



STATE OF EMPLOYMENT AMONG THE ROMA PEOPLE¹

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Abstract: *The state of the Roma people is a subject of interest for all media (political, economic, cultural, social), turning into a subject on the working agenda of the actors involved in the development of support policies for the Roma population. The policies for the social inclusion of the Roma people require an integrating approach, a properly planned process and unitary actions, followed by the development of specific strategies, programs and projects. The employment policies for the Roma people stipulate, among the directions of action, a higher rate of employment among the Roma population, the development of programs for the development of the entrepreneurial capacity of the Roma, improving the skills of the Roma people in agreement with labour market requirements, externalization of work mediation services, professional information and counselling of the people seeking a job. The inclusion of the Roma people into the labour market has multiple effects, as well as real benefits, by reducing the cost of the social protection and by removing their dependency on such type of protection.*

Keywords: *Roma people, inclusion, labour market, workforce, unemployment,*

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1. Current context concerning the Roma minority

The problem of the Roma minority became a visible subject both in the public debates, and on the European and national political agenda, and the democratic changes of the 1990s influenced this fact.

The European Union member states share the responsibility of inclusion of the Roma people and, to accomplish that, they have available several instruments and policies within their areas of responsibility. They must provide equal opportunity for the Roma people to education, employment, professional formation and healthcare services.

According to Directive 2000/43 of the European Commission, the European Union has developed a legal framework supporting the social integration of the marginalised groups and the provision of enhanced protection against racism and racial discrimination, as well as other actions specific to the promotion of Roma people inclusion, within several general strategic visions (Lisbon Strategy, Europe 2020 Strategy), or specifically targeting this minority (Decade for Roma people inclusion, 2005-2015; European Platform for Roma People Inclusion, European Framework for the Strategies for the National Integration of Roma People – 2020).

One of the most important conclusions of the European Summit on the Roma people was the acknowledgement of EU role in supporting the member states to implement their national policies, by coordinating these policies and by granting financial support through structural funds.

In Romania, the policies promoting the social inclusion of the Roma are included in several national documents that assume European elements: the National Plan for Poverty Control and for the Promotion of Social Inclusion; the Decade for Roma People Inclusion 2005-2015; the Joint Social Inclusion Memorandum; the National Plan of Development, 2007-2013; the National Strategic Reference Framework 2007-2013; the Operational Sectoral Plan – Human Resources Development, the Governance Program 2009-2012, and the specific, “Strategy for the Improvement of Roma People Status in Romania, 2012-2020”, have the stated purpose of ensuring the socio-economic inclusion of the Roma people living in Romania.

The “Strategy for the Improvement of Roma People Status in Romania, 2012-2020” is the main document reflecting the commitment of the Romanian authorities to solve the Roma problem. The permanent partnership with the civil society in applying specific programs is an important component of the Strategy; it aims to improve significantly the situation of the Roma people and to yield sustainable results.

The general framework of public policies on the Roma population was set through the Governance Program 2013-2016. Chapter “*Minorities*” has the objective to “*improve the situation of the Roma people and to continue the policies aiming to close the gap between the Roma population and the society at large*”. Within the current Governance Program (2013-2016), the Government of Romania admits that Roma issues are a specific area that requires a framework of policies and correlation with the directions on poverty and social exclusion control agreed at EU level.

The public policies focus on social measures among which: education, employment, healthcare, migration, measures to control discrimination and poverty, promote the equal opportunity.

The employment policies for the Roma people stipulate, among other, a higher employment rate of the Roma, the design of programs supporting the development of the entrepreneurial capacities of the Roma, improved skills of the Roma people, in agreement with labour market requirements, externalization of the work mediation services, the information and professional counselling of the job seekers. The response of the public employment policies is often rather delicate, assuming or completing initiatives from NGOs. The key concepts that should define the occupational situation of the Roma are: integrated approach, access to a decent place of work, economic capacity. All employment policies should be analysed in terms of their impact on the Roma people, and the decision of their definition and implementation should take this analysis into account.

During the past decades, the number of people that migrate (Roma people included) increased, the types of migration diversified and the dynamics of migration became increasingly heterogeneous. The European migration of the Roma people emerged as subject of worry and of dispute or negotiation of relations with different countries of destination. Although undoubtedly important, Roma migration continues to remain one of the least investigated components of the migration abroad of the Romanian people. The phenomenon of migration must be considered in relation with the benefits for the Roma people that migrate, for their families and for the communities of origin. Investigations on the subject of Romanian Roma migration might be source of information supporting the design and implementation of public policies with sustainable outcomes.

Although there are many papers in this field, although policies were developed and programs have been promoted, both at the national and at the European level, for the integration of the Roma people into the labour market, their marginalization and discrimination is current reality, far from being eliminated.

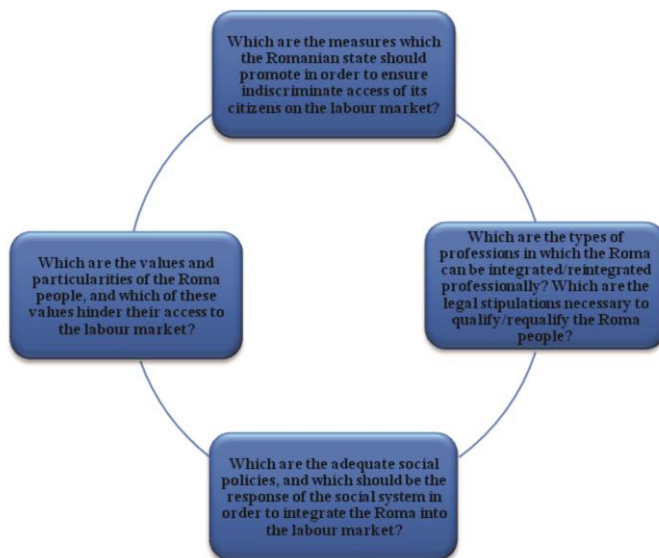
Projects have been run, supporting the participation of the Roma on the labour market, whose purpose was to integrate and absorb as many Roma people as possible into the labour market. The project “*Young and competitive Roma people, with equal opportunities on the labour market*”, implemented in 2010-2012 by the foundation Centre of Resources for the Roma Communities, aimed to facilitate the access of the young Roma on the labour market, decreasing thus the social exclusion, discrimination and risk of poverty.

