
INTERVENTION IN ROMA COMMUNITIES. VOCATIONAL TRAINING AND EMPLOYMENT

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Abstract: *The study developed within an integrated program follows the actions carried out on the labour market for the employment of the Roma population. Are these measures effective and respond to the needs of the Roma population or the lack of adequacy to the specifics of the population leads to poor results? Data collection methodology included face-to-face questionnaire interviews with predefined questions, administrated by trained field operators. A total of 112 questionnaires with representatives of the public authorities were also collected. Most of the possible action delivering conclusions and recommendations are strongly related to the specifics of the target group, i.e. adult Roma individuals living in communities with low educational stock, placed too far outside the paths to success of policies and interventions dedicated to vulnerable communities. To their overwhelming majority, both persons and relevant legal community representatives see education/training/improvement one of the few opportunities with success potential, e.g. skilling for as many as possible Roma individuals, coherent programmes for basic education, specific jobs to Roma etc.*

Keywords: *regional development, social development, employment, vocational training, Roma communities*

Introduction

This study has been conducted within project “OPTIMAL- Establishment and development of a network of Centres of Social Inclusion for the Roma”, project co-financed from the European Social Fund through the Sectoral Operational Program Human Resources Development 2007-2013 “Invest in people”, implemented by the Association for Socio-Economic Development and Promotion Catalactica, Bucharest, in partnership with the Foundation for Social Recovery Integration and Development ECHOSOC Bucharest, and the Association for Integrated Development, Olt, Slatina.

General objective of the project was to facilitate the access to labour market for a number of 1,088 Roma people from the rural areas covered by a network of 4 Centres

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of Social Inclusion for the Roma (CSIR) from the 4 southern regions of development in Romania: South-East, South-Muntenia, South-West Oltenia and Bucharest-Ilfov, in order to prevent their social exclusion and marginalisation, and to avoid discrimination and the risk of poverty.

The effects generated by the project considered not just improving the participation of the vulnerable groups to the labour market, but also the establishment of conditions for their subsequent development.

By its design and objectives, the project pursued three main directions:

1. Development of the personal capacities of the people from the vulnerable groups regarding their access to labour market, by supplying integrated and specialised services (education, formation, information, counselling, market labour orientation, assistance in finding and getting a place of work);
2. Encouraging, by activation and mobilisation of the local communities and employers, to identify viable solutions to increase the level of professional insertion of the Roma people and to use their potential in a manner that ensures both the cohesion, and the social equity within the targeted communities.
3. Implementation of a set of measures adapted both to the specific needs of the target group, and to the opportunities circumscribed within the socio-economic context of the communities where the project is to be implemented, by scientific documentation, quantitative research and qualitative evaluation of the activities performed within the project, as well as of their impact on the target groups.

Any explanative action with actional finalities requires deepening the Roma problem detached from the existential context of the people belonging to the community. We focused our analysis on the segment of rural Roma population, whose structural conditionalities we will discuss for the 4 regions of development, where the planned interventions are to be conducted. We analysed the 4 regions in a unitary manner, given the existing similitudes between them. At the same time, an analysis at the county level was conducted, on the specificity of each region.

Methodology

The quantitative research within the project corresponded to activity 4. *Evaluation of the occupational needs of the Roma people, and of the impact of the support interventions provided within the marginalised communities of Roma in rural areas*, in agreement with the specific objectives 1. and 2. of the project.

Specific objective 1. Facilitate the access to labour market for a number of 1,088 Roma people, from the rural areas, of which 450 women, from regions South-East, South-Muntenia, South-West Oltenia and Bucharest-Ilfov, by providing, complementary to the support of the local volunteers, services of professional information and counselling, and services of social work and psychological assistance, to motivate them to integrate/reintegrate on the labour market, within 4 Centres of Social Inclusion of the Roma.

Specific objective 2. Increase the level of insertion on the labour market and labour force mobility by diversified and tailored professional formation, within the community, based on the evaluation, within the areas covered by the Centres, of 896 Roma people from South-East, South-Muntenia, South-West Oltenia and Bucharest-Ilfov, by certifying at least 716 trainees.

Specific activities have been performed within activity 4., to evaluate the employment requirements of the Roma people from 56 marginalised Roma communities, using a methodology relying on scientific research criteria. This activity was completed by the analysis of the impact of the support services provided within the marginalised Roma communities, validated by 4 focus-groups in which experts in the field of the social inclusion of Roma people participated. This evaluation supported directly project activities, i.e., determining the covered areas (Activity 5.), selection of the communities, of the 8 programs of professional formation (Activity 6.), and the supply of scientifically-validated information to promote the employment opportunities for the Roma within the covered areas (Activity 7). The main target group of this project consisted of Roma people. The research activities of the project were performed during the first 6 months of project implementation, namely, April 16-October 16, 2014.

The research started with a desk-research, with a purpose of making a regional analysis, whose results were used both to produce the samples of the quantitative research (the list with the 56 marginalised Roma communities), and to select and justify the counties where the 4 CISR were to be established. The same analysis outlined a brief evaluation of the requirements for professional formation by regions and counties. Based on this evaluation we selected 2 type of professional formation adequate for the Roma from the 8 courses of professional training. The rest of 6 types of professional formation were identified based on the data collected during the field research and by in-depth analysis of secondary data. The research experts conducted this desk-research on data from ANOFM, INS, from previous research, unofficial data from NGOs and experts in this field.

Data collection methodology included face-to-face questionnaire interviews with predefined questions, administrated by trained field operators. Data collection was conducted between June 16, 2014 - August 16, 2014. A total of 1064 questionnaires with Roma people were collected, and 112 questionnaires with representatives of the public authorities. The breakdown by region is as follows:

- Bucharest-Ilfov region: 16 questionnaires with representatives of the public authorities. In Bucharest, 4 questionnaires with representatives of the public authorities; in Ilfov County, 12 questionnaires with representatives of the public authorities;
- South-East region: 32 questionnaires with representatives of the public authorities. in Constanța, Tulcea, Brăila, Vrancea and Buzău counties, 4 questionnaires with representatives of the public authorities; in Galați County, 12 questionnaires with representatives of the public authorities;
- South-West Oltenia region: 28 questionnaires with representatives of the public authorities.: in Gorj, Mehedinți, Olt and Vâlcea counties, 4 questionnaires with

- representatives of the public authorities; in Dolj County, 12 questionnaires with representatives of the public authorities;
- South-Muntenia region: 36 questionnaires with representatives of the public authorities.: in Argeş, Dâmboviţa, Teleorman, Giurgiu, Ialomiţa and Călăraşi counties, 4 questionnaires with representatives of the public authorities; in Prahova County, 12 questionnaires with representatives of the public authorities.

Outcomes of the Quantitative Research

Analysis of support interventions provided in marginalised Roma communities in the rural area on each of the 4 regions of development (South-Muntenia, South-East, South-West Oltenia, Bucharest-Ilfov)

At the level of the European Union, interventions regarding the increase in the socio-professional integration degree have as background a series of programmatic documents substantiating the normative reference framework in the field for the member-states. *The Lisbon Strategy and the Europe 2020 Strategy set out* as main measure for achieving the objectives regarding economic development the increase in population's employment. The Strategy 2020 sets as main objective in the economic field achieving an employment rate by 75% in the case of the population aged 20 to 64 years by encouraging youths' participation in the labour market, supporting the participation of elderly and less skilled, and as result of increasing the integration degree in the labour market of legal migrants. Stimulating the creation of quality jobs at the level of the entire community area is supported by the *Package on labour force employment* a tool providing for three categories of targets that presents simultaneously the directions of actions for achieving them. The Package aims to *support job creation at community level* (diminishing taxation, efficient use of subventions, and exploiting the potential of key sectors as main identified intervention means). Additionally, and to *encourage labour market dynamics* as regards both the professional and geographic aspects (by supporting workers seeking jobs, and supporting vocational training initiatives, and by ensuring the free movement of labour force). Moreover, to *strengthen governance in the field of employment policies* (based on developing some efficient mechanisms for monitoring the assembly of policies in the field).

The Compact growth and jobs from June 2012 represents the agreement of member-states to implement the necessary measures for achieving the objectives determined by the Europe 2020 Strategy. One of the aimed targets of the Compact is to identify efficient solutions to the issue of unemployment and the jobs' deficit registered at community level as result of the economic crisis. The agreed-on intervention means in this respect target the adoption of structural reforms intended to increase the employment degree especially among youths and other people categories from vulnerable groups based on increasing the investment level in the human capital.

We define the vulnerable group as a marginalised group that is either excluded or in risk situations and strongly linked to the major phenomenon of poverty, or to the associated indications. These, in their turn, place the individual, and individuals representing the group in situations of inferiority, deprive them of resources and

influence strongly the bias about the perception of reality. We call “associated indications” all elements contributing to aggravating the chronic poverty state consistent with the loss of action appetite, with ignoring opportunities, and low resilience against environmental factors. Finally, belonging to a vulnerable group brings with it phenomena such as marginalisation and undesirability, that are no longer temporary states but show an obvious potential to become chronic.

In the year 2012, Romania had an employment rate for the population with ages between 20 and 64 years by 63.8%, respectively by 5 percentages below the European average, and the in-work poverty rate (in 2010) was by 17.3%, that is more than double of the average recorded at EU level. As regards the unemployment evolution, the period after 2008 is marked by significant oscillations and by values placed constantly below the European average. Nevertheless, the lacking employment structure in our country shows significant weights of population either unemployed, or employed in economically non-viable sectors (as in the case of the *unpaid family worker*, and good part of the *self-employed*, or *persons employed in agriculture*) that are indicative for the existence of large categories of populations either under-employed, or at risk of unemployment. Possible directions of action could be *improving labour market functioning, facilitating the transition from unemployment and non-employment to active positions on the labour market, improving vocational skills and increasing the quality of employment for persons in disadvantaged groups*.

In the case of persons belonging to vulnerable groups, an inclusive dimension of the labour market supposes higher attention paid to vulnerable groups at the level of some intervention fields, such as:

- labour market integration and combating discrimination;
- improving access and participation to initial and continuing education for vulnerable groups;
- promoting gender equality and combating social exclusion of women;
- developing an efficient system of social services dedicated to diminishing marginalisation and social exclusion risks.

Recent Romanian studies approach the issues related to lacking employment of the population from the perspective of the adjustment requirements of the policies in the field in view of ensuring balanced and sustainable economic growth (Ciutacu and Chivu, 2007; Preoteasa, 2008; Stănescu and Cace, 2011; Paraschivei, 2012; Șerban, 2013). Other studies highlight the necessity of implementing some support measures for sustaining persons from disadvantaged groups. (Fecioru, 2008; Dumitrescu and Prisecaru, 2012). The analyses about the impact evaluation for policies in the field are very scarce and represent, to their majority, sectoral approaches (Georgescu, 2006; Fecioru, 2008; Dumitrescu and Prisecaru 2012; Stanef, 2012). The studies realised in this respect highlight the importance of the active measures for rendering flexibility to the labour market, and for decreasing social risks, while signalling at the same time that Romania has the lowest participation of the population aged 25 years and over to continuing training (Șerban 2013). Achieving the flexicurity objectives represents one of the important directions of actions in the area of employment policies (Ciucă and Pasnicu, 2009; Dumitrescu, 2010). Though integrating perspectives that would provide

for a systematic vision on the impact of active employment policies are absent, in the context of the current period the following interventions and specific types of intervention stand out as regards active measures:

- information, counselling, mediation, and labour force placement;
- incentivising economic agents in view of employing individuals from disadvantaged groups;
- stimulating the creation of new jobs by granting advantageous credits from the unemployment insurance budget;
- managing the training/reskilling courses system;
- encouraging professional and territorial mobility of the labour force.

Linked directly to the needs of vocational employment, any intervention has as background a first specialised approach in the framework of the development process of a training offer/programme. This approach is represented by the stage of collecting, analysing and interpreting the information regarding the needs and interests of the potential training beneficiaries. In order to be successful, any training programme will be adjusted to the implementation context to which belong the beneficiaries of the training. For realising a precise radiography of the context (organisational/community aspects regarding human resources, and expectations related to the course, and up to training needs that motivate the implementation of a training programme) a needs analysis is an absolute requirement.

The needs' analysis is a specialised and specific approach in the framework of drafting and implementing adult training courses. The needs analysis represents the stage of collecting and analysing the information about the implicit and explicit needs of the beneficiary organisation, needs for which the developed course would provide solutions.

For realising an exact and valid analysis, tools will be developed that are aimed specifically to the need's analysis, as was done in the framework of the project. A questionnaire was elaborated that was applied in the living environments of the individuals from the target group, and complementary methods (unstructured conversations, unsystematic observation, documents' analysis) contributed to successful gathering of relevant data.

The needs' analysis process is developed in several distinct stages. In order to adjust the phasing of the need's analysis to the specifics of the project, we retain the following stages:

Stage 1: documents' and secondary data analysis aimed at the targeted issues;

Stage 2: evaluating the expectations of the persons targeted by the training depending on the personal needs, and motivations in relation to the specific training offer;

Stage 3: differentiating training needs of the potential beneficiaries;

Stage 4: concretising the needs' analysis in a training plan.

End goals of realising the needs analysis are:

- determining the socio-demographic characteristics of the target group;
- defining the necessary competences to train during the training process;
- establishing the courses that meet the competences' requirements within the organisation;
- elaborating the curricula for guiding the training programme;
- defining vocational and transversal competences to be developed during each course;
- formulating the general and specific objectives for each course;
- establishing the training methodology associated with each course;
- elaborating performance standards to be employed in evaluating the achievement of the training objectives;
- defining the specific evaluation methodology.

Determining the training needs in the context of the present project is of external nature at first level. It is based on public data regarding the employment level, and vulnerabilities that the major field of intervention pursues to improve/to correct as already cited above. Thus, the action need is completed by formulating a specific training need.

At a second level, the activity developed within the project used the specialised tools and methodology (designing and applying questionnaires addressed to the members of the target group of the project in the 56 selected communities, but also institutional representatives from among the local public authorities), as described hereunder.

