter the labor market. It is essential to mobilize the private sector when tackling Roma unemployment, to work in parallel on education and with entrepreneurs in order to avoid discrimination of Roma when they graduate and enter the labor market.

In this respect, it should also be developed a plan how to approach successful Roma entrepreneurs and graduates that do not declare themselves as Roma in public but could have a great contribution on changing stereotypes and help Roma get jobs. Positive/affirmative actions (scholarships, programs in universities and schools for Roma, promotion of role models in all spheres and successful entrepreneurs are also essential to advance more young Roma in education and employment field.

There should be made use of the fact that Roma is the youngest population in Europe and could represent a big work force in the European market. Thus, programs should be developed to accelerate the employability of young Roma and ensure sustainability.

There have been identified the following needs and opportunities of young Roma in accessing the labor market:

- More knowledge required on how to manage businesses and funds;
- Financial literacy programs for Roma should be created;
- Western countries to be targeted by different programs as well, taking into account the geographical balance, tools to be used for everyone;
- Importance of integrated Multi-layered Model (education, vocational training and employment and community empowerment);
- Community centers are an opportunity to connect, build trust, are service oriented;
- Social activation services for families with children are developing communication/cultural skills between children, teachers, parents;
- The programs developed to address education, employment, VET should take into consideration the specific situation of nomadic or semi-nomadic Roma and Traveller populations.

### **3) Best practices and initiatives for Roma youth labor market insertion and policy development for Roma**

Roma Entrepreneurship Development Initiative (REDI) was presented, pointing out the work they do with the Roma entrepreneurs- what are their needs, obstacles and the use of multi stakeholders approach.

The topic of emerging Roma entrepreneurs was explored as an upcoming trend that can be multiplied in different countries. The Roma youth should be a target of Roma entrepreneurship programs and help them develop as successful businesspersons that will contribute to the overall wellbeing of the Roma communities in future. Forming business associations of Roma entrepreneurs, training the youth to become loan officers is also on the agenda on the new Roma entrepreneurship programs, as well as the establishment of first Roma Investment Fund. Social entrepreneurship should be also promoted more among young Roma and the income generated from the social entrepreneurship could be used as a resource to employ new young Roma. All the initiatives that are developed in this sense should envisage a long-term support and sustainable employment for young Roma.

Several international organizations expressed their interest to develop projects and programs including entrepreneurship as a component tool for creating jobs opportunities for the young Roma.

One potential idea could be to create a support framework for existing and aspiring entrepreneurs, a network of business centers to offer legal advice and training for Roma, advertise the successful entrepreneurs and actively promote them. The use of entrepreneurship to promote culture, traditions and identity should be more explored by Roma.

#### **4) Initiating community change and advocacy for Roma youth in the labor market - planning for future cooperation activities**

Two sub-topics have been debated: How to initiate community change? and Advocacy for Roma and Traveller youth and labor market opportunities.

One pointed out questions was how to deal with countries where Roma are not recognized as a minority and how we create programs for Roma, accordingly.

The next point was related to the National Roma Inclusion Strategies/Action Plans, where the youth component should be compulsory.

Local and national governments are very important because if there is no change in structural policies, change cannot happen; civil society is also important, all actors have to be involved in order to produce a change. It was also proposed to create Roma Units in City Halls and local administration that could be a channel to advocate for the Roma employment opportunities and programs.

European Roma Capital was also pointed out as a new initiative starting with 2016.

In the last decade we experienced a lot of initiatives. They all represent capital for the young Roma and entrepreneurship is a possible solution to create jobs for our communities through.

## 07 RECOMMENDATIONS

Education and educational achievements remain life changing factors for all youth but particularly for vulnerable youth who are at risk of social and economic exclusion. For young Roma and Travellers this is often a persistent struggle due to social exclusion, substandard education and direct or indirect discrimination.

Therefore, concerted efforts should concentrate on assisting Roma and Traveller youth to complete quality education, offer subsequent or alternative vocational training, and provide safety nets for those who drop out of education early.

As employment and occupation are major factors in ensuring personal autonomy and independence, there is a need to link educational attainments to employment prospects. In a changing Europe, employment issues should be part of the education dialogue.

Youth employment incentive schemes and Roma Youth entrepreneurship initiatives contribute to securing employment and labour market entry for Roma youth.

These issues were discussed during the 4th meeting of the Council of Europe Dialogue with Roma and Traveller civil society in response to data which reveals that the gap in unemployment between Roma and non-Roma seems to be the greatest amongst Roma youth aged 16 to 24 years and in particular Roma youth who are not in work, education or further training (NEET), who make up, upon average, 63% of all unemployed Roma. ([2016 EU MIDIS II survey](#) & [2016 Midterm Review of the EU Framework for National Roma Integration Strategies](#))

The following recommendations emanated from the plenary and workgroup sessions:

1

Stronger emphasis should be placed on the issue of Roma and Traveller youth as well as employment and occupation within National Roma Inclusion Strategies/Action Plans. This recommendation should be placed within the working priorities of the Ad hoc Committee of Experts on Roma and Traveller Issues (CAHROM) for 2018-2019.

2

More policy and strategic commitments should be shown by all relevant stakeholders to implement quality actions to tackle the increasingly high number of Roma and Traveller youth who are neither in education, employment or training (NEET). There is an immediate need for national policy definition and strategic intervention identification within National Roma Inclusion Strategies/Action Plans.

3

All stakeholders should show more commitment to addressing the need for a tailored approach to redirecting Roma and Traveller youth drop outs back into education and training by examining current support programmes, such as second chance schools, vocational educational training (VET) pedagogies and multidisciplinary teams, counselling and outreach programmes, and whole family support schemes, as well as the need to review the procedures of validating informal and non-formal learning.



4

Employers should be part of the dialogue concerning the employability of Roma and Traveller youth. They should be part of training initiatives on information access, vocational guidance, relevant skills acquisition, and local youth employment project design. Dual education as an alternative to low secondary education attainment and vocational educational training (VET) with direct involvement of employers should be developed. Working groups made up of government agencies, education providers, employer and industry training representatives should be set up to support the development and implementation of VET policies by clearly describing core underpinning skills which make Roma youth employable.

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5

Vocational Educational Training (VET) should be tailored to the needs of Roma and Traveller youth. Local communities and local civil society should be part of the consultative process in designing VET programmes and coordinating service provision for young Roma. Emphasis should be placed on matching training courses to local employment and self-employment needs, conditions and prospects.

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6

Mainstream youth employment, self-employment and social entrepreneurship schemes should take into account the specific needs of Roma and Traveller youth as well as gender and age equality perspectives. Current schemes should address the factors inhibiting Roma and Traveller youth in accessing information and employment support opportunities due to illiteracy, isolation and/or discrimination. Good practices should be monitored and their impact documented and disseminated.

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7

There should be defined synergies between the Council of Europe, the European Commission, the International Labour Organisation (ILO), the European Centre for the Development of Vocational Training (Cedefop), Roma and Traveller civil society and other stakeholders to capitalise on existing tools and to develop new instruments where needed which will assist policy makers in defining Roma and Traveller youth employment initiatives.

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8

European-based Roma projects coordinated by the Council of Europe and the European Commission should reflect an equal participatory approach where all countries have the opportunity to take part in new policy and practice initiatives, while ensuring a balance between Central, Eastern and Western European countries' involvement.

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9

The above recommendations and all programmes or policies addressing education, vocational guidance and training, or employment and occupation, should take into consideration and be adapted to the specific way of life of nomadic and semi-nomadic Roma and Traveller populations, where relevant.

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