In 2010-2012, the Soros Foundation implemented the project “EU INCLUSIVE - transfer of data and experience on the integration of Roma people on the labour market, between Romania, Bulgaria, Italy and Spain”. The objective of the project was to develop cooperation practices in the field of Roma people inclusion, by the transnational transfer of data and local experiences, supporting the inclusion of this vulnerable group on the European labour market and enhancing the capacity of the organizations concerned with the integration of the Roma living in Romania, Spain, Italy and Bulgaria. The Roma people continue to belong to the vulnerable groups on the labour market from Romania. The low educational level, next to discrimination and incongruences between the school education and labour market requirements, influence adversely the access of the Roma to the labour market.

Several initiatives of social economy have recently been developed among the Roma communities, and some of them tried to revive the traditional Roma crafts and to adapt to the modern crafts. Project „ROMA-RE” (Foundation PAEM Alba) aimed to establish “five resources centres supporting the social enterprises (operational as of 2013), with the view to promote the social entrepreneurship of the Roma.” Another study finished in 2012 (UNDP) was *Social economy and Roma communities – challenges and opportunities*. The project promotes social economy as innovating instrument for integrated development. Another project, *Fem. Rom* has been implemented in 2009-2012 by the Equal Opportunity Directorate within the Ministry of Labour, Family and Social Protection, whose purpose was to improve the access of Roma women on the labour market by the development of integrated services for them – information, professional counselling and employment.

There already is a rich experience accumulated by the various organisations which financed or implemented projects supporting the integration of Roma people on the labour market, in the field of education and healthcare in Romania. The implementation of such initiatives within the Roma communities and the lessons learnt by the people directly involved (governmental institutions, financers, non-governmental organisations, communities) helped us identify the most frequent problems which can have an adverse impact on any social initiative in matters of the social and economic inclusion of the Roma. However, there still are problems to which the studies conducted so far didn’t find real answers, as shown in Figure 1, because the answers to some questions don’t reside in statistics.

Figure 1: Social problems within the Roma communities



Source: Adaptation after Mihăilescu V., 2003

The exploration of the studies and projects which aim the social inclusion of the Roma population prove that the social-economic rights of this vulnerable group should be transposed in practice, i.e., should provide them with equal opportunities of access to education, healthcare and decent work. The programs and policies, integrated in governmental policies, must rely on an integrated approach and must be thus conceived, as to act on the causes that generate and support the disadvantages of the Roma people on the labour market, in their access to quality education, healthcare services, regarding the evaluation of the implications of migration, etc. the public policies in all fields (education, healthcare, migration and occupation), should be analysed in terms of their impact on the disadvantaged groups, and the decision on their definition and implementation should also take into consideration this analysis.

2. General characteristics of the active and inactive Roma population

The very small proportion of Roma population active on the labour market remains an issue confronting the Romanian society. Just about a tenth of the active Roma population is employed on the labour market, particularly in areas such as city cleaning, or other areas with low level of training.

There is a small proportion of Roma people who conduct legal self-employed activities (PFA, commercial activities, etc.). However, a significant proportion of the Roma population is not employed, and the way in which they earn an existence is almost impossible to determine. “Less than half of the unemployed Roma, receive social benefits”. (Toma, S., Fosztó, L., 2011).

The improvement of the level of education among the non-Roma population worsened further the employment problem of the Roma population. This effect coincided with the “moment of introducing provisions which made even more difficult the employment and preservation of the job by the people which didn’t graduate at least 10 grades”. (Mihăilescu V., 2003)

The data from before and after 1990, show that the participation of the Roma people to the labour market and their level of professional skills is much below the national average. Previous research (with results published in 1993, 2002, 2010, 2012, 2014), showed that the proportion of Roma population with no qualification is very high compared to the general population.

The 1992 data showed a poor qualification: 79% unskilled, 16% trained in modern professions and 4% trained in traditional crafts (Zamfir, 1993); in 1998, 52% of the Roma stated that they have no profession. In 2010, 44% of the occupied Roma people didn’t have any qualification at all.

The situation of occupation didn’t change significantly over the recent years, and studies revealed the following characteristics for the Roma minority: high level of illiteracy, with 25% of the population aged 16+ not knowing to read or write”(Cace, S., Preoteasa, A.M., Tomescu, C., Stănescu, 2010); low level of qualification: 39.2% of the occupied and unoccupied Roma (unemployed and working in the household) who

sought a job during the past year, stated not to have any qualification, while 77.3% of them have an educational level which doesn't allow any formal qualification; employment rate much below the national average: 57.7% compared to 63% for the age group 18-64, 39.6% for the age group 18-59, perform low-level or occasional jobs, next to further 21% working just in their household; the people aged 15 and more have an employment rate of about 40% compared to 58.8%, the national average in 2010 (according to EUROSTAT); 51.5% of the people aged 16 and more declared that they never worked, and just 10% declared that they worked permanently during the recent years (Tarnovschi, D., Preoteasa, A.M., Șerban, M., 2012).

Several programs, projects and studies supporting the social inclusion of the Roma aimed to influence positively their social integration: facilitate their access to good quality education, to healthcare services; absorption and maintenance of as many as possible Roma people on the labour market.

UNDP/World Bank/European Commission research data for 2011 from the *Pilot project, Roma communities: Instruments and Methods for Data Evaluation and Collection*, show that the employment rate (15-64 years of age) of the Roma population was about 30%, with large differences between men and women: just 19% of the Roma women, and 42% of the Roma men were employed. Also, just 22% of the Roma people aged 15-24 are active on the labour market.

UNDP research show that in 2011, of the total number of employed Roma (15-64), 43% were unskilled workers, 9% had some level of qualification, 18% were skilled workers, 16% were working by the day, and just 2% were white collars, 1% were public officials and 3% were self-employed, having own business. Compared to the non-Roma population, the differences are 2-3 times higher.