The specific of the target group (adults in this case) is represented by the diverse commitment to multiple roles, from work activities, political and citizenship ones, to the family ones, etc. In all these activities conflicts emerge (understood as contrasting status and reality perception situations) that leave their imprint on the personality of the individual. As adult, changes are difficult to assimilate, because change presupposes substantial, structurally functional modifications in the explanatory, value, and actional models the individual was used to.

Education is such an adjustment mechanism of the individual to the world, and of the world to the individual. This adjustment is operated, however, by an internalised, three-dimensional model: knowledge, appreciation, and action. Preponderantly in the case of adults we refer to an assimilation –internalisation-development process, but also to one of restructuring-generalisation-change process as regards the relationships between adult and the environment (social, work, family, etc.). The adult shows sometimes a passive attitude to learning/training generated by the reluctance towards change and fear of not answering to exigencies, or of ending with diminished social prestige. We might conclude, thus, that the activities aimed at adults are a process of learning, but mostly a practical action of harnessing and applying life knowledge and experiences.

The life experience accumulated by adults, as well as the need of expressing the aforementioned impose in the framework of the methodology the use of active and participative forms and procedures, with emphasis on expressing own opinions. Almost all interpretations given to learning underpin that the learning process is influenced decisively by motivation. “*The concept of motivation is one of the most spectacular in the entire psychology*” (Lindworsky, 1921). Motivation is an all-encompassing concept for all those states or phenomena translated by concepts like aspiration, wish, hope, will, interest, etc. (Thomas, 1964), and “*reasons are determined by the problems man is faced with, to the same extent to which tasks are determined by reasons*” (Hiebsch, 1966).

Individuals intend planning their own lives more than ever, and they are expected to contribute actively to the life of the society. Education, in its broad sense, is the key to learning and understanding the way in which these challenges might be approached. (European Commission 2001).¹

Support interventions provided within Roma communities were studied by relating them to the institutions representing active local authorities within them. Measures and actions unfolded for Roma communities in the field of vocational training and employment were studied, and solutions were explored for improving the current situation as the relationships between/ and with Roma inside the target communities were evaluated.

At the same time, the awareness degree about the programmes and actions developed in the field of employment was measured within the Roma communities, both at the level of the local authorities, and at the level of the Roma persons targeted by the respective programmes. Thus, the interventions undertaken within Roma communities can be validated as regards the efficacy of their dissemination.

The study at the level of the local authorities aimed to analyse the situation as regards the Roma communities from four regions of development: Bucharest-Ilfov, South-Muntenia, Oltenia and South-East. The field research was developed in the period June-August 2014, with an error margin by 2.6% at a confidence level by 95%. 118 interviews were done with the representatives of the local authorities, after the following structure (*see Table 1*): Most interviews were achieved with the representatives of mayor offices (64), followed by those realised in schools (30). 6 interviews were done with the employees of medical offices, 5 with representatives of the police, 4 with representatives of UATs (Territorial Administrative Units), and two interviews each were performed in churches and high-schools. One interview was done with representatives of the County Labour Force Employment Agency Office (AJOFM), one each with the representative of a kindergarten and of a local association. Finally, one interview was with a social worker, and another one with a local counsellor.

¹ Memorandum regarding continuing learning, European Commission 2001.

Table 1: Structure of interviews realised with local authorities, according to the type of institution

Type of institution	No. of achieved interviews
AJOFM	1
Association	1
Church	2
Medical office	6
Kindergarten	1
High-school	2
Police	5
Town Hall	64
School	30
UAT	4
Total	116

The interviews realised with the representatives of the local authorities were unfolded according to the following structure: 16 in Bucharest-Ilfov, 42 in South-Muntenia, 28 in South-West Oltenia, and 32 in South-East (*see Table 2*).

Table 2. Structure of interviews realised with local authorities, according to the region of development, and county

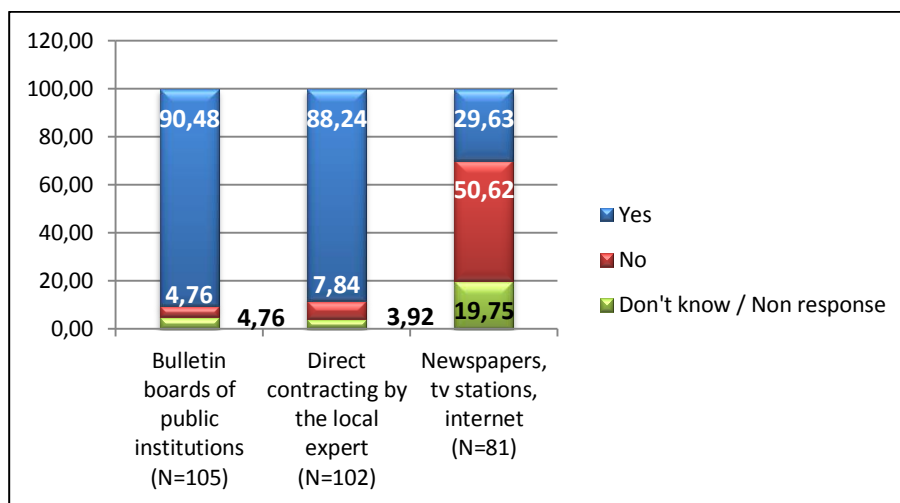
County	Region of development			
	Bucharest-Ilfov	South-Muntenia	South-West Oltenia	South-East
	Number of achieved interviews			
Argeş		5		
Brăila				4
Bucureşti	4			
Buzău				4
Călăraşi		5		
Constanţa				4
Dâmboviţa		6		
Dolj			12	
Galaţi				12
Giurgiu		4		
Gorj			4	
Ialomiţa		5		
Ilfov	12			
Mehedinti			4	
Olt			4	
Prahova		12		
Teleorman		5		
Tulcea				4

County	Region of development			
	Bucharest-Ilfov	South-Muntenia	South-West Oltenia	South-East
Vâlcea			4	
Vrancea				4
TOTAL	16	42	28	32

Analysis of implemented interventions

Public institutions dispose of several methods for disseminating the messages regarding the development of certain programmes within the community with objectives in the field of employment and vocational training. We notice that the most used method of this type consists in advertising the messages on the bulletin boards of public institutions (90.48%). Direct contracting by the local expert is a method used by 88.24% from respondents, while mass-media resources (newspapers, tv stations, internet) are used by only 29.63% of all respondents (see Figure 1).

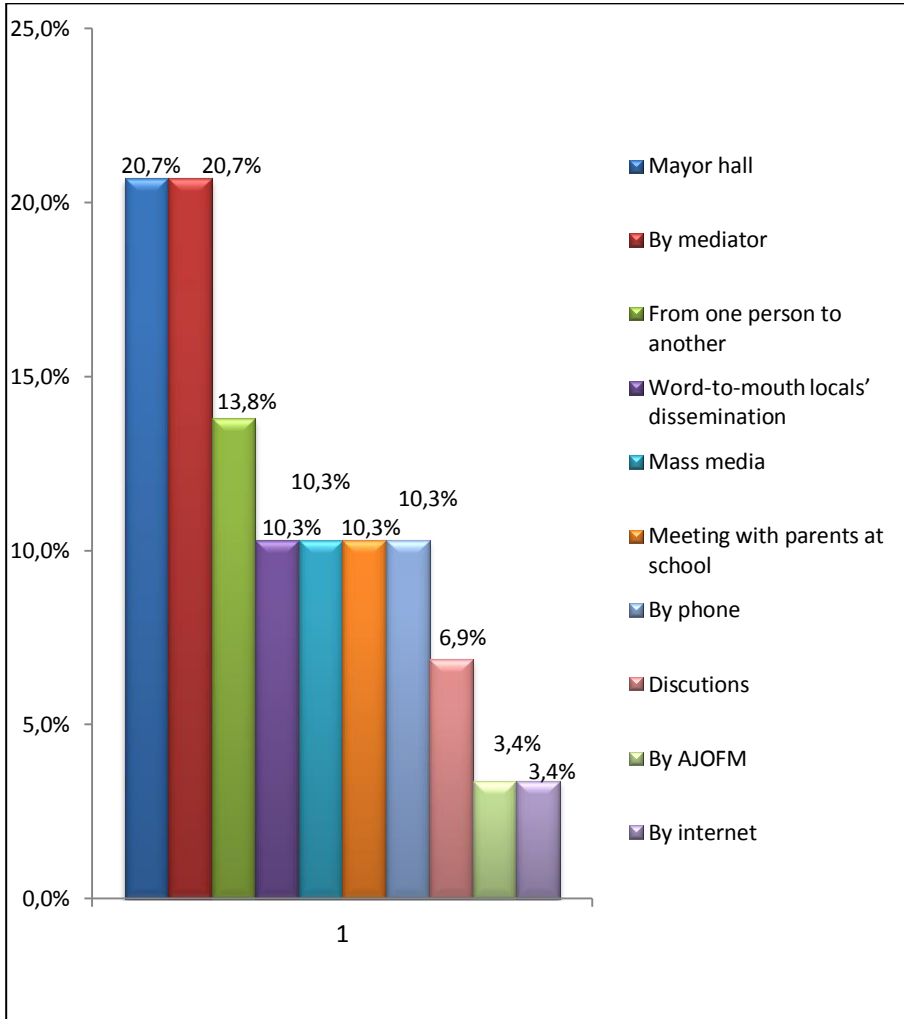
Figure 1. MS1 Which are the methods by which persons of Roma ethnicity from the locality are informed by the new measures and actions aimed at them? – Multiple choice answer



Most of the respondents stated that they use other methods by which persons of Roma ethnicity from the locality are informed about the new measures and actions aimed at them. From these, they have stated that the most spread out methods used are the message of the mayor hall (20.7%), and communication by mediator (20.7%), followed by the word-to-mouth locals' dissemination (13.8%) (See Figure 2).

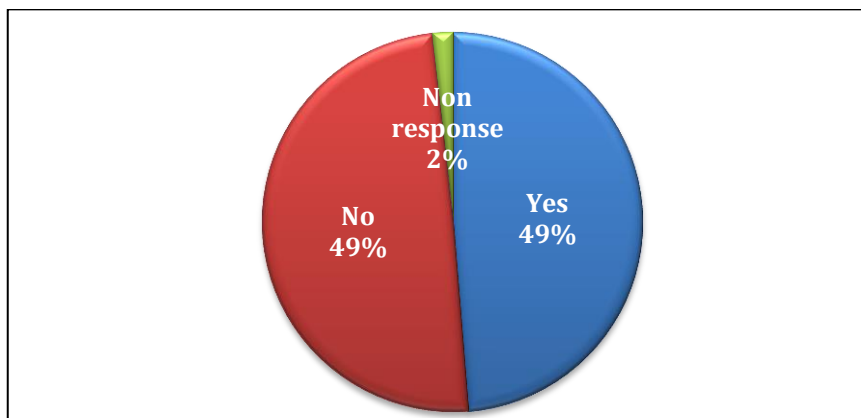
Locals who participated at the study consider that they are informed about the programmes and actions developed in the field of employment by mass media (5 persons), and by direct dissemination from one person to another (3 persons).

Figure 2. MS1. Which are the methods by which persons of Roma ethnicity from the locality are informed about the new measures and actions aimed at them? Others (N=29) – Multiple choice answer



The share of local authorities' representatives who are knowledgeable about the programmes/actions developed in the field of employment is similar to the one of the respondents who does not know about such programmes (49%) (See figure 3).

Figure 3. MS2. Do you know about programmes/ actions developed in the field of employment?
(N=117)



The respondents who stated that they are aware about the programmes undertaken in the field of employment have mentioned most often vocational training courses (44.40%). The actions made by employment agencies are the ones mentioned by a share of 40.70% from the respondents, followed by the Jobs' Exchange (16.70%), and the Employment Caravan (14.80%).

Asked about the programmes and actions developed in the field of employment, the inhabitants from the targeted communities in the framework of the study, and who stated that they know about such actions have mentioned on the first four positions the programmes already acknowledged by the local authorities (see Table 3). They mentioned to a higher share the vocational training courses (39.50%), followed by actions organised by the employment agencies (38.30%), the Jobs' Exchange (19.80%), and the Employment Caravan (8.60%).

Table 3. MS3. Programmes/ actions developed in the field of employment known to the respondents – Multiple choice answer

Developed programmes ^a	Answers	
	Local authorities (N=54)	Inhabitants (N=81)
Training courses	44.40%	39.50%
National Employment Agency (ANOFM)/County Employment Agency Office (AJOFM)	40.70%	38.30%
Jobs' Exchange	16.70%	19.80%
Employment Caravan	14.80%	8.60%
Adverts	7.40%	
Social canteen/meal vouchers	5.60%	

Developed programmes ^a	Answers	
	Local authorities (N=54)	Inhabitants (N=81)
Leaflets	3.70%	
Building a factory	3.70%	
Centre for parents' and children counselling/vocational guidance	3.70%	
School after school	3.70%	
Courses provided by the Mayor's Hall	1.90%	3.70%
EU provided through the EU		3.70%
Roma Alliance		2.50%
Second chance	1.90%	
Sport activities	1.90%	
Cultural activities	1.90%	
Sanitary activities	1.90%	
Phone	1.90%	
Entrepreneurship		1.20
NS/NR		17.30%
Total	155.60%	134.60%

The interviewed representatives of the local authorities state that most of the beneficiaries of these programmes or actions are individuals of Roma ethnicity (in 92.3% of the programmes that were mentioned, in total 26 cases). A respondent discussed about the organisation of some skilling courses in the period 2012-2013, to which participated 80 persons of Roma ethnicity, and another respondent reminded about the courses provided by AJOFM to which 4 individuals of Roma ethnicity participated. The respondents mention as locations where programmes in the field of employment were developed Galati, Tecuci, Prahova, Tulcea, Viziru, Urziceni, and Jilava. From the descriptions of the respondents who discussed about the location of the actions, we find that in Urziceni was developed an action addressed to MGW beneficiaries, and in other locations the programmes were dedicated to persons of Roma ethnicity (*see Table 4*).

