

# THE ROMA EDEM PROJECT

Promotion of Roma/Traveller Integration and Equal Treatment in Education & Employment

TRANSNATIONAL SEMINAR: 24 & 25 NOVEMBER 2005

## *Implementation and monitoring of anti-discrimination legislation and policies in employment*

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Promotion  
of Roma/Traveller  
Integration and  
Equal Treatment  
in Education  
and Employment



# Employment situation of Roma and Travellers: Overall Picture

- **High levels of unemployment and underemployment.**
- **Lack of educational qualifications.**
- **Lack of information about training and employment opportunities.**
- **Limited access to pre-vocational and vocational training.**
- **Occupational segregation.**

# Employment situation of Roma and Travellers: Overall Picture (cont.)

- **Low-skilled, low-wage jobs (often seasonal and vulnerable to market fluctuations), often without contracts or with only temporary contracts.**
- **Informal economy (negative impact of increased regulation)**
- **Widespread race discrimination in employment**

# Implementation and monitoring of anti-discrimination policies: Some Common Themes

- **Anti-discrimination provisions in labour or anti-discrimination legislation and/or constitutions are in place all partner countries.**
- **Incomplete implementation of EU Race Directive.**
- **Problems in the application of anti-discrimination laws**
- **Mainstreaming v Targeted approaches**
- **Lack of accurate baseline and time-series data.**

## **Implementation and monitoring of anti-discrimination policies: Some Common Themes (cont)**

- **Lack of knowledge of the needs of Roma and Travellers among public authorities.**
- **Uneven involvement of Roma and Travellers in the policy design, development, implementation, monitoring and evaluation process.**
- **Anti-discrimination legislation necessary but not sufficient to overcome the results of historic discrimination and exclusion.**

## **Implementation and monitoring of anti-discrimination policies: Some Common Themes (cont)**

- **Need to focus on acquisition of skills required in today's labour market.**

# Role of Specialised Bodies: Equality Commission for Northern Ireland

- Mission: *‘Combating discrimination and promoting equality of opportunity through advice, promotion and enforcement’.*

# Role of Specialised Bodies: Equality Commission for Northern Ireland

- Campaigning for increased legislative protection against discrimination and for positive action to address inequalities
- Leading the debate on an inclusive equality agenda

# Role of Specialised Bodies: Equality Commission for Northern Ireland

- raising awareness of the benefits of equality of opportunity
- encouraging greater use of affirmative and positive action
- raising awareness of the extent of inequality and its impact on economic, social and political life

# Role of Specialised Bodies: Equality Commission for Northern Ireland

- Influencing and monitoring the effectiveness of mainstreaming equality through public policy and service delivery
- Challenging unlawful discrimination by focussing resources strategically where they will have greatest benefit
- Providing high quality advice and information to all stakeholders

# Some Recommendations

- **Full transposition of EU Directives.**
- **Need to acknowledge Anti-Gypsyism and Anti-Traveller racism as key factors contributing to social exclusion.**
- **Introduction of equality proofing (mainstreaming) in the policy process.**
- **Utilisation of targeted approaches and affirmative action alongside mainstreaming.**
- **Involvement of Roma and Traveller organisations in the design, implementation, monitoring and evaluation of policy and service initiatives by public authorities.**

# Some Recommendations (cont.)

- **National and Local level partnerships between public authorities and NGOs**
- **Focus not just on processes but also on achieving outcomes (action plans, goal and target setting against timescales, data collection, use of performance indicators, ongoing monitoring and review)**
- **Holistic approach to addressing the multi-faceted exclusion experienced by Roma & Travellers**

# Some Recommendations (cont.)

- **High level political accountability**
- **Need to educate the wider society**
- **Need to promote anti-racism and cultural awareness training within both the public and private sectors**
- **Use of workforce monitoring**
- **Codes of practice on employment useful (but implementation needs to be monitored)**

# Some Recommendations

- **Need to highlight good practice role models in various types of employment for Roma and Travellers.**
- **Culturally appropriate adaptation of business start –up programmes to the needs of the Roma and Traveller communities**
- **Use of micro-credit initiatives to assist self-employment.**
- **Actions on Roma & Travellers by specialised bodies developed in co-operation with Roma & Traveller civic society**

# Equality Commission for Northern Ireland

**Website Address: [www.equalityni.org](http://www.equalityni.org)**

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