In direct connection with the present and future situation of the Roma people, the data on education show a very low educational level compared to the general population. For instance, the participation to preschool education was and remained deficient: in 1997-1998, just 17.2% of the Roma children aged 3-6, were enrolled compared to 67%, the national average (Surdu, 2002, p. 106).

UNDP 2011 data show that just little more than one third of the preschool Roma children go to kindergarten (37%), while about two thirds (63%) of the non-Roma children attend preschool education. It is interesting that the rate of participation is slightly higher for girls (by 3-4%), than for boys, both for the Roma and non-Roma children.

UNDP data also show that 21% of the Roma population aged 16 and more is illiterate, which is 10 times more than the corresponding rate for the non-Roma population.

Although the differences decrease in the case of the young population (16-24), they still amount to 17% in the case of the Roma, about 6 times higher than in the non-Roma young. Although the differences in the literacy rates between men and women are not significant (1%), in the Roma, women have a much lower rate compared to men, with differences up to 9% for the population aged 16+ and 5% for the population aged 16-24.

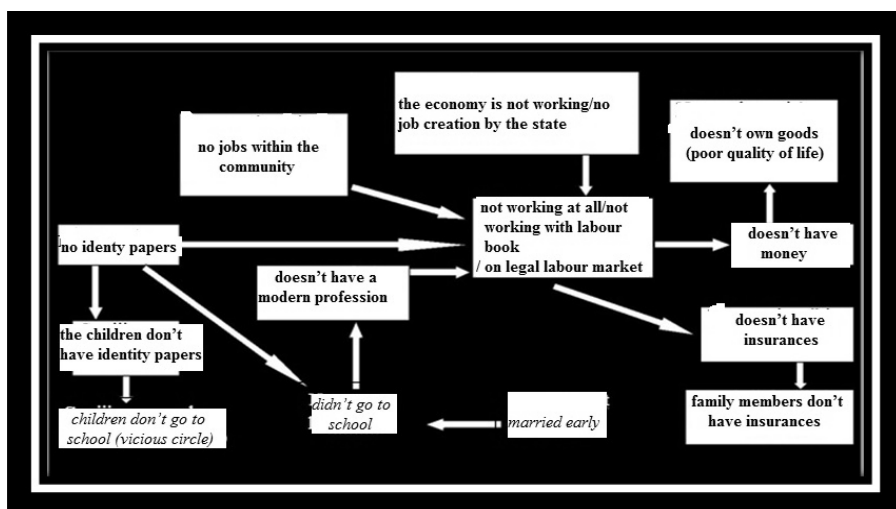
The average number of years of education for the population aged 25-64 is twice higher for the non-Roma, compared to the Roma. Thus, an average 5.45 years of education for the Roma population can only allow employment in unskilled jobs and as daily workers (as also shown by the analysis of the occupations), which means low incomes, therefore poverty / high poverty risk

a. Brief presentation of the sources for Roma exclusion from the labour market

The Roma people belong to the category of vulnerable people, according to MMFPSPV classification in 2011. According to the Framework Law of the social assistance (no. 292/2011), the vulnerable group is defined as “people of families that are at risk of not being able to meet the daily requirement for living due to situations of disease, disability, poverty, drug or alcohol addiction, or other situations that lead to economic and social vulnerability”. In terms of vulnerability, the Roma people are prone to social exclusion.

There are several sources of exclusion of the Roma people from the labour market. As shown in Figure 2, these sources pertain both to the individual (such as, married too early, didn't go to school), and to the external environment (such as, economy not working properly, no job creation by the state).

Figure 2: Sources for Roma exclusion from the labour market



Source: Preda, M., Duminičă, G., Moisă, F., “Young Roma – looking for a job”, p. 20

According to a national document analysis¹, compared to the European situation, one of the causes of the lack of social security mechanisms among the Roma population is “the low participation on the formal labour market, and the high participation on the informal labour market”.

¹ Results of the document analysis. *Social inclusion and poverty control sector* (May 2013), Project co-financed from the European Fund for Regional Development through POAT 2007-2013

„The problem of social exclusion is different from the problem of poverty. It belongs rather to a complex discussion about social stratification. The distinction between the quantitative and qualitative indicators is extremely relevant in this case. The incomes of expenditure of the household, the position on the labour market, education, dwelling, spatial and geographical position, circuits of information, social relations as indicators of the social position, are useful quantitative indicators. (...)”

Source: Fleck, G., Florea, I., Kiss, D., Rughiniş, C. (2008); *Come closer. Inclusion and exclusion of the Roma within the present-day Romanian society*: Bucharest, Human Dynamics, p. 5

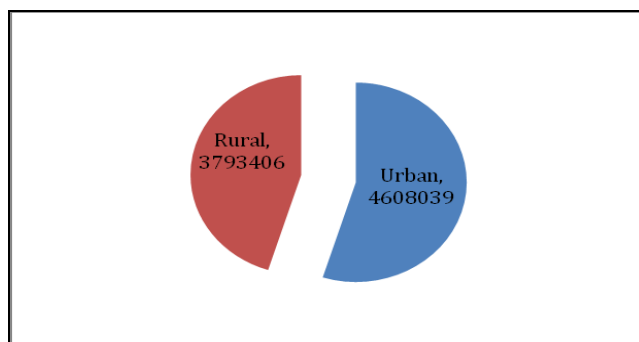
3. Labour force and unemployment

The national rate of activity decreased constantly in the interval 1990-2010, from 87% in 1992, to just 64% in 2010, on the background of the process of reorganization of the national industrial activity.

On the other hand, in the interval 2005-2010, the rate of activity increased to a maximum of 66%, in 2008, returning afterwards to the decreasing trend noticed until 2004, due to the effects of the economic crisis.

Data regarding the occupied population, in the first quarter of 2014, show a national total of 8,401,446 people, of which 55% in the urban and 45% in the rural environment (as shown in Chart 1).