The interviewed inhabitants consider that the programmes and actions developed in the field of employment are addressed to individuals of Roma ethnicity (9 cases), to youths (2 cases), or unemployed (one case). As period for developing the actions at the community level, 9 inhabitants mention the years 2007, 2008, 2011, 2013, and 2014, but also the programmes developed yearly in Galati. The localities mentioned by the inhabitants are Bucharest, Galati, Alexandria, Valenii de Munte, Constanta, Medgidia, Targoviste, Focsani, Tulcea, Buzau, and Campulung Muscel. We find that in Galati, Alexandria and Focsani were developed actions aimed to individuals of Roma ethnicity, and in Valenii de Munte actions addressed to the youths (*see Table 5*).

Table 4. MS3. Locations where programmes/actions in the field of employment were developed that were known to the representatives of the local authorities, on types of beneficiaries

	Location					
	Galati	Tecuci	Prahova	Viziru	Urziceni	Jilava
MS3. Beneficiaries						
Persons of Roma ethnicity	1	1	1	1	0	1
MGW Beneficiaries	0	0	0	0	1	0

Table 5. MS2. Locations where programmes/actions in the field of employment were developed that were known to the inhabitants, on types of beneficiaries

MS2. Beneficiaries	Location			
	Galati	Alexandria	Valenii de Munte	Focsani
Persons of Roma ethnicity	1	1	0	1
Youths	0	0	1	0

As result of the performed interviews we found that in Galati, the AJOFM has yearly actions in the field of employment; however, the obtained outcomes are poor. At the same time, the outcomes indicate the organisation of Jobs' Exchanges in Prahova in the period 2012-2013, but without achieving the result of hiring individuals from among the Roma ethnicity. At the same time, the Jobs' Exchange organised in Jilava resulted in the employment from among the MGW beneficiaries. As outcomes of unfolded programmes, the representatives of the local authorities mention gifts and money assistance provided to Roma ethnicity persons in the framework of the Employment Caravan and of the programmes aiming the skilling of participants. In the case of most types of programmes mentioned by the respondents, we notice that the outcomes were evaluated by the latter as "satisfying" (*see Table 6*).

The interviewed inhabitants evaluated the vocational training courses as discriminatory and after which no jobs could be obtained (*see Table 7*).

Table 6. MS3. Outcomes of the programmes/actions in the field of employment known to the representatives of local authorities – Multiple answers

Programmes' outcomes	Developed programmes ^a						
	ANOFM/AJOFM	Leaflets	Advertisement	Phone	Vocational training	Jobs' Exchange	Employment Caravan
Satisfying outcomes	2	2	2	1	2	0	0
Roma rejected the jobs provided by AJOFM	1	0	0	0	1	0	0
No hiring	1	0	0	0	2	1	1
Poor outcomes	1	0	0	0	2	1	2

Programmes' outcomes	Developed programmes ^a						
	ANOFM/AJOFM	Leaflets	Advertisement	Phone	Vocational training	Jobs' Exchange	Employment Caravan
Jobs were obtained	1	0	0	0	1	1	1
Roma received gifts and money assistance	0	0	0	0	4	1	3
Courses are not in accordance with the requirements of the labour market	0	0	0	0	1	0	1
Very good outcomes	0	0	0	0	1	0	0

Table 7. MS2. Outcomes of programmes/actions in the field of employment known to the inhabitants – Multiple answers

Programmes' outcomes	Developed programmes					
	AJOFM	Jobs' Exchange	Employment Caravan	Vocational training courses	With the assistance of the mayor's office	Training provided by the EU
No workplaces were obtained	1	0	1	6	2	0
Participants were paid	0	0	0	2	1	0
Obtained outcomes were unsatisfying	2	1	0	0	0	0
Roma did not participate	0	0	0	2	0	0
Provide a skills' certifying diploma	0	0	0	1	0	0
Very good outcomes	0	0	0	2	0	0
Discriminatory	1	1	0	3	0	1
Jobs are poorly paid	1	0	0	1	0	0
People are not interested by the information	0	0	1	1	1	0
Courses are useful	1	0	0	2	0	0

Even though the representatives of the local authorities targeted in the framework of the study did not evaluate very positively the outcomes of the programmes implemented at the level of the communities they represent (according to the above data), 75% of the respondents consider that there are improvement perspectives for the condition of Roma (*see figure 4*).

Out of these perspectives, the respondents looking optimistically at the future consider that the most useful measures consist in putting emphasis on educating future

generations (23.10%), investing in the community future (19.20%), in developing skilling programmes (17.90%), and in Roma inclusion programmes (17.90%). The aids for Roma are best appreciated by respondents (21.60%) (see figure 5).

21% of the respondents consider that there are no improvement chances at community level. From the reasons of the respondents who evaluate negatively the evolution in the condition of Roma, the most often mentioned refer to lack of jobs (30.40%), lacking concern shown by individuals of Roma ethnicity (21.70%), migration (17.40%) and the absence of programmes for Roma (13%) (see figure 6).

Figure 4. MS4 Are there improvement perspectives in the condition of Roma at the level of your locality? (N=114)

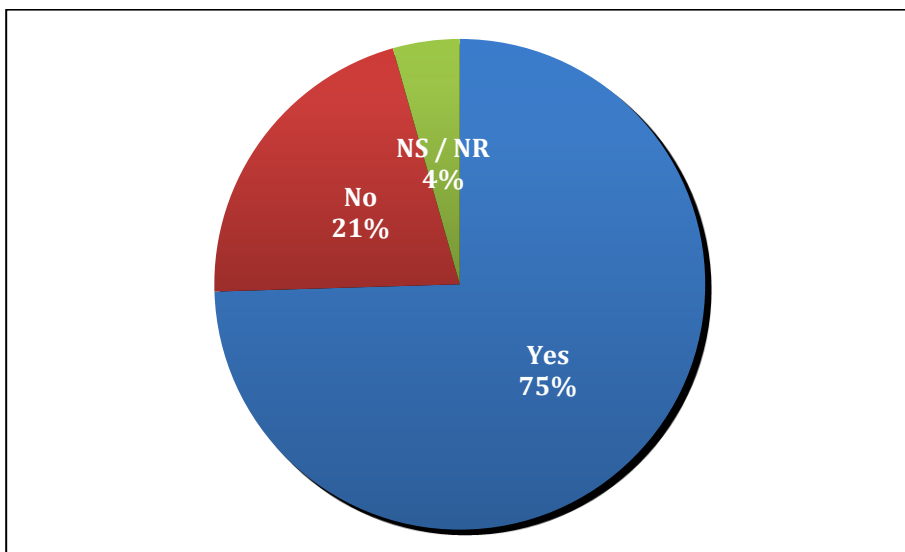


Figure 5. MS4.a Perspectives of improving the condition of Roma at the level of the community – Yes (N=78) – Multiple answer

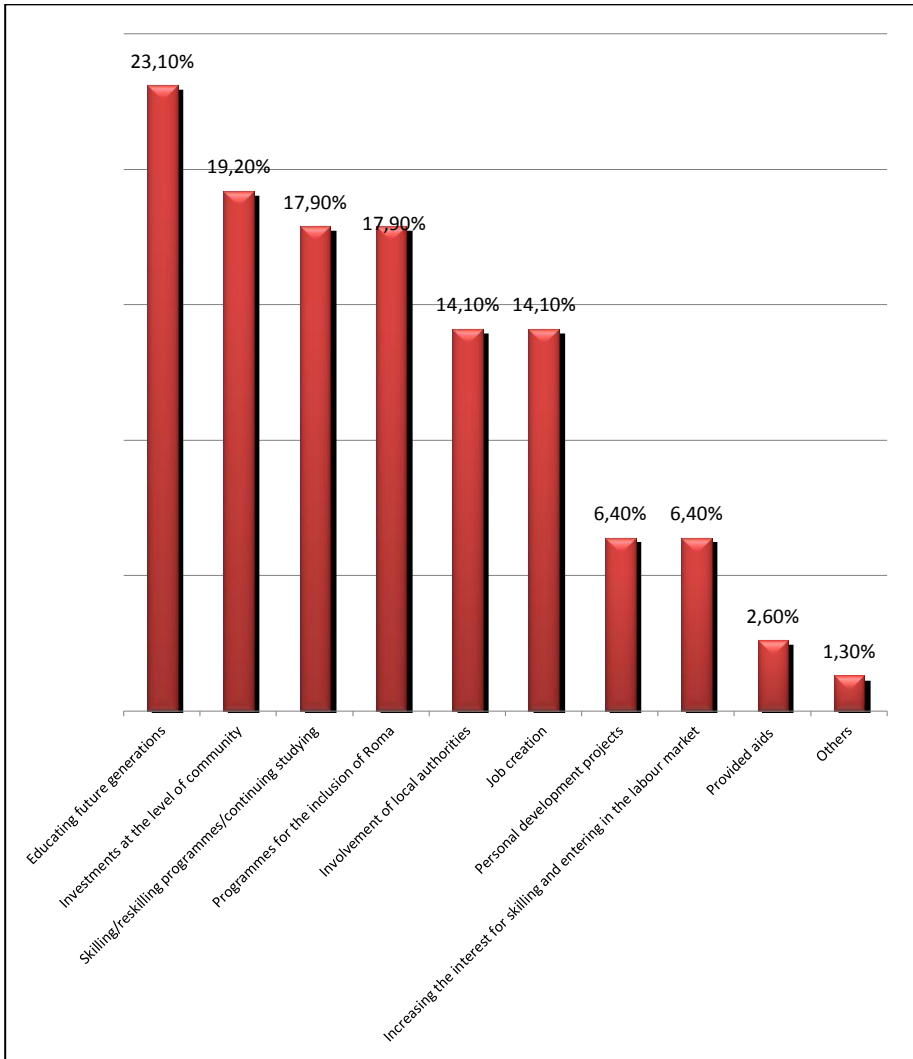
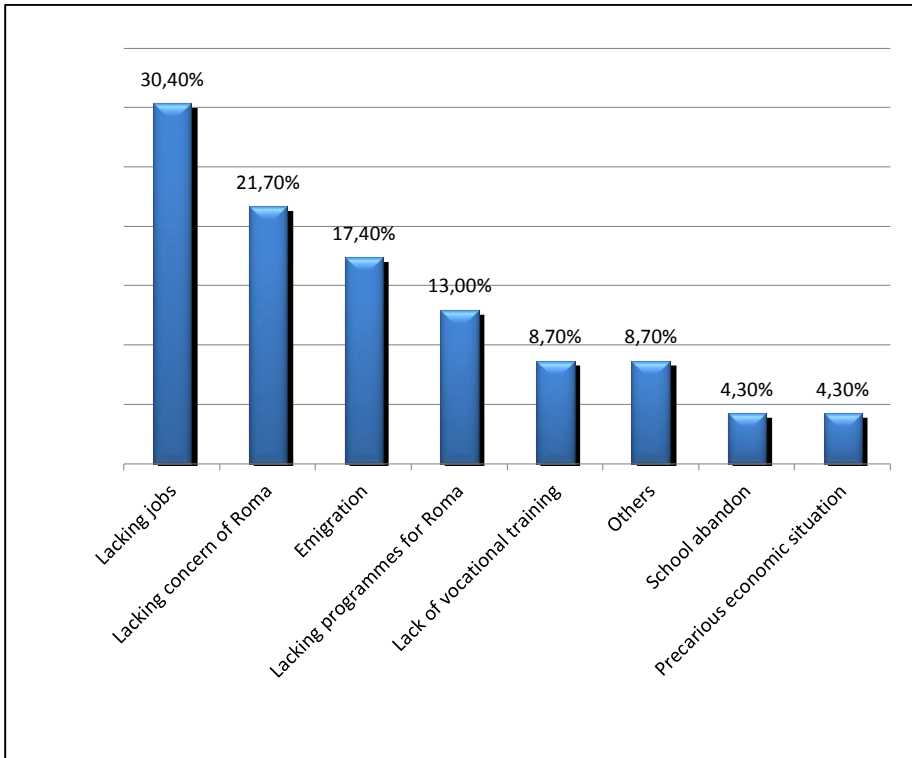
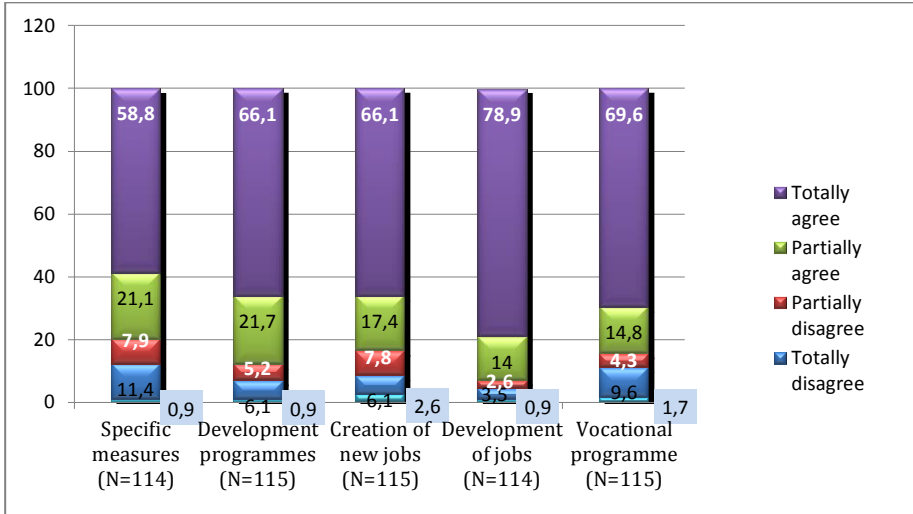


Figure 6. MS4. a. Perspectives of improving the Roma condition at community level - No (N=23) - Multiple answers



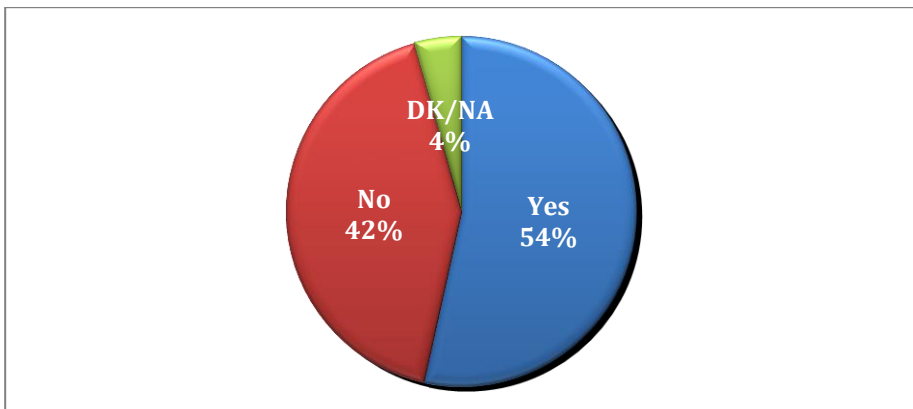
Most of the respondents agree completely that supporting the development of jobs addressed to Roma would increase the insertion chances in the labour market of the persons of Roma ethnicity (78.90%). The next measure that most of the respondents agree with totally or partially is that it would be beneficial to the labour market integration process of Roma to provide for the design of some basic skills development programmes (87.80%). Out of the respondents, 19.30% are completely, or partially disagreeing with the fact that the development of some specific measures for the vocational programme for Roma people would help them with the integration in the labour market (*see figure 7*). Seven of the respondents suggested as other measures that would contribute to the Roma labour market insertion process the guidance of pupils to vocational schools, adult counselling, on-the-job training, promoting the artistic traditions, but also the creation of new jobs.