Chart 1: *Occupied population, by age groups, according to the area of residence – 1st quarter 2014 (number of people)*



Source: AMIGO, INS databases

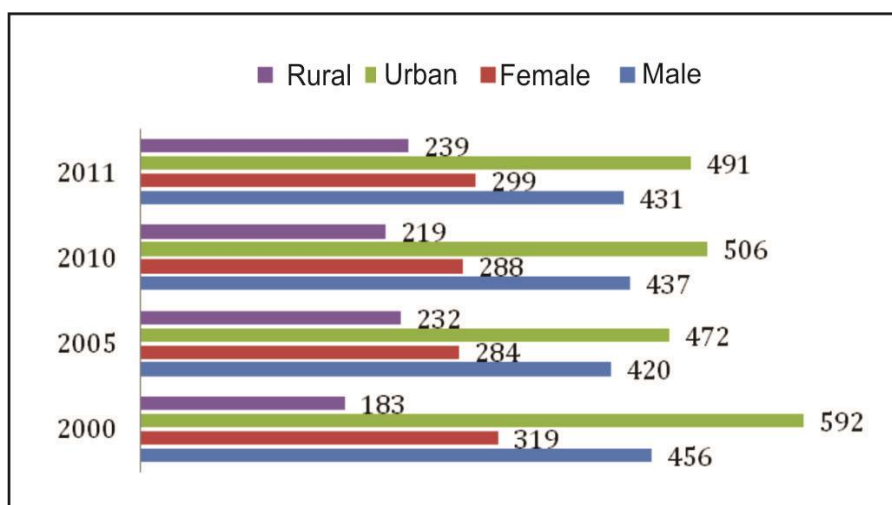
INS data from the 1st quarter 2014 show a total of 9,057,933 people active on the labour market, with significant differences between the male and female genders, as shown in Table 1.

Table 1: Active population by age group and gender

Age group	Gender	Number of people
	<i>Total</i>	9,057,933
	<i>Male</i>	5,142,611
	<i>Female</i>	3,915,322
15 - 24	<i>Total</i>	630,868
	<i>Male</i>	389,926
	<i>Female</i>	240,942
25 - 34	<i>Total</i>	2,223,058
	<i>Male</i>	1,273,588
	<i>Female</i>	949,470
35 - 49	<i>Total</i>	3,792,615
	<i>Male</i>	2,130,875
	<i>Female</i>	1,661,740
50 - 64	<i>Total</i>	2,074,463
	<i>Male</i>	1,188,908
	<i>Female</i>	885,555

Source: AMIGO, INS databases

The evolution of the national population of unemployed people shows, in Chart 2, a significant increase for the rural population between 2000 and 2011.

Chart 2: Evolution of the national population of unemployed people (thousands people)

Source: <http://www.insse.ro/cms/files/publicatii/Statistica%20teritoriala/Statistica%20teritoriala%202013.pdf>

The national unemployment rate was, at the end of September 2014, of 5.11%.¹

UNDP (2011) study is among the few studies showing differences between the Roma and non-Roma populations in terms of participation to the labour market in Romania. According to the data from Table 2, the Roma people run a much higher risk of informal employment.

Table 2: Indicators regarding the participation on the labour market

	Men		Women		Total	
	Roma	Non-Roma	Roma	Non-Roma	Roma	Non-Roma
Employment rate (15-64)	42%	56%	19%	34%	30%	44%
Employment rate (15-24)	32%	38%	10%	13%	22%	24%
Unemployment rate (15-64)	28%	16%	43%	21%	33%	18%
Unemployment rate (15-24)	34%	24%	62%	36%	43%	28%
Activity rate (15-64)	57%	67%	34%	42%	45%	54%
Rate of unemployment experience (15-64)	47%	19%	56%	34%	51%	26%
Rate of unemployment experience (15-24)	70%	50%	75%	80%	73%	64%
Rate of informal employment (15-64)	69%	23%	54%	14%	65%	19%
Rate of informal employment (15-24)	76%	12%	79%	0%	77%	8%

Source: UNDP, 2011

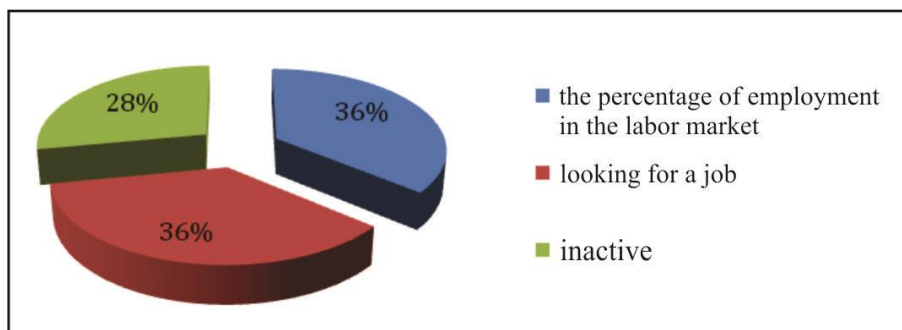
Even though the labour market in Romania is increasing continuously in terms of workforce demand, the situation of the Roma people is rather precarious. This can be due to the low level of qualification of this vulnerable group, result of their low educational training.²

We may speak of an “avalanche” effect: the education influences the level of training, while the latter influences the presence on the labour market and the quality of the jobs performed by the Roma people. In terms of job quality, the Roma people are most often employed on unskilled positions, poorly paid and often informal. Thus, in 2011, just 36% of the people were active on the labour market (as shown in Chart 3).

In terms of genders, women are even less represented on the labour market, just 27%.

¹ Press release 29 September 2014, ANOFM website.

² According to the National Strategy for Workforce Employment, 2014-2020, p.13

Chart 3: Presence of the Roma people on the labour (2011)

Source: Study “Situation of the Roma people from Romania, 2011. Between social inclusion and migration” conducted by the Soros Foundation Romania within project „EU Inclusive. Transfer of data and competencies on the integration of the Roma people into the labour market, between Romania, Bulgaria, Italy and Spain”.

Observing the dynamics of the employment opportunities in the period of reference (see table 3), it seems that the proportion of available jobs, overall Romania, decreased by 66% compared to 2008, in the first year after the financial crisis of 2008.