Figure 7. MS5. *In your opinion, which are the measures that might increase the insertion chances in the labour market of Roma ethnicity individuals?*



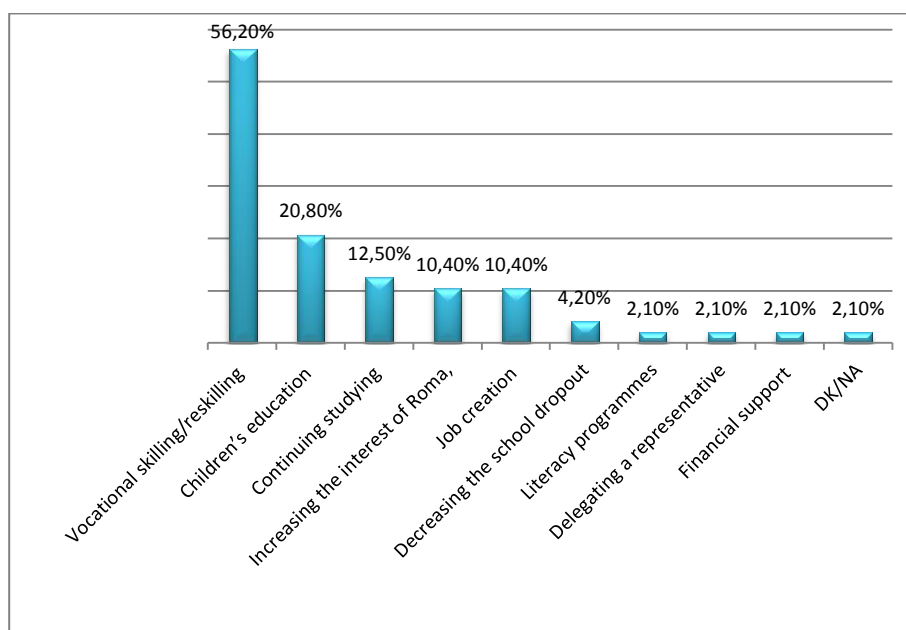
54% from the respondents consider that education and vocational training of Roma ethnicity individuals is adequate to the current requirements of the labour market, whereas 42% do not agree with this finding (See figure 8).

Figure 8. MS6. *Do you consider that adequacy exists between vocational education and training of Roma ethnicity persons and the current demands on the labour market? (N=116)*



From the individuals stating that the vocational training of the Roma ethnicity individuals is not adequate to labour market demands, the solutions suggested for achieving adequacy were vocational skilling/reskilling (56.20%), children's education (20.80%), continuing studying (12.5%), and other measures as regards education, increasing the interest of Roma, job creation and providing financial support (see figure 9).

Figure 9. MS7. Solutions for adequacy between educational and vocational skilling of Roma ethnicity persons and current demands in the labour market (N=48) – Multiple answers



59% from the respondents declared that they do not know which the skilling needs are in the county (see figure 10). From among them, most consider that skilling courses are necessary in the field of constructions (79.40%). 38,20% from the respondents who are aware about the skilling needs at county level consider that skilling in agriculture is necessary, 36.80% propose gaining skills for working in trade, and 16.20% support the need of skilling in the textile industry. Other skills considered as necessary, mentioned by less than 15% of the respondents are bodyguard, hairdresser, fitter/plumber, car mechanic, car drivers, cleaning staff, and workers for the manufacturing industry, for the health and transports' sector, workers for handling natural resources, and activities in environmental protection. Jobs can be found in pastry/bakery, education, but also as fiddler, handicraftsmen, shoemakers, and as carers for elderly, as well (see Figure 11).

Figure 10. MS9. Please enumerate the most sought skills at county level (N=68) – Multiple answers

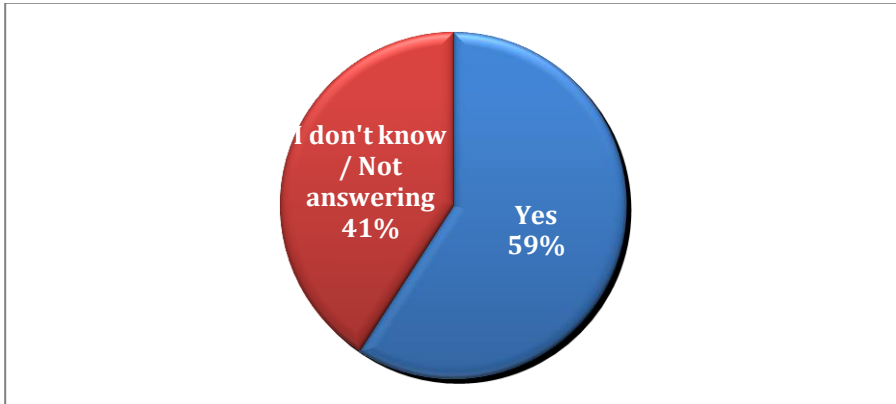
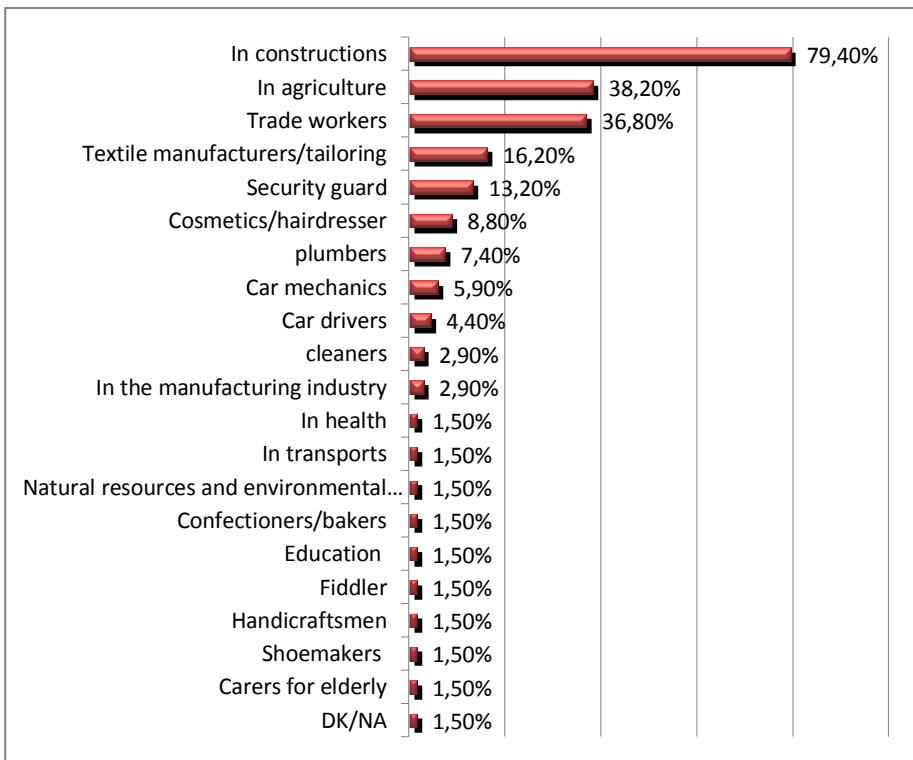
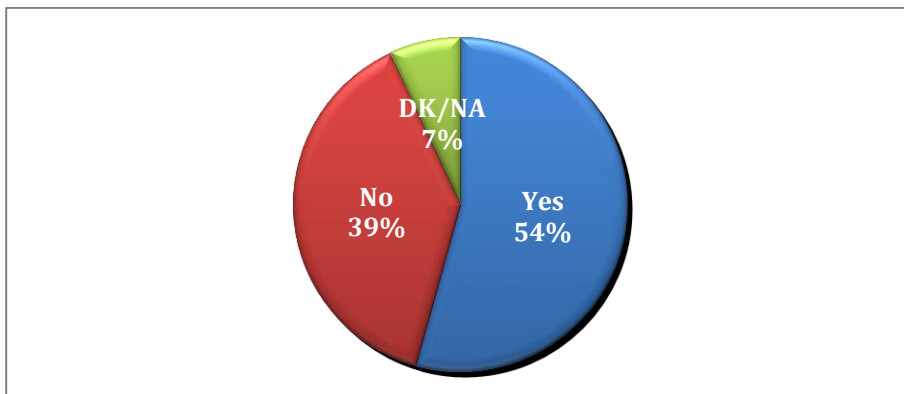


Figure 11. MS8. Do you know the skilling needs in the county? (N=115)



A percent of 54% of the respondents considers that the employment programmes are adequate for persons of Roma ethnicity, while 39% consider the opposite (see Figure 12).

Figure 12. MS10. Do you believe that the employment programmes are adequate for persons of Roma ethnicity? (N=116)



Out of the respondents, 93.9% are agreeing totally or partially with the fact that reconversion courses adequate to market demands are necessary as they could contribute to rendering efficient the employment programmes addressed to persons of Roma ethnicity. At the same time, the respondents consider as necessary that job offers should address low education levels (89.20%), but also be accessible also from the perspective of the distance and be placed in the outreach area where individuals who would access them live (89%). From the respondents, 15.60% consider that organising paid reconversion courses would not represent a solution for rendering efficient the employment programmes, while 15.70% maintain speeding up the process of issuing identity cards for persons of Roma ethnicity who don't have IDs with the purpose of contributing to the employment of Roma ethnicity persons (see Figure 13). We find that 39% of the respondents are of the opinion that, in the proximity of the localities they represent employment opportunities exist, or will exist in the near future, and 57% stated that no jobs are found in the outreach of the area they represent (see Figure 14). The average distance to the localities that the respondents referred to as the closest town is 24.47 km.

Figure 13. MS11. In your opinion, which are the solutions for rendering efficient the employment programmes among persons of Roma ethnicity? – Multiple answers