Table 3: Rate of available jobs a the regional level (%)

Region/ Country	2007	2008	2009	2010	2011	2012	2013
Romania	2.06	1.94	0.88	0.59	0.64	0.59	0.72
North-West	1.66	1.46	0.54	0.42	0.62	0.55	0.81
Centre	1.9	1.77	0.76	0.5	0.64	0.65	0.67
North-East	2.33	2.33	1.22	1.06	0.92	0.73	0.73
South-East	1.7	1.5	0.57	0.31	0.34	0.42	0.38
South-Muntenia	2.15	1.94	0.86	0.6	0.53	0.5	0.64
Bucharest - Ilfov	2.45	2.47	1.14	0.64	0.74	0.73	0.87
South-West Oltenia	1.66	1.53	0.7	0.46	0.43	0.36	0.37
West	2.28	2.06	1.02	0.7	0.82	0.6	1.06

Source: INSSE, TEMPO database

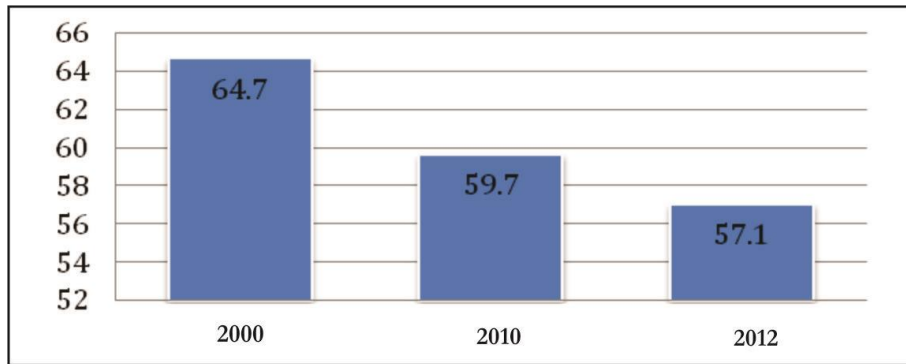
3.1. Workforce and unemployment in South-Muntenia region

Due to the drastic decrease of the birth rate after 1989, the proportion of the workforce within the total population increased. This phenomenon was similar in South-Muntenia region, where the proportion of the workforce increased in the interval 2004-2006, remained rather constant during the following four years, and increased again in 2008-2011.

Thus, in 2011, South-Muntenia region ranked second among the eight regions of development in terms of workforce resources (2,085.6 thousand people), second to North-East region. At the same time, the gender repartition in South-Muntenia region followed the national trends according to which, in 2011, the male workforce was slightly larger than the female workforce, the same situation being noticed in every county within the region of development.

Regarding the employment rate, South-Muntenia region maintained the same decreasing trend observed both in the entire Romania, and in Europe, as shown in Chart 4.

Chart 4: Evolution of the rate of employment in South-Muntenia region



Source: National Strategy for Workforce Employment, 2014-2020, p.17

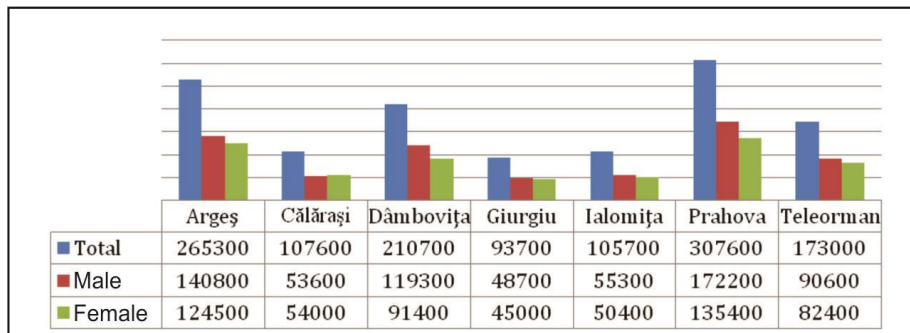
Thus, in 2013, South-Muntenia region ranked sixth among the eight regions of development (56.5%), as shown in Table 4, being much below the national average. The employment rate of the male workforce (58%) was higher than the employment rate of the female workforce (54.9%). Major differences were also noticed between the Counties of Giurgiu and Teleorman.

Table 4: Workforce employment by gender, region of development and county, in 2013 (%)

Region/County	Total	Male	Female
SOUTH-MUNTENIA region	56.5	58	54.9
Argeş	60.1	61.7	58.5
Călăraşi	50.7	47.4	54.4
Dâmboviţa	55.6	60.3	50.6
Giurgiu	49.6	48.9	50.4
Ialomiţa	54.4	53.6	55.3
Prahova	55.3	59.8	50.5
Teleorman	65.7	63.2	68.5

Source: TEMPO, INS databases

Regarding the active population in 2013, in South-Muntenia region there was a total of 1,263.6 thousand active people, of which 680.5 thousand male persons and 583.1 female persons. Their distribution by county can be seen in Chart 5.

Chart 5: Active population – in 2013 (number of people)

Source: TEMPO, INS databases

According to the Socio-Economic Analysis of South-Muntenia region (February 2013)¹, “one may notice that the BIM rate of unemployment during the surveyed period displayed a decreasing trend in the interval 2005-2008, increasing afterwards until 2011 (10.4%) due to the effects of the economic crisis, placing this region on the second place in Romania, much over the national average (7.4%).”

¹ Available online at: http://www.adrmuntenia.ro/imagini/upload/analizasoccepcdr20142020draft3revizuit110213_am_encrypted.pdf

The unemployment rate in South-Muntenia region was 6.7% at the end of July 2014, with the highest unemployment rate in Giurgiu County, 7.6%, as shown in Table 5.

Table 5: Unemployment rate in July 2014, in South-Muntenia region (by county), %

SOUTH-MUNTENIA region	6.7
Argeş	5.6
Călăraşi	7.3
Dâmboviţa	7.3
Giurgiu	7.6
Ialomiţa	6.9
Prahova	4.8
Teleorman	10.4

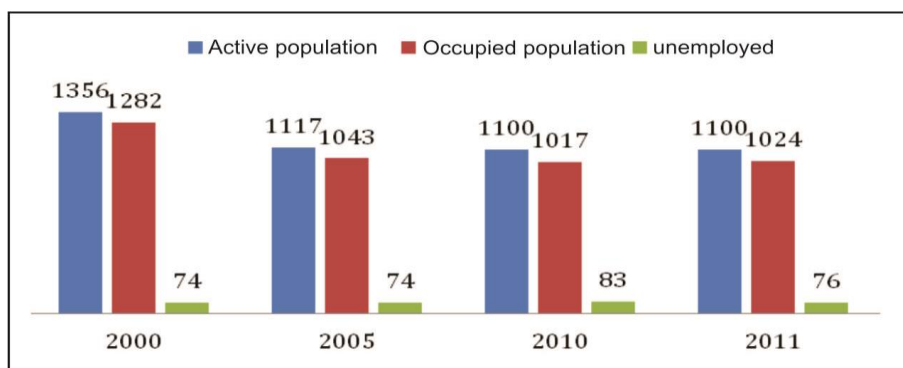
Source: ANOFM website data

According to a press release of ANOFM, some counties from South-Muntenia region have higher unemployment rates than the other counties composing Romania. Thus, at the end of September, within the classification of all the counties of Romania in terms of unemployment, Teleorman ranked second, Dâmboviţa ranked eighth and Giurgiu ranked tenth.

3.2. Workforce and unemployment in South-West Oltenia region

Chart 6 and Table 6 show the evolution of the population from South-West Oltenia region depending on their participation at the economic activity. According to these data, no significant fluctuation is noticed for the period 2005-2011. However, differences can be noticed in terms of the active and occupied population, both by gender and by area of residence.

Chart 6: Total population of South-West Oltenia region (thousand people)



Source: <http://www.insse.ro/cms/files/publicatii/Statistica%20teritoriala/Statistica%20teritoriala%202013.pdf>

Table 6: Total population of South-West Oltenia region, depending on their participation at the economic activity, by gender and by area of residence (thousand people)

	Active population				Occupied population			
	Male	Female	Urban	Rural	Male	Female	Urban	Rural
2000	709	647	490	866	666	616	427	855
2005	608	509	496	621	566	477	443	600
2010	611	489	488	312	554	463	433	584
2011	609	491	502	598	558	466	454	570

Source: <http://www.insse.ro/cms/files/publicatii/Statistica%20teritoriala/Statistica%20teritoriala%202013.pdf>

In 2013, in South-West Oltenia region, there was a total of 911,100 active people, of which 53.2% male and 46.8% female. Table 7 shows their gender distribution by county.

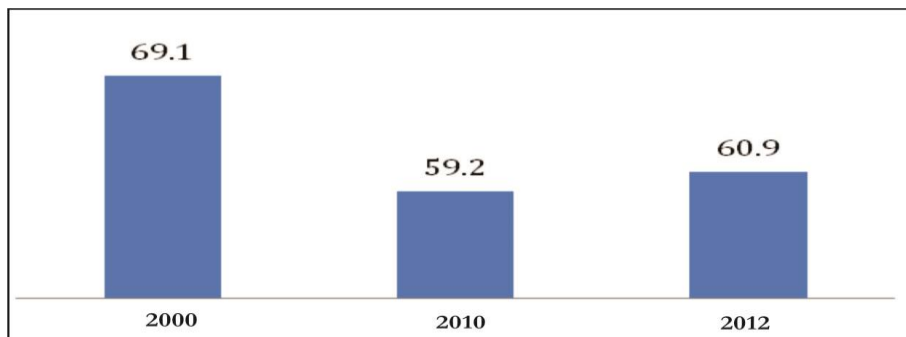
Table 7. Active population by gender, region of development and county, in 2013 (thousand people)

Region/country	Total	Male	Female
SOUTH-WEST OLTENIA region	911.1	485.4	425.7
Dolj	290.9	153.7	137.2
Gorj	146.4	80.3	66.1
Mehedinți	117.6	61.9	55.7
Olt	178	91.5	86.5
Vâlcea	178.2	98	80.2

Source: TEMPO, INS databases

The workforce employment rate in South-West Oltenia region maintained the same decreasing trend displayed both in overall Romania, and in Europe, as shown in Chart 7.

Chart 7: Evolution of the employment rate in South-West Oltenia region



Source: National Strategy for Workforce Employment, 2014-2020, p.17

In 2013, in South-West Oltenia region, the employment rate was of 58.1%, with a difference of just 1.7% between the male and female gender (Table 8).

Table 8: Workforce employment rate by gender, region of development and county in 2013, %

Region/county	Total	Male	Female
SOUTH-WEST OLTENIA region	58.1	58.9	57.2
Dolj	58.7	59.6	57.7
Gorj	53.4	56.1	50.5
Mehedinți	56.4	55.5	57.4
Olt	55.9	53.8	58.3
Vâlcea	65.6	69.1	61.8

Source: TEMPO, INS databases

At the regional level, on the background of the general decrease of the rate of activity, the unemployment rate increased in 2005-2010 in South-West Oltenia region (Table 9).

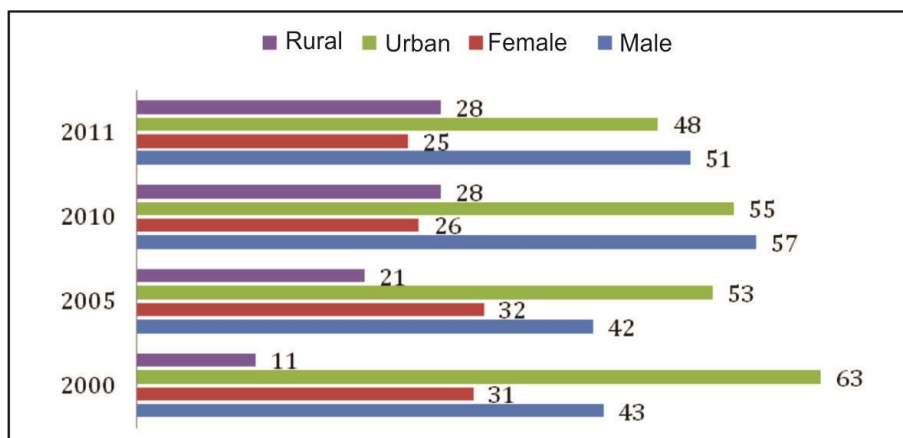
Table 9: Evolution of the unemployment rate in South-West Oltenia region, in 2005-2010

	2005	2006	2007	2008	2009	2010
Total (per region)	6.6%	7.1%	6.8%	6.5%	6.8%	7.5%
Male	6.9%	8.6%	7.9%	8%	8.5%	9.3%
Female	6.2%	5.3%	5.5%	4.6%	4.7%	5.4%

Source: INS official website

The evolution of the total unemployed population shows, as seen in Chart 8, significant increases for the rural population, in 2000-2011.