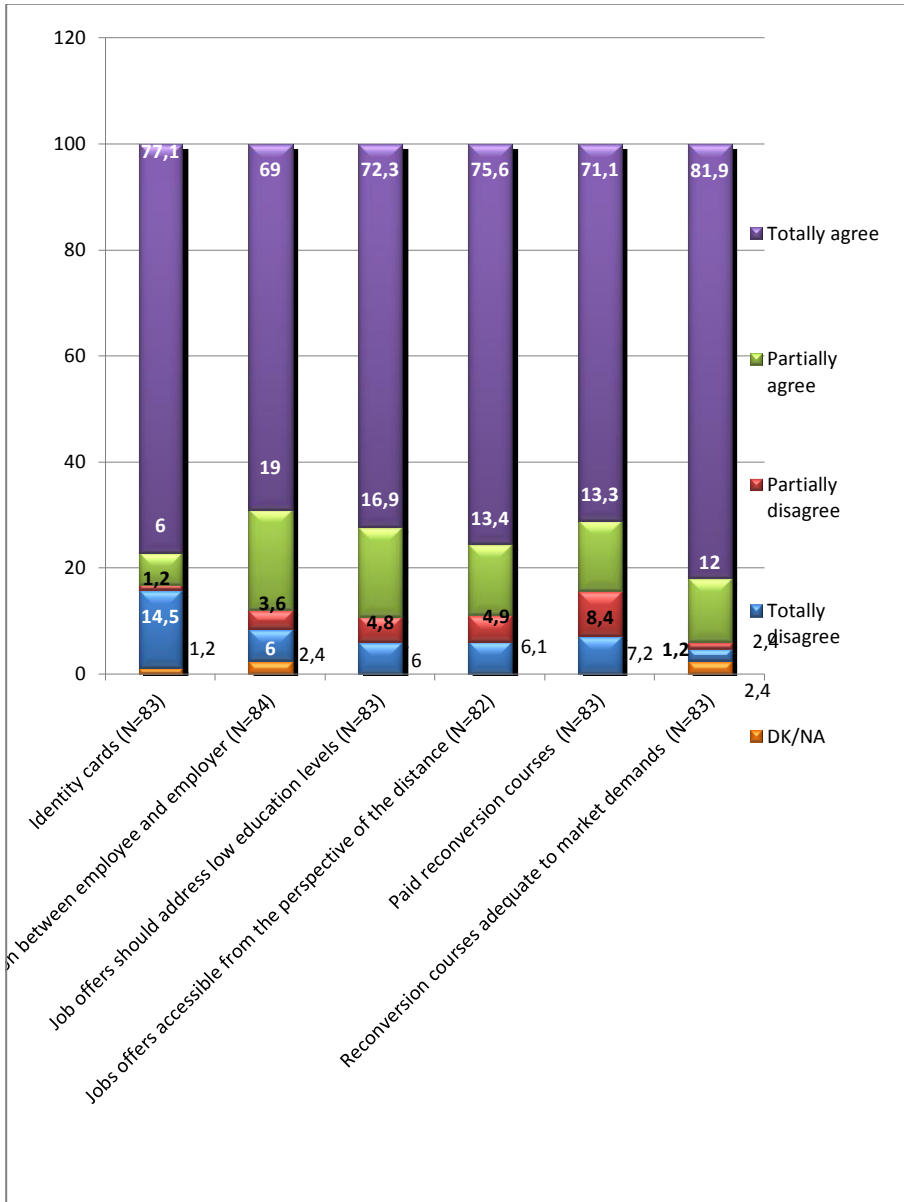
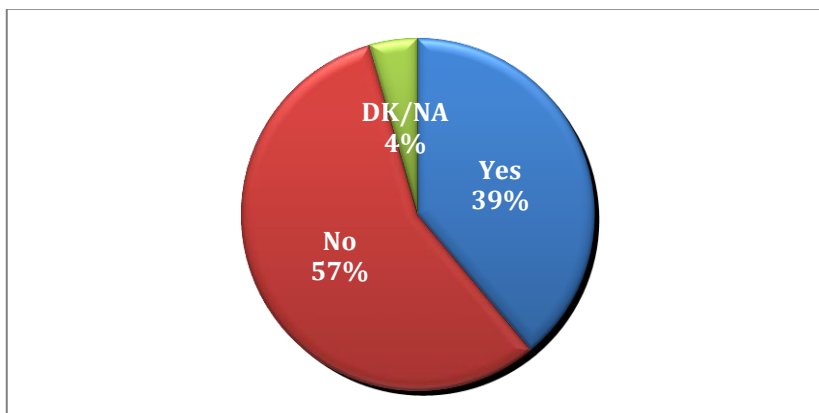
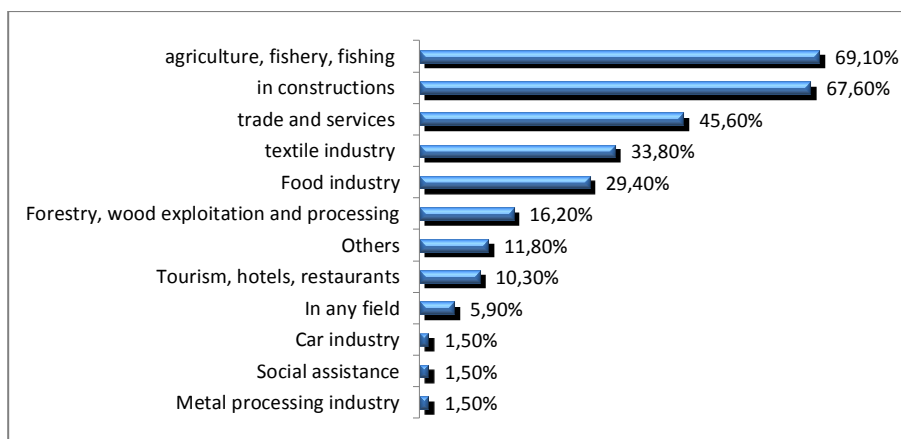


Figure 14. MS12. Are there employment opportunities in the locality or in the proximity of the locality? (N=113)



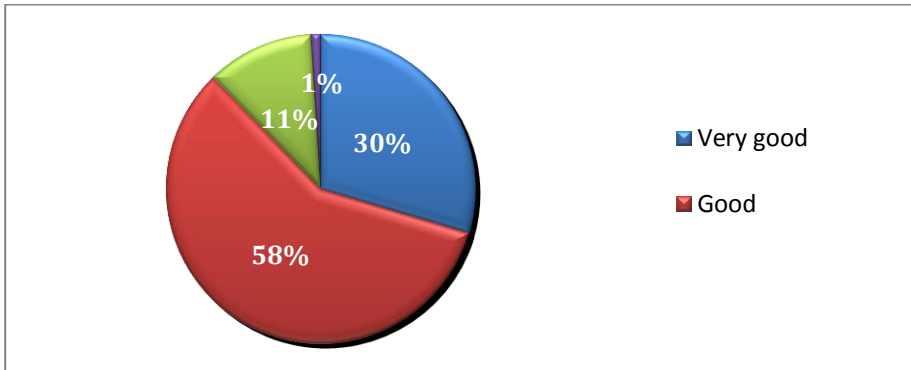
The participants of the local authorities participating to the study are of the opinion that in the localities or in the proximity of the localities they represent there are employment opportunities in agriculture, fishery, fishing (69.10%), in constructions (67.60%), in trade and services (45.60%), and in the textile industry (33.80%). Less than 30% of the respondents consider that the inhabitants are provided with employment opportunities also in forestry, tourism, car industry, social assistance, or metals' processing (See figure 15).

Figure 15. MS13I n which of the following fields of activity would exist employment opportunities in the locality or in the proximity? (N=68) – Multiple answers



Most of the respondents consider that the relationships between the Roma in the locality are good (58%), and very good (30%) (see Figure 16).

Figure 16. RR1. What are the relationships between the Roma in the locality according to your opinion? (N=98)



From the respondents, 76% state that at community level are mediators who manage the relationships between Roma and the local authorities, and 20% declare that appointed persons exist at local level who are focused on mediating the relationships between Roma and the authorities (see Figure 17). From among the persons involved in mediating the relationship between Roma and authorities, most of the respondents believe that the Roma leader fulfils this task (46.30%). A percent of 39% considers that the sanitary mediator accomplishes this task, and 37.80% from the respondents have pointed out the local expert. Less than 20% of the respondents consider as responsible with the mediation of the relationship between Roma and the authorities the education mediator, the social mediator, the local counsellor, the Gypsy leader (Bulibasa), the community worker, or even the local authorities (see Figure 18). Most respondents are of the opinion that managing the relationship between Roma and local authorities unfolds good (40%), and very good (48%) (see Figure 19).

Figure 17. RR2. Are there persons to mediate the relationships between Roma and the authorities at the level of the community? (N=96)

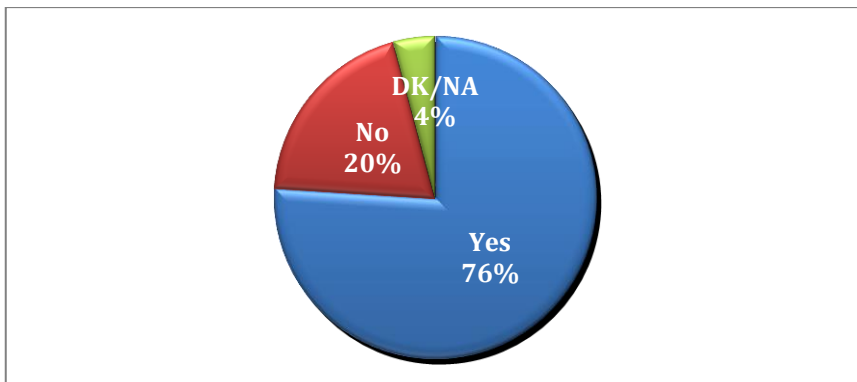


Figure 18. RR3. Persons mediating the relationships between Roma and the authorities at the level of the community (N=82) – Multiple answer

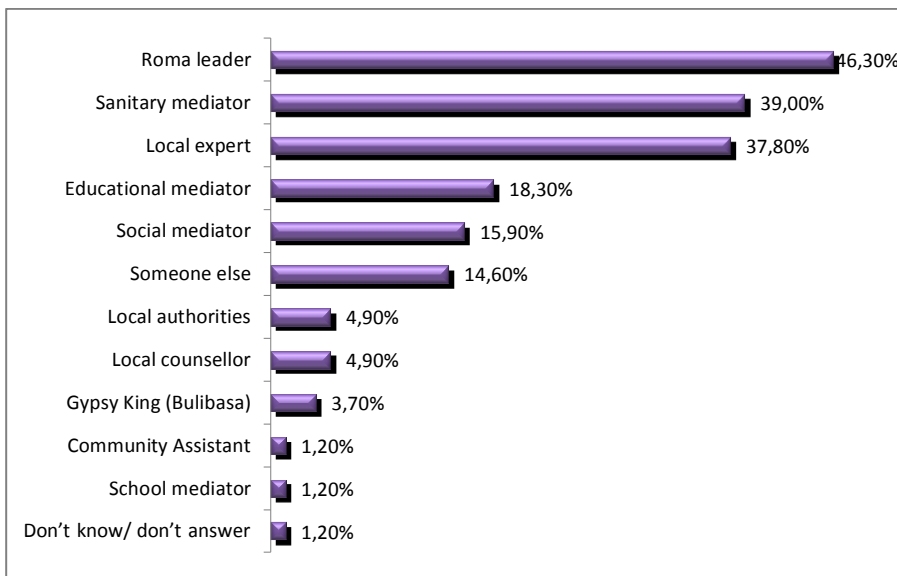
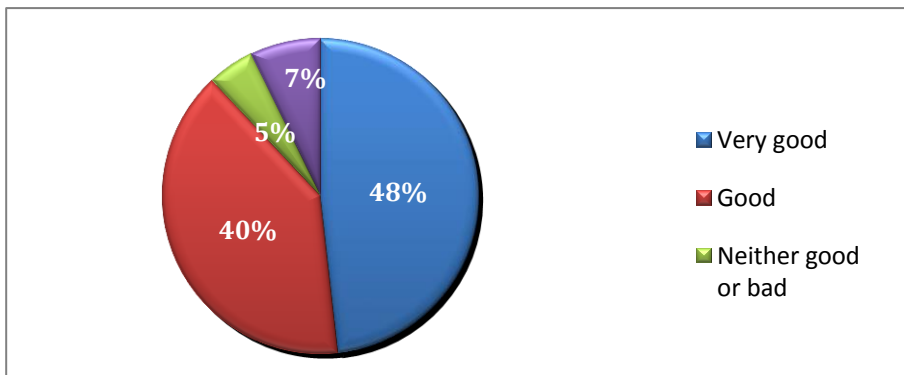


Figure 19. RR4. In your opinion, how are these relationships managed by the mediating persons? (N=83)



Analysis of the interventions implemented at the level of the 4 regions of development

In South-Muntenia were achieved 42 interviews, from which 27 with the representatives of the mayor's offices, 12 with school representatives, one interview with a representative of the police, one with a social worker, and another with a local counsellor. In South-East were realised 32 interviews, from which 16 in the mayor's offices, 7 in schools, 5 at the medical offices, 2 at the police, one in a high school and another in a UAT. In South-West Oltenia were achieved 28 interviews, 17 at the mayor's offices, 6 in schools, 3 in UAT, another at the medical office, and one other at the high-school. In Bucharest-Ilfov were done 16 interviews with the representatives of schools (5), with the representatives of mayor's offices (4), with employees of the police (2), with church representatives (2), and with the employee of a kindergarten, one with a representative of an association, and one with the representative of AJOFM (*see Table 8*).

Table 8. Structure of interviews realised with local authorities, according to the type of institution, on regions of development

Institution	Regions of development				Total
	Bucharest-Ilfov	South- Muntenia	South-West Oltenia	South-East	
AJOFM	1	0	0	0	1
Association	1	0	0	0	1
Church	2	0	0	0	2
Medical Office	0	0	1	5	6
Kindergarten	1	0	0	0	1
High-School	0	0	1	1	2
Police	2	1	0	2	5
Mayor's Office	4	27	17	16	64
School	5	12	6	7	30
UAT	0	0	3	1	4
Missing	0	2	0	0	2
Total	16	42	28	32	118

At the level of all regions of development, more than half of the respondents declared that information methods are used for notifying the persons of Roma ethnicity about the measures and actions organised for them like advertising on the notice board of public institutions, and contacts through the local leader or expert. In South-West Oltenia mass media is used as method of notifying to lesser extent than in the other regions of development (14.30%) (*see Table 9*).

Table 9. MS1. Which are the methods by which persons of Roma ethnicity from the locality are informed about the new measures and actions undertaken for them? (Yes), on regions of development – Multiple answers

Method of information	Region of Development			
	Bucharest-Ilfov	South-East	South-West Oltenia	South Muntenia
Notice board of public institutions	68.80%	83.30%	89.30%	75.00%
Contacted directly by their local leader/expert	56.20%	71.40%	96.40%	75.00%
Newspapers/television/local sites	25.00%	26.20%	14.30%	15.60%
Advertising		7.10%		
By AJOFM			3.60%	
Mouth-to-mouth communication		2.40%	3.60%	6.20%
By the mayor's office	25.00%	2.40%		3.10%
Through the mediator		7.10%	3.60%	6.20%
Written press adds		4.80%		3.10%
Meetings with parents			3.60%	6.20%
By phone		7.10%		
Internet advertisement		2.40%		
By organising debates		2.40%	3.60%	

Almost half of the respondents at the level of the four regions of development stated that they are aware about the programmes developed in the field of employment. In South-West Oltenia, 42.90% of the respondents stated that they know about such programmes (*see Table 10*).

Table 10. MS2. Are you aware of programmes/actions developed in the field of employment? (on regions of development)

	Regions of development				Total
	Bucharest-Ilfov	South Muntenia	South-West Oltenia	South-East	
Yes	50.00%	50.00%	42.90%	51.60%	48.7%
Not aware/ don't know	50.00%	47.60%	57.10%	45.20%	49.60%
NR		2.40%		3.20%	1.70%

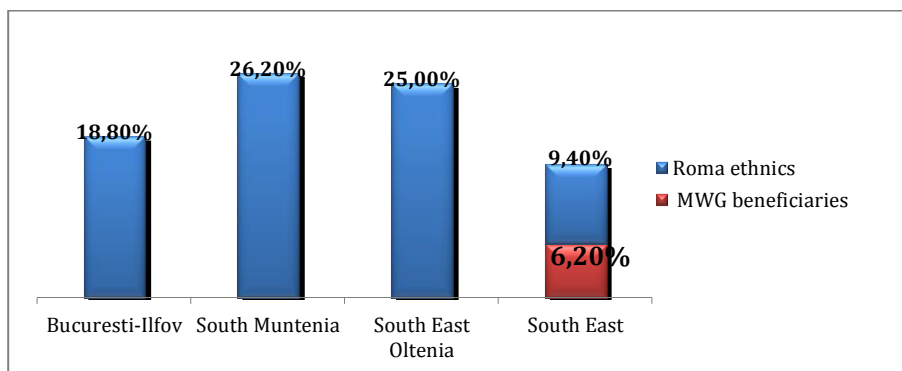
Most respondents from the region Bucharest-Ilfov stated that they are aware about skilling courses (25.00%), and about the Employment Caravan (18.80%). In South-Muntenia, 33.30% from the respondents mentioned skilling courses, and 14.30% mentioned the actions of the employment agencies. In South-West Oltenia, 21.40% from the respondents mentioned the programmes developed by employment agencies, and 14.30% mentioned the skilling courses. The interventions of the employment agencies were mentioned by 28.10% from the respondents in South-East (*see Table 11*).