Chart 8: Evolution of the total unemployed population – South-West Oltenia region (thousand people)



Source: <http://www.insse.ro/cms/files/publicatii/Statistica%20teritoriala/Statistica%20teritoriala%202013.pdf>

The unemployment rate at the end of July 2014 was 7.9% in South-West Oltenia region, the highest rate being recorded in Mehedinți County (9.9%), as seen in Table 10.

Table 10: Unemployment rate at the end of July 2014 in South-West Oltenia region, by county, %

SOUTH-WEST OLTENIA region	7.9
Dolj	8.7
Gorj	7.8
Mehedinți	9.9
Olt	7.8
Vâlcea	5.5

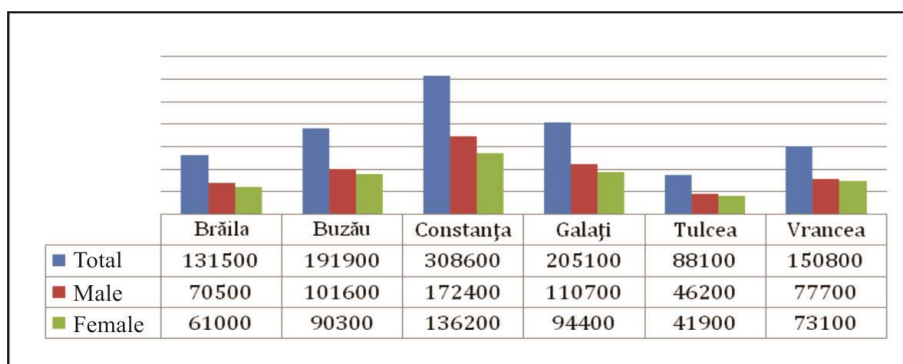
Source: ANOFM website data

According to ANOFM press release, in South-West Oltenia region there are some counties with high unemployment rates. Thus, at the end of September 2014, compared to the other counties from Romania, Mehedinți ranked third, Dolj ranked sixth, Olt ranked seventh, and Gorj ranked ninth.

3.3. Workforce and unemployment in South-East region

The region of development South-East, “has an occupational structure that requires additional investments and specific policies so that the evolution in this region complies with the national objectives assumed within Europe 2020 Strategy.” (Albu coord. 2001: p. 52). Thus, in 2013, in South-East region, there were 1,076,000 people active on the labour market, of which 579,000 male and 496,900 female persons. Chart 9 shows their distribution by county and gender.

Chart 9: Active population –2013- number of people



Source: TEMPO, INS databases

Concerning the dynamics of the employment opportunities in the period of reference (Table 3), one may notice that the proportion of available jobs decreased by 66% compared to 2008. South-East region had values below the national average throughout the entire period 2007-2013.

According to the unemployment rate calculated by TEMPO database for July 2014, South-East region (6.3%) has a higher unemployment rate than the national average, the highest unemployment rates being recorded in the Counties of Buzău and Galați (9.1%), as shown in Table 11.

Table 11: Unemployment rate in July 2014, South-East region, by county, %

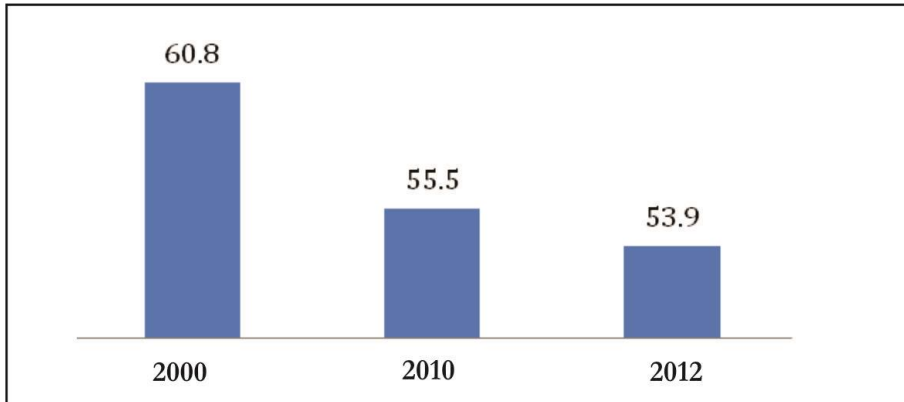
SOUTH-EAST region	6.3
Brăila	6.7
Buzău	9.1
Constanța	3.1
Galați	9.1
Tulcea	5
Vrancea	5.9

Source: ANOFM website data

According to ANOFM press release, at the end of September, one of the counties composing the South-East region, Buzău County ranked fourth among the counties with the highest unemployment rates in Romania.

The evolution of the employment rate in South-East region maintained the same decreasing trend observed both in Romania and Europe, as shown in Chart 10.

Chart 10: Evolution of the employment rate in South-East region



Source: National Strategy for Workforce Employment, 2014-2020:17

In 2013, the employment rate in South-East region was 54.5%, with a difference of 3.6 percent points between the male and female persons. Table 12 shows the distribution of percentages by county and gender.