Table 11. MS3. Programmes/actions developed in the employment field known to the representatives of the local authorities, on regions of development – Multiple answers

	Regions of development			
	Bucharest-Ilfov	South Muntenia	South-West Oltenia	South-East
Skilling courses	25.00%	33.30%	14.30%	6.20%
Employment Caravan	18.80%	7.10%	3.60%	3.10%
ANOFM/AJOFM	6.20%	14.30%	21.40%	28.10%
Jobs' Exchange	6.20%	11.90%	3.60%	6.20%
Advertisements	6.20%		3.60%	6.20%
Social canteen/lunch vouchers		2.40%	3.60%	3.10%
Counselling centre for parents and children/vocational guidance		2.40%	3.60%	
Building a factory		2.40%		3.10%
Courses provided by the mayor's office		2.40%		
School after school			3.60%	3.10%
Posters				6.20%
Second chance				3.10%
Sport activities				3.10%
Cultural activities				3.10%
Sanitary activities				3.10%
By phone				3.10%

Out of the beneficiaries of the programmes developed in the employment field, most of the respondents at the level of each region of development mentioned the persons of Roma ethnicity. Only 6.20% of the respondents from South-East mentioned the beneficiaries of the MGW (*see figure 20*).

Figure 20. MS3. Beneficiaries of the programmes/actions developed in the field of employment known to the local authorities, on regions – Multiple answers



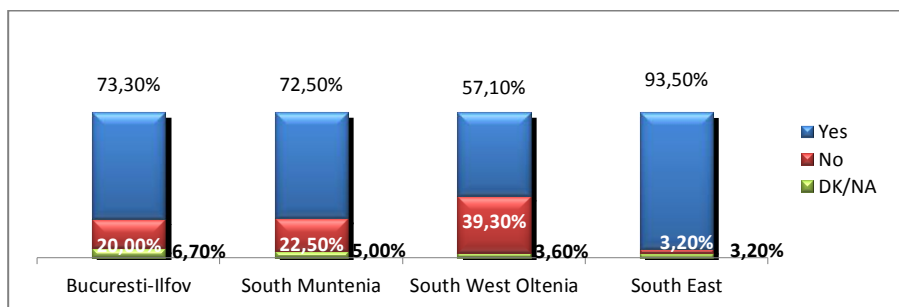
As outcomes of the programmes developed in the field of employment, we find that they were evaluated as poor at the level of each region of development. However, at the same time, we find that jobs were gained, and results regarded as satisfying as well (*See Table 12*).

Table 12. MS3. The outcomes of the programmes/actions developed in the field of employment, known to the representatives of local authorities, on regions – Multiple answers

Outcomes	Regions of development			
	Bucharest-Ilfov	South Muntenia	South-West Oltenia	South-East
	No. of respondents			
Poor outcomes	2	1	1	1
Roma received gifts and monetary aids	2	1	0	1
No hiring	1	1	0	1
Jobs gained	1	1	0	1
Courses are not according to the requirements of the labour market	1	0	0	0
Satisfying outcomes	0	1	1	2
Roma refused jobs provided by AJOFM	0	1	0	0
Very good outcomes	0	0	1	0
Total	4	6	3	5

Most of the respondents at the level of each development region consider that there are perspectives for improving the situation of Roma at the level of the localities they represent. In South-East are recorded 93.50% of the optimistic respondents as regards the Roma situation in the future, the highest share as compared with the other targeted regions (*see Figure 21*).

Figure 21. MS4. Are there perspectives for improving the situation of Roma at the level of your locality? (on regions)



We find that in the regions Bucharest-Ilfov, and South-Muntenia the respondents put emphasis on educating future generations as factor in the positive approach as regards Roma condition (25.00%, respectively 16.70%). In both South-Muntenia and South-West Oltenia, the investments at the level of the community are indicative for the improvement of the Roma condition (16.70%, respectively 14.30%). At the same time, in South-West Oltenia, respondents consider that the skilling/reskilling programmes organised will improve the condition of the beneficiaries (14.30%). The respondents in South-East consider that the programmes for the inclusion of Roma will contribute to improving the condition of Roma at the level of localities (28.10%) (*see Table 13*).

Table 13. MS4. Are there perspectives for improving the condition of Roma at the level of your locality? – Yes, on regions –Multiple answer

Reasons for improvement	Regions of development			
	Bucharest-Ilfov	South-Muntenia	South-West Oltenia	South-East
Educating future generations	25.00%	16.70%	7.10%	15.60%
Investments at the level of community	6.20%	16.70%	14.30%	9.40%
Job creation	6.20%	14.30%	7.10%	6.20%
Skilling/reskilling programmes/continuing studying	6.20%	9.50%	14.30%	15.60%
Programmes for the inclusion of Roma	6.20%	7.10%	3.60%	28.10%
Involvement of local authorities		9.50%	10.70%	12.50%
Personal development projects		4.80%	7.10%	3.10%
Provided aids		4.80%		
Increasing the interest in skilling and entering on the labour market			7.10%	9.40%
Others				3.10%

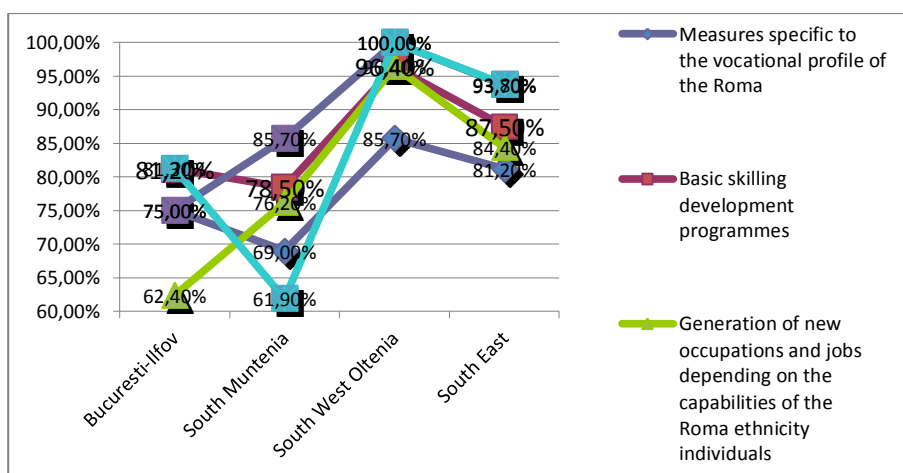
The pessimistic respondents as regarding the future of the Roma condition at the level of the localities they represent from the region Bucharest-Ilfov consider that the lack of programmes dedicated to Roma (12.50%), along with the lack of concern from the Roma (6.20%) represent both important reasons for an unchanged future. In South-Muntenia, 9.50% from the respondents consider that the lack of jobs affects the future of Roma. The representatives from South-West Oltenia put also emphasis on the lack of jobs as main factor for an unchanged condition at the level of Roma (10.70%). In South-East are mentioned the lack of jobs (3.10%), but also the lacking vocational training of Roma (3.10%) as factors for a similar situation of Roma also in the future (*see Table 14*).

Table 14. MS4. Are there perspectives for improving the condition of the Roma at the level of your locality? –No, on regions – Multiple answers

Reasons for lacking improvement	Region of development			
	Bucharest-Ilfov	South Muntenia	South-West Oltenia	South-East
Lacking programmes for Roma	12.50%		3.60%	
Lacking concern for Roma	6.20%	2.40%	10.70%	
Lacking jobs		9.50%	7.10%	3.10%
Emigration		4.80%	7.10%	
Precarious economic situation		2.40%		
Others			7.10%	
Lack of vocational training			3.60%	3.10%
School abandon			3.60%	

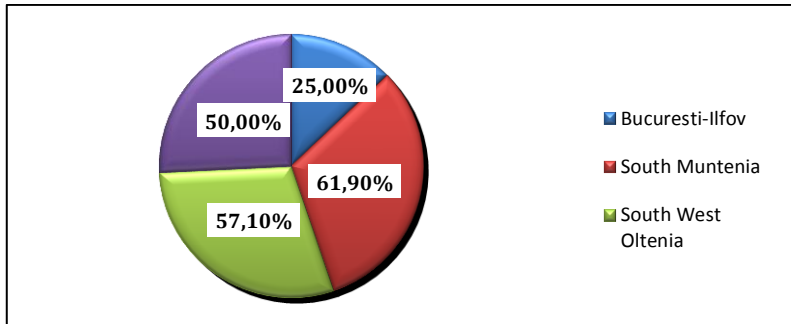
The representatives of the public authorities from South-West Oltenia sustain to the largest extent, compared with the ones from the other regions of development, as measures for Roma insertion the adoption of some measures specific to the vocational profile of the Roma. This should be realised together with the unfolding of some basic skilling development programmes, the generation of new occupations and jobs depending on the capabilities of the Roma ethnicity individuals and supporting the practice of handicrafts specific to Roma. In Bucharest-Ilfov, the respondents believe less in the capacities of the measure dedicated to the generation of new jobs for the Roma as insertion measure in the labour market (62.40%), whereas in South-Muntenia are found the fewest respondents that credit the measure of supporting Roma handicraft occupations (61.90%) (see Figure 22).

Figure 22. MS5. In your opinion, which are the measures that might increase the insertion chances in the labour market for Roma ethnicity individuals? – Multiple answers



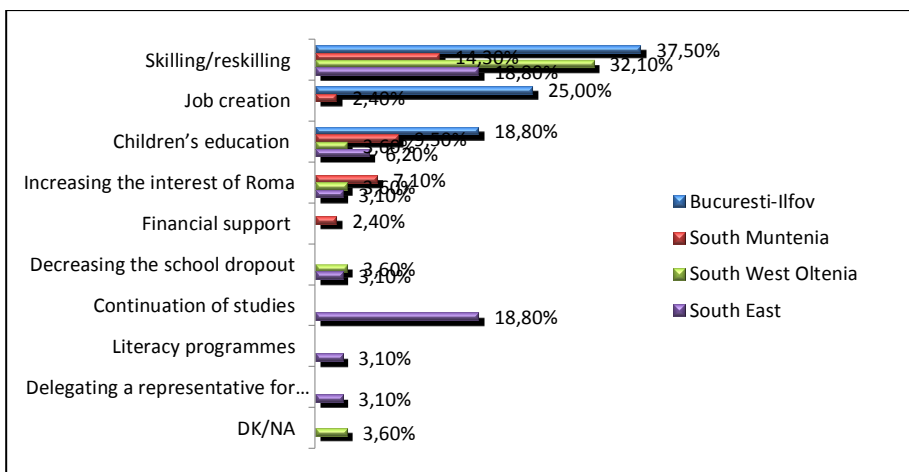
In South-Muntenia are found the most respondents considering there exists adequacy between education and vocational qualifications of the Roma individuals according to the current requirements of the labour market (61.90%), whereas in Bucharest-Ilfov only 25.00% of the respondents agree that the vocational training of Roma meets the demands of the employers (see Figure 23).

Figure 23. MS6. Do you believe there is adequacy between education and the vocational skilling of Roma individuals according to the current demands in the labour market? – Yes, on regions



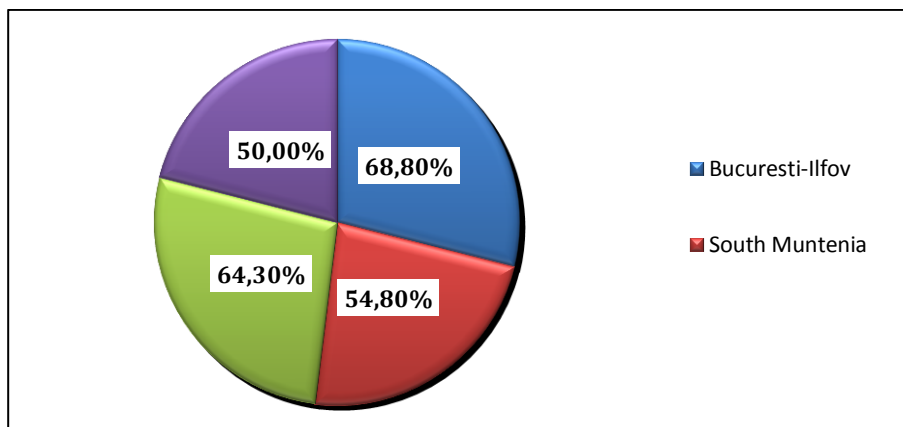
The representatives of local authorities at all levels the regions of development consider that adequacy might be obtained between education and vocational skilling for Roma ethnicity individuals according to current labour market demands either by skilling or reskilling them and by educating the children (see Figure 24).

Figure 24. MS7. Solutions for the adequacy between education and vocational skilling of Roma ethnicity individuals according to current labour market demands, as identified by the representatives of the local authorities, on regions – Multiple answer



The respondents from Bucharest-Ilfov consider to the largest extent as compared with the respondents from the other regions of development that they are aware about the skilling needs at the level of the county they represent (95.80%). Half of the respondents from South-East believe that they can discuss about the skilling needs in the county (see Figure 25).