Table 12: Workforce employment rate by gender, region of development and county, in 2013, %

SOUTH-EAST region	54.5	56.2	52.6
Brăila	53.1	54.1	52.1
Buzău	59.1	58.8	59.4
Constanța	60.1	66.4	53.5
Galați	45.2	46.4	44
Tulcea	51	50.4	51.8
Vrancea	56.7	55.6	57.9

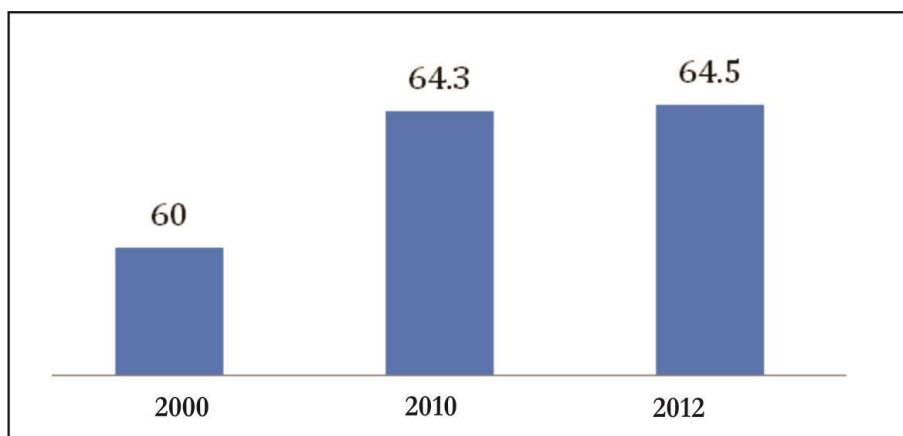
Source: TEMPO, INS databases

3.4. Workforce and unemployment in Bucharest-Ilfov region

Bucharest-Ilfov region is the most important region of development in Romania, displaying the highest employment rates for the active population, and a lower unemployment rate. Despite these positive indicators, the region still needs improvements in terms of employment and of Roma people inclusion on the labour market.

Bucharest-Ilfov region is the only region where the employment rate of the workforce displayed an increasing trend, as shown in Chart 11.

Chart 11: Evolution of the employment rate in Bucharest-Ilfov region



Source: National Strategy for Workforce Employment, 2014-2020:17

In 2013, Bucharest-Ilfov region had an employment rate of 82.1%, with a difference of 3.1% between the male and female persons (as shown in Table 13).

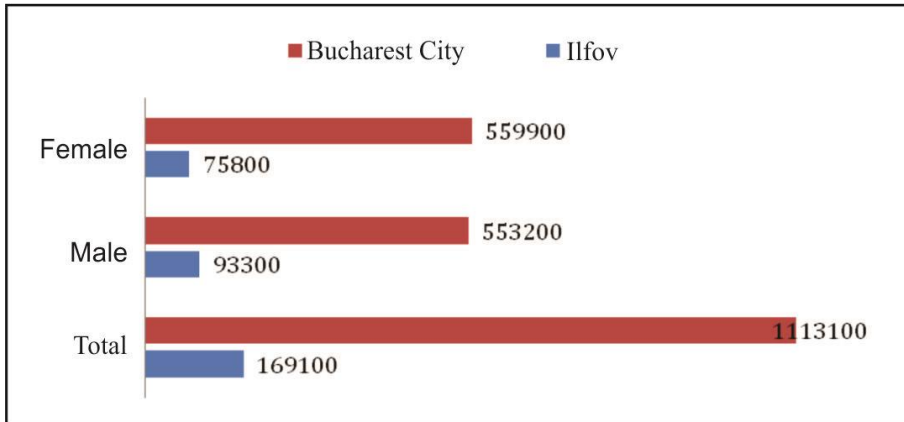
Table 13: Workforce employment rate by gender, region of development and county, in 2013, %

	Total	Male	Female
BUCHAREST-ILFOV region	82.1	83.7	80.6
Ilfov	66	71.3	60.5
Bucharest City	85.3	86.2	84.4

Source: TEMPO, INS databases

According to PDRBI, it is important to mention “in terms of the age structure of the population, the high proportion – 68.47% at the 2011 Census – of the people aged 20-64, which provides most of the active population”. In 2013, there were 1,282,200 active people, of which 646,500 male and 635,700 female persons. Chart 12 shows their distribution in Ilfov County and Bucharest City.

Chart 12: Active population in 2013, number of people



Source: TEMPO, INS databases

The unemployment rate at the end of July 2014 was 2% in Bucharest-Ilfov region, with small differences between Ilfov County and Bucharest City, as shown in Table 14.

Table 14: Unemployment rate in July 2014, Bucharest-Ilfov region, by county, %

BUCHAREST-ILFOV REGION	2
ILFOV	1.6
BUCHAREST CITY	2

Source: ANOFM website data

4. Conclusions and recommendations

Even though the issue of the Roma people (particularly with impact on the inclusion on the labour market) has been approached in various specific papers, policies, programs and projects promoted both in Romania and in Europe, the social exclusion,

marginalization and discrimination of the Roma population are current realities, and the mechanisms that produce them are far from being suppressed. Several programs and projects aimed to support the inclusion and absorption into the labour market of, as many as possible, Roma people. However, the survey of workforce employment among the Roma people living in Romania, and the analysis of the implications of their traditional crafts as opposed to the modern professions, proved to be insignificant and inconsistent. At the European level, the situation of this minority became a concern both in terms of knowledge and understanding, and in terms of measures actually taken to provide solutions to the needs of inclusion, among which their access to the labour market and improved employment rate.

The situation of the Roma people is a subject of interest for all media (political, economic and social), turning into a subject on the working agenda of the actors involved in the elaboration of the support policies for the Roma population.

It is known that the cultural patterns and the social behaviours, their traditions are essential elements for the Roma population, defining it as social group. Within a society and economy displaying a fast dynamics, in which mechanization, technologization and computerization devalue the significance of the traditions and of the traditional crafts, the Roma perceive these phenomena of modernity as an aggression which depreciates their cultural identity.

The inclusion on the labour market of the people belonging to vulnerable groups, among which the Roma people, produces multiple effects and real benefits because, for one, they cut the cost of the social protection measures, while eliminating the dependency on this type of protection. The positive effects of such sustainable inclusion would be noticed both at the individual, and at the societal level, and would contribute to the economic and social development.

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