Figure 25. MS8. Are you aware about the skilling needs in the county? – Yes, on regions



The representatives of the local authorities for the analysed four regions of development consider that in the field of constructions are the most skilling requests. In Bucharest-Ilfov, 43.80% from the respondents consider that at county level is demand for skilled persons in trade. From the respondents in South-Muntenia 11.90% consider that after constructions, skilled persons are sought for agriculture and in the textile industry. Out of the respondents from South-Oltenia, 42.90% are of the opinion that there is demand for skilling in agriculture. The respondents from South-East place after the skilling demand in constructions, the demand for trade workers (25.00%) (see Table 15).

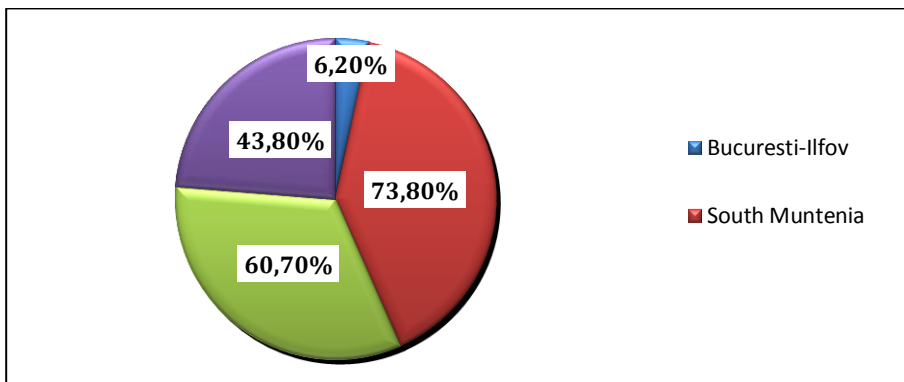
Table 15. MS9. Please enumerate the most demanded skills at county level, on regions – Multiple answer

Skilling	Regions of development			
	Bucharest - Ilfov	South Muntenia	South-West Oltenia	South-East
In constructions	56.20%	45.20%	60.70%	28.10%
Trade workers	43.80%	4.80%	28.60%	25.00%
Security guard	31.20%	4.80%		6.20%
In agriculture	18.80%	11.90%	42.90%	18.80%
Textile manufacturers/tailoring	12.50%	11.90%	3.60%	9.40%

Skilling	Regions of development			
	Bucharest - Ilfov	South Muntenia	Souh-West Oltenia	South-East
Cosmetics/hairdresser	6.20%	7.10%		6.20%
Cleaners	6.20%	2.40%		
Plumbers		7.10%		6.20%
Car mechanics		4.80%	3.60%	3.10%
In the manufacturing industry		4.80%		
In health		2.40%		
In transports		2.40%		
Confectioners/bakers		2.40%		
Fiddler		2.40%		
Handicraftsmen		2.40%		
Shoemakers		2.40%		
Car drivers			3.60%	6.20%
Natural resources and environmental protection workers				3.10%
Education				3.10%
Carers for elderly				3.10%
NS/NR	6.20%			

In Bucharest-Ilfov, we find the fewest representatives of the local authorities considering that the employment programmes are adequate for the Roma ethnicity individuals (6.20%). From among these, 81.20% consider that these programmes are not adequate for Roma. In South-Muntenia, 73.80% from the respondents consider that the employment programmes are adequate for individuals of Roma ethnicity (see Figure 26).

Figure 26. MS10. Do you believe that the employment programmes are adequate for individuals of Roma ethnicity? –Yes, on regions



In the region Bucharest-Ilfov, 81.30% from the respondents consider that the reconversion courses are one of the solutions to render efficiency to the employment

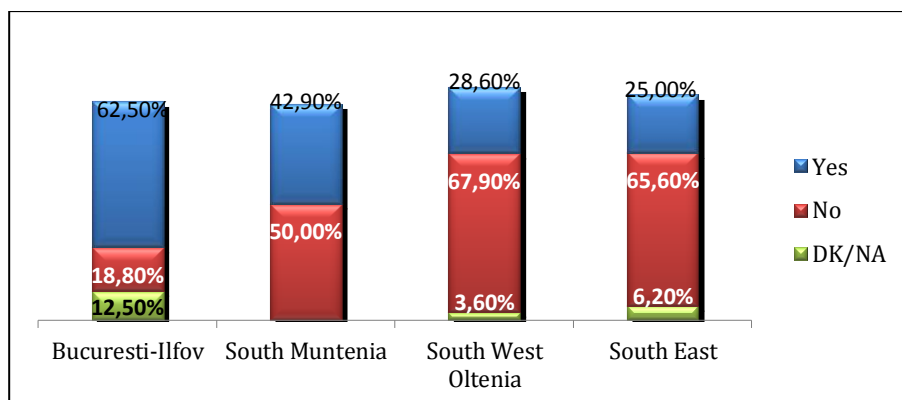
programmes for individuals of Roma ethnicity, while 81.20% consider that the solution would be to provide jobs adequate to those with low educational level. In South-Muntenia, 57.10% from the respondents appreciate that the development of reconversion courses adequate to the market demands will contribute to improving the employment programmes for Roma. The same opinion is shared also by the representatives of local authorities from South-East (75.00). In South-West Oltenia, paid reconversion courses represent a solution for 64.30% from the respondents (*see Table 16*).

Table 16. MS11. In your opinion, which are the solutions for rendering efficient the employment programmes among individuals of Roma ethnicity? – On regions – Multiple answers

Solutions	Bucharest-Ilfov	South-Muntenia	South-West Oltenia	South-East
Paid reconversion sources	81.30%	45.30%	64.30%	62.50%
Effective and real job supply adequate for a low educational level	81.20%	54.80%	60.80%	65.60%
Reconversion courses adequate to the demands of the market	75.00%	57.10%	64.20%	75.00%
Mediation of the discussion between employee and employer	75.00%	54.70%	57.20%	71.80%

More than half of the respondents from the regions South-Muntenia (50.00%), South-West Oltenia (67.90%), and South-East (65.60%) consider that in the proximity of the localities they represent, the employment opportunities are inexistent, and will not be created. From the respondents in Bucharest-Ilfov, 62.50% are of the contrary opinion, considering that the localities they represent provide for employment opportunities (*see Figure 27*).

Figure 27. MS12. In the locality, or in its proximity do employment opportunities exist, or will exist? On regions



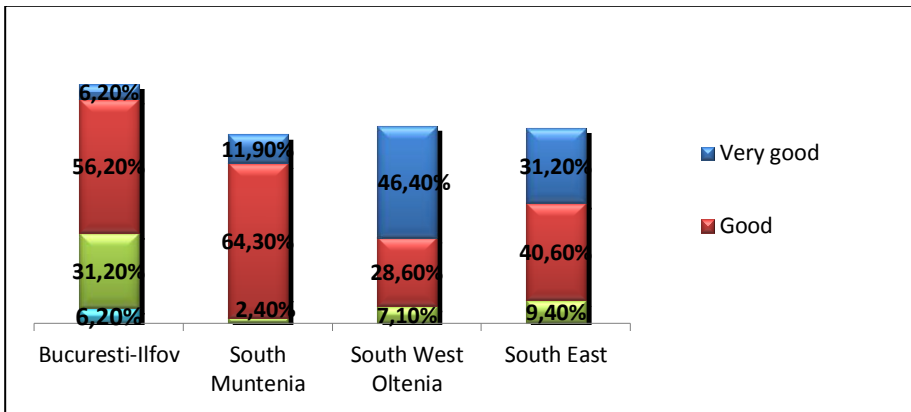
The interviewed representatives of the local authorities consider that in constructions and agriculture are the best employment chances. Thus, in the region Bucharest-Ilfov, we find 56.20% of the respondents who consider that constructions and agriculture are the most important employment fields. Nevertheless, to an identical share is mentioned also the food industry. Out of the respondents from Bucharest-Ilfov, 50% are of the opinion that jobs can be found also in the field of trade and services. In South-Muntenia, 45.20% from the respondents place the field of constructions on the first position among the fields of activity providing for employment opportunities in the area, while 40.50% consider that people can find jobs in agriculture, as well. Out of the respondents in South-West Oltenia, 32.10% maintain that jobs are provided in agriculture, and 37.50% from the respondents in South-East support the same idea. In South-East, 31.20% from the respondents consider that residents can find jobs in constructions (see Table 17).

Table 17. MS13. In which of the following fields of activity are provided employment opportunities in the locality or in proximity? – on regions – Multiple answers

Fields	Regions of development			
	Bucharest-Ilfov	South - Muntenia	South-West Oltenia	South-East
Constructions	56.20%	45.20%	28.60%	31.20%
Agriculture, fishery, fishing	56.20%	40.50%	32.10%	37.50%
Food industry	56.20%	19.00%	3.60%	6.20%
Trade and services	50.00%	26.20%	17.90%	21.90%
Textile industry	31.20%	31.00%	3.60%	12.50%
Tourism, hotels, restaurants	31.20%	2.40%	3.60%	
Forestry, wood exploitation and processing	25.00%	4.80%	7.10%	9.40%
In any field	25.00%			
Car industry		2.40%		
Social assistance				3.10%
Metal processing industry				3.10%
Other fields of activity	31.20%	2.40%		6.20%

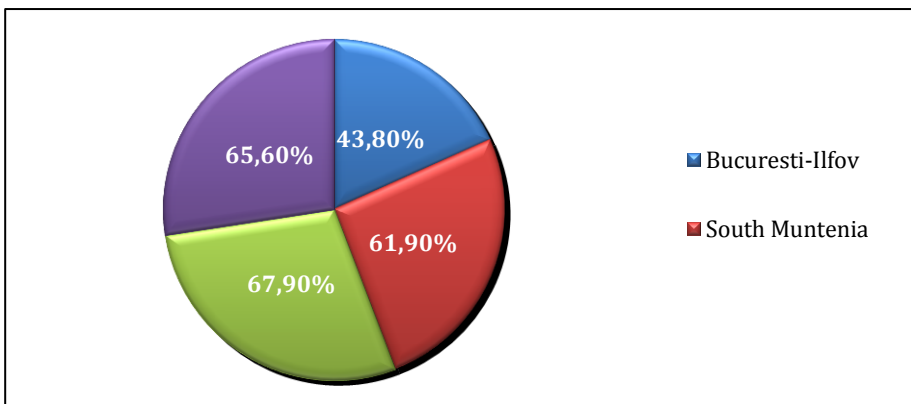
As regards the relationships between Roma at the level of the studied communities, the representatives of the local authorities consider that, to the largest extent, these are good and very good (see Figure 28).

Figure 28. RR1. What do you think about the relationships between Roma in the locality? (on regions)



According to collected data, Bucharest-Ilfov has less mediators as share than the other targeted regions (43.80%) as regards the relationships between Roma and local authorities.

Figure 29. RR2. Are there persons for mediating the relationships between Roma and authorities at the community level? – Yes, on regions



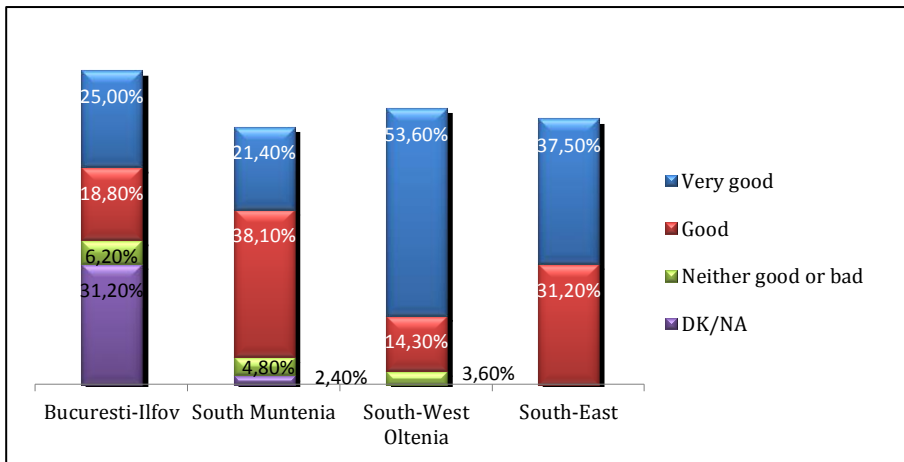
In the region Bucharest-Ilfov, the local experts are the persons regarded by 37.50% from the respondents as the first responsible for mediating the relations between Roma and authorities at the level of the community. In South-West Oltenia (46.40%), and in South-East (46.90%), the Roma leader is regarded as the main mediator. The respondents from South Muntenia consider that the sanitary mediator is the main responsible for mediating the relationships between Roma and authorities (23.80%) (see Table 18).

Table 18. RR3. Persons mediating relationships between Roma and authorities at community level, on regions – Multiple answers

Mediators	Region of development			
	Bucharest-Ilfov	South Muntenia	South-West Oltenia	South-East
Local expert	37.50%	7.10%	32.10%	40.60%
Roma leader	25.00%	14.30%	46.40%	46.90%
Sanitary mediator	12.50%	23.80%	28.60%	37.50%
Social mediator		11.90%	14.30%	12.50%
Local counsellor		9.50%		
Gypsy King (Bulibasa)		7.10%		
Local authorities		2.40%		9.40%
Educational mediator			25.00%	25.00%
Community Assistant			3.60%	
School mediator				3.10%
Someone else		16.70%	3.60%	12.50%
Don't know/ don't answer	6.20%			

As regards the way in which individuals mediating the relationships between persons of Roma ethnicity and authorities are evaluated, the interviewed representatives of the local authorities consider these as positive to their majority, at the level of each region of development (see Figure 30).

Figure 30. RR4. In your opinion, how are managed these relationships by the persons mediating them? On regions



Conclusions

Most of the possible action delivering conclusions and recommendations are strongly related to the specifics of the target group, i.e. adult Roma individuals living in communities with low educational stock, placed too far outside the paths to success of policies and interventions dedicated to vulnerable communities. The conclusions are in accord with other study findings (Arpinte, Cace, Scoican, 2010; Cace, Duminičă, Preda, 2005).

To their overwhelming majority, both Roma and relevant legal community representatives see education/training/improvement one of the few opportunities with success potential, e.g. skilling for as many as possible Roma individuals, coherent programmes for basic education, specific jobs to Roma patterns etc.

At declarative level, a certain assumption of community responsibility as regards the issue of vocational employment might be found. However, the outcomes of the research reveal contradictory details, impersonal and inconsistent interaction ways. For instance, the preferred way of information for the population is the advertising on the mayor's hall notice board (a space rather outside daily routes of the citizens, or ways presupposing more effort than simple advertising). This approach has as specifics the precarious control over information and the absence of support mechanisms, and message depersonalization etc.

The same line of thinking is also as regards media use, which is indicated as one of the sources of information about jobs (though the efficiency in such situations is rather low). The adult mentioned as committed to a variety of multiple roles restructures his/her adequacy to reality, however not by displaying a passive attitude. Therefore, the use of active and participative forms and procedures, which are direct and exploit the motivation of the adult, is recommended insistently.

The negative perception as regards the improvement chances of the situation at local level is one form of sabotage of any similar approach. As such, the effective activity of community development needs compulsory to consider the creation of positive representations about existing jobs, and the concern for the issues of Roma individuals.

Designing and implementing activities, projects and programmes that cover essentially the need of education (for children who are considered the future), and for adults (with instrumental value, in view of training the essential skills for a trade/profession) is preferable as compared with assistance measures. The lack of institutional decisiveness ("political will"), the context displaying shortcomings at the level of administration's functioning and information are but two of the major impediments that fracture "at grass root level" any strategic approach (which, otherwise, falls not in the competence of local authorities, but rather in the one of county and national ones).

The jobs dedicated especially to Roma ethnicity individuals, and the organization forms of the economic activities should rather be subjected to critical analysis in the conditions of a competitive and unsupportive environment. Nevertheless, they should be considered as provisory and transitory options precisely for diminishing gaps and inequalities. However, they belong into a wider context, where local leadership and

socio-economic development initiatives benefit from smart and long-term equitable design.

The study aimed to analyze the situation of Roma from marginalized communities in four regions of development: Bucharest-Ilfov, South-Muntenia, South-West Oltenia and South-East. 118 interviews were done with the representatives of the local authorities and 1072 interviews with the residents of the target-communities.

The outcomes of the achieved interviews with the representatives of the local authorities show that the most used method for disseminating announcements about the development of certain programmes within the community with objectives in the field of employment and vocational training consist in advertising on the notice boards of public institutions, followed by direct contacting by the local expert. From the residents of the targeted communities, 91% stated that they are not aware about programmes or actions developed in the field of employment. At the same time, 49% of the interviewed representatives of the local authorities stated that they are not aware as regards such programmes. Both among residents and representatives of local authorities are popular as programmes in the field of employment, skilling courses, and actions organized by employment agencies, like Jobs' Exchange or the Employment Caravan.

From the representatives of the local authorities, 21% consider that the situation of Roma cannot be improved because of the lacking jobs (30.40%), and the lacking concern shown by persons of Roma ethnicity (21.70%). Other reasons are emigration (17.40%), and lacking programmes addressed to Roma (13%). 75% from all respondents consider that there are perspectives for improving the situation of Roma by educating future generations (23.10%), investments in community development (19.20%), by developing skilling courses (17.90%) and Roma inclusion programmes (17.90%).

From among the representatives of the local authorities, who stated that they are aware about the skilling needs at county level (59%), 79.40% consider that skilling is necessary in the field of constructions, 38.20% in agriculture, 36.80% suggest gaining skilling as trade worker, and 16.20% support the need of skilling in the textile industry. The other qualifications considered as necessary and mentioned by less than 15% of the respondents are security guard, hairdresser, plumber, car mechanic, car driver, cleaners, in the processing industry, in health, transports, natural resources and environmental protection, pastry/bakery, education, fiddler, handicraftsman, shoemaker, elderly carer. The representatives of the local authorities from the analyzed four regions of development consider that in the field of constructions is the highest demand for skilling. In Bucharest-Ilfov, 43.80% from the respondents consider that skilled persons are sought in trade. 11.9% from the respondents in South-Muntenia consider that after constructions, skilled persons are sought in agriculture and in the textile industry. 42.9% from the respondents in South-West Oltenia are of the opinion that there is demand for skilling in agriculture. The respondents from South-East place after the skilling demand in constructions, the demand for trade workers (25%).

For rendering efficient the employment programmes unfolded for the Roma population in marginalized communities, the representatives of local authorities suggest the organization of some reconversion courses (93.9%), decreasing the demanded educational level (89.2%), and ensuring accessibility from the perspective of the distance, that is placement in the proximity of the area where persons pursuing to access the latter live (89%).

As regards employment opportunities in the proximity, the representatives of the local authorities are of the opinion that availabilities exist in agriculture, fishery, and fishing (69.10%), in constructions (67.60%), in trade and services (45.60%), and in the textile industry (33.80%). Over half of the respondents from the regions South-Muntenia (50%), South-West Oltenia (67.9%) and South-East (65.6%) consider that in the proximity of the localities they represent, employment opportunities are inexistent, and will continue to remain inexistent. 62.5% from the respondents in Bucharest-Ilfov are of the contrary opinion, considering that the localities they represent provide for employment opportunities. In the region Bucharest-Ilfov, we find 56.20% from the respondents who consider constructions and agriculture as the most important employment fields, but to the same share is mentioned also the food industry. From the respondents in Bucharest-Ilfov, 50% believe that jobs are found also in the field of trade and services. In South-Muntenia, 45.20% from the respondents place the field of constructions on the first position on the list of areas of activity providing for employment opportunities in the area, and 40.50% consider that people can also find jobs in agriculture. From the respondents in South-West Oltenia, 32.10% maintain that hiring is made in agriculture, and 37.50% from the respondents in South-East maintain the same thing. In South-East, 31.20% from the respondents consider that residents can find jobs in constructions.

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Appendix

Profile of the respondents

The study at the level of local authorities as regards the situation of the Roma communities in the regions of development Bucharest-Ilfov, South-Muntenia, South-West Oltenia, and South-East unfolded in the period June-August 2014, with an error margin by 2.6%, at a confidence level by 95%. There were realised 118 interviews with the representatives of the local authorities, according to the following structure (*see Table 1*):

Table 1. Structure of interviews realised with the representatives of the local authorities by region of development, county, and type of institution

Region	County	AJOFM	Association	Church	Medical Office	Kindergarten	High-school	Police	Mayor's Hall	School	UAT	Missing	Total
South Muntenia	Arges								5				5
	Calarasi								3	1		1	5
	Dambovita								6				6
	Giurgiu								2	2			4
	Ialomita								2	2		1	5
	Prahova							1	7	4			12
	Teleorman								2	3			5
Total							1	27	12			2	42
South-East	Braila								1	2	1		4
	Buzau								2	2			4
	Constanta				1				2	1			4
	Galati				2		1	1	7	1			12
	Iulcea				2				2				4
	Vrancea							1	2	1			4
	Total				5		1	2	16	7	1		32
South-West Oltenia	Dolj								12				12
	Gorj								2	2			4
	Mehedinti								1	2	1		4
	Olt				1		1				2		4
	Valcea								2	2			4
	Total				1		1		17	6	3		28
Bucuresti-Ilfov	Bucuresti	1		1		1				1			4
	Ilfov		1	1				2	4	4			12
Total		1	1	2		1		2	4	5			16

Most interviews were realised with institutions having as object of activity public administration (69). At the level of all analysed regions, the interviews were realised mainly with the representatives of the public administrations and with representatives from education (*see Table 2*).

Table 2. Structure of interviews realised with representatives of local authorities, by object of activity of the institution, by region of development

Object of activity	Regions of development				Total
	Bucharest-Ilfov	South Muntenia	South-West Oltenia	South-East	
	Number of interviews				
Local administration	4	28	20	17	69
Defending rights of the Roma community	1				1
Public order	2	1		2	5
Education	6	12	7	8	33
Religious profile	2				2
Medicine			1	5	6
Labour force placement	1				1
Missing		1			1
Total	16	42	28	32	118

We find that in 2013 the average in the number of employees at the level of the studied institutions is higher than over the past four years, and this increase is found in the situation as regards the number of Roma ethnicity employees, as well (*see Table 3*)

Table 3. Average of employees within the institutions where interviews were realised

Employees' average				Roma ethnicity employees' average			
2010	2011	2011	2013	2010	2011	2012	2013
25.69	26.30	25.42	26.38	2.01	2.11	2.05	2.43

Most interviews realised with the representatives of local authorities had as respondents the individuals with a length of service of 20 years and over (*see Table 4*).

Table 4. Structure of interviews realised with the representatives of local authorities, according to length of service, on regions of development

Length of service	Regions of development				Total
	Bucharest-Ilfov	South Muntenia	South-West Oltenia	South-East	
20 years or over	2	21	20	16	59
between 10 and 19 years	6	10	5	7	28
Between 9 and 2 years	4	11	3	9	27
Missing	4				4
Total	16	42	28	32	118

Most interviews were realised with the teaching staff (17). In South-Muntenia were realised 5 interviews each with 42 representatives of the teaching staff, referents, social workers, and secretaries. In South-West Oltenia the managers offered most interviews (5) (*see Table 5*).

Table 5. Structure of interviews realised with the representatives of local authorities, by occupation, on regions of development

Occupation	Regions of development				Total
	Bucharest-Ilfov	South-Muntenia	South-West Oltenia	South-East	
Teaching staff member	5	5	1	6	17
Police agent	2	1	0	1	4
Representative of an institution	2	0	1	0	3
Priest	2	0	0	0	2
Referent	1	5	4	0	10
Manager	1	4	5	0	10
Counsellor	1	3	3	1	8
Office clerk	1	3	0	0	4
Administrator	1	0	0	1	2
Social assistance	0	5	2	5	12
Secretary	0	5	0	2	7
Vice-Mayor	0	4	2	3	9
Mayor	0	3	3	5	11
Expert on Roma issues	0	1	2	1	4
School mediator	0	1	1	0	2
Librarian	0	1	0	0	1
Sanitary mediator	0	1	0	0	1
Nurse	0	0	3	2	5
Physician	0	0	1	3	4
Accountant	0	0	0	1	1
Missing	0	0	0	1	1
Total	16	42	28	32	118

Most interviews were realised with the representatives of the local authorities with a length of service between 9 and 2 years within the institution.

Table 6. Structure of interviews realised with the representatives of local authorities, according to length of service on the job, on regions of development

Length of service on the job	Regions of development				Total
	Bucharest-Ilfov	South-Muntenia	South-West Oltenia	South-East	
20 years or over	1	10	6	6	23
between 10 and 19 years	7	8	6	4	25
Between 9 and 2 years	5	21	15	20	61
Less than 2 years	1	3	1	0	5
Missing	2			2	4
Total	16	42	28	30	118

The respondents with responsibilities in the public administration collaborated to this study in realising 26 interviews out of 118 (see Table 7).

Table 7. Structure of interviews realised with the representatives of local authorities according to on the job responsibilities, on regions of development

Responsibilities	Regions of development				Total
	Bucharest-Ilfov	South-Muntenia	South-West Oltenia	South-East	
Education	5	7	1	4	17
Public administration	2	12	4	8	26
Institution's management	2	8	7	6	23
Counselling	2	1	1	2	6
Public order assurance	2	1		4	7
Religious activities	2				2
Mediation	1	3	4	2	10
Social enquiries/ social assistance		7	5	2	14
Pension files/indemnities/ allocations/ MGI		7	4	2	13
Legal activities		7		1	8
Agricultural activities		4	1		5
Social aid		4		2	6
Civil status		3		1	4
Population, houses, and cattle evidence, etc.		1	2		3
Sanitary mediation		1	2		3
Accounting activities		1		1	2
House authorisations		1			1
Emergency situations		1			1
Librarian		1			1
Cadastre		1			1
Medical consultations			2	5	7
Total	16	42	28	32	118

From the interviews realised with the representatives of local authorities, 95 were with individuals in the rural area (*see Table 8*).

Table 8. Structure of interviews realised with the representatives of the local authorities, after place of residence, on regions of development

Place of residence	Regions of development				Total
	Bucharest-Ilfov	South Muntenia	South-West Oltenia	South-East	
Rural	9	33	27	26	95
Urban	7	3		3	13
Missing		6	1	3	10
Total	16	42	28	32	118

Most of the interviews were realised with representatives of the local authorities of male gender (70). In South-Muntenia questionnaires were filled with 50% representatives of the male gender, and 50% with women respondents (*see Table 9*).

Table 9. Structure of realised interviews with representatives of the local authorities, by gender, on regions of development

Respondent's gender	Regions of development				Total
	Bucharest-Ilfov	South Muntenia	South-West Oltenia	South-East	
Male	12	21	17	20	70
Female	4	21	11	12	48
Total	16	42	28	32	118

Among the respondents at the level of public institutions, are found 18 young individuals with ages between 24 and 35 years of age. As regards interviews, 51 were realised with individuals aged between 36 and 50 years, and 42 interviews were done with persons aged between 51 and 60 years (*see Table 10*).

Table 10. Structure of interviews realised with representatives of the local authorities, by age, on regions of development

Age	Region of development				Total
	Bucharest-Ilfov	South Muntenia	South-West Oltenia	South-East	
24-35 years	3	4	5	6	18
36-50 years	8	22	6	15	51
51-60 years	3	13	17	9	42
66-80 years	0	2	0	0	2
Missing	2	1	0	2	5
Total	16	42	28	32	118

From the interviews realised with the representatives of the local authorities, 64 were realised with university graduates (*see Table 11*).

Table 11. Structure of interviews realised with the representatives of the local authorities, by educational level, on regions of development

Educational level	Regions of development				Total
	Bucharest-Ilfov	South Muntenia	South-West Oltenia	South-East	
High-school	4	4	10	6	24
Post-High-School Education	1	6	2	2	11
University	8	26	12	18	64
Post-University studies	3	6	2	6	17
Missing			2		2
Total	16	42	28	32	118