

Project Brief

● **Activity 2.5:** Development of municipal action plans and their validation by participants.

● **Activity 2.6:** Support towards the implementation of the measures proposed in the action plans and launch of a public information campaign.⁶

Output 3: Summary of experiences and lessons learned from ILO projects on Roma youth in Kosovo is shared with public institutions, the social partners and members of the Roma community in Montenegro, Moldova, and Hungary



Photo: ILO

● **Activity 3.1:** Organization of a sub-regional workshop with key stakeholders from Kosovo, Montenegro, Moldova, Hungary, and other countries.

● **Activity 3.2:** Publication and dissemination of sub-regional lessons learned paper on Roma youth employment activities.

Project Management and Oversight

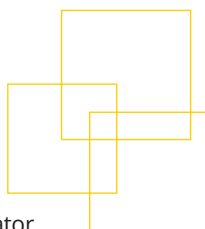
Overall responsibility for implementation of the project sits with the DWT/CO Budapest. The day-to-day management of the project will be undertaken by a National Project Coordinator.

⁶ The scale of action will depend on ILO's ability to secure additional funds, and on the operational capacity of project partners.

Technical support and expertise will be provided by the Gender and Working Conditions Specialist, the Employment Specialist, the Social Protection Specialist and the specialists in Workers' and Employers' activities. Technical support and inputs will be also provided by relevant ILO technical departments, namely the Gender, Equality and Diversity Branch (GED) under the Conditions of Work and Equality Department (WORKQUALITY), and the Employment Policy Department (EMPLOYMENT), especially the Youth Employment Programme (YEP).

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Promoting Decent Work Opportunities for Roma, Ashkali and Egyptian Youth in Kosovo

ILO Program and Budget: Outcome 1 More and better jobs for inclusive growth and improved youth employment prospects- SBU 104 Promoting Inclusive Labour Market Solutions in the Western Balkans

Duration: January 2017 – Dec 2018

Background

Despite relatively strong economic growth over the past decade, Kosovo continues to record high levels of unemployment and economic inactivity. Many Kosovars work in temporary, informal or unpaid jobs, where the wages are often insufficient to lift families out of poverty. In 2015, almost one in four Kosovars were working in vulnerable jobs.¹

Conditions for members of minority groups in Kosovo, and in particular for Roma, Ashkali and Egyptian (RAE) men and women, are particularly challenging. It is estimated that around 35,000 – 40,000 Kosovars belong to these three communities, constituting over 2 per cent of the overall population.² Their disadvantaged position is reflected in social and economic indicators: large numbers of RAE live in poor housing conditions, and have

¹ Vulnerable workers are defined by the Kosovo Agency of Statistics as either self-employed people without employees or those who work unpaid in a family business. These two groups of workers have a lower likelihood of having formal work arrangements as compared to salaried workers.

² In 2011, the Housing and Population Census counted a total of 35,784 Roma, Ashkali and Egyptian people living in Kosovo, although the actual community might be larger.



Photo: ILO

little access to healthcare, education, skills-training and decent work. Many face direct or indirect discrimination, both in accessing work and otherwise, on a regular basis.³

Unemployment is much higher for RAE communities than for other ethnic groups in Kosovo. According to data from 2011, unemployment reached around 60 per cent for Roma and Ashkali, and 80 per cent for Egyptians, whereas for other ethnic groups the unemployment rate ranged between 38 and 50 per cent.⁴

³ European Union Special Representative/ EU Office in Kosovo: *To Engage More Deeply. For Roma, Ashkali and Egyptian Communities*, (Pristina, 2013).

⁴ UNDP Remittances Survey 2011, in UNDP: *Kosovo Human Development Report 2012. Private Sector and employment*. (UNDP, 2012).

Relevance and Strategic Fit

The Kosovar authorities have expressed their commitment to addressing discrimination, and promoting equality for RAE communities, as reflected in the *Strategy and Action Plan for Inclusion of Roma, Ashkali and Egyptian Communities in Kosovo Society, 2016-2020*, the second phase of a strategy launched originally in 2009. The project will assist public institutions and the social partners to implement the Strategy (still in draft form), by increasing their capacity, and the capacity of members of the RAE communities themselves, to implement effective gender-sensitive strategies to promote decent work for RAE youth.



The project contributes to the effective application of international labour standards, notably the Conventions related to equality and non-discrimination (Conventions no. 100 and 111), child labour (Conventions no. 138 and 182), and employment policy (Convention no 122).⁵

The project also contributes to advancing the ILO's *Global Initiative for Decent Jobs for*

Youth and to realisation of the Sustainable Development Goals (SDG), most notably SDG 8 (Decent Work and Economic Growth), and SDG 5 (Achieve gender equality and empower all women and girls). Finally, the project sits under the Common Development Plan 2016-2020 of the UN Kosovo Team, contributing directly to Outcome 2.1 of the Plan: Education and employment policies and programmes enable greater access to decent employment opportunities for youth and women.

Project Outputs and Activities

The project will work to build the capacity of public institutions, the social partners, international organizations and civil society organizations. In addition, it will work with members of the RAE communities on issues they themselves have identified as priorities as a means of facilitating positive change through action.

Output 1: Public institutions, the social partners and members of the RAE community build their knowledge in promoting employment, equality and non-discrimination

- **Activity 1.1:** Translation and adaptation of the Resource Guide on Promoting Decent Work Opportunities for Roma Youth into Albanian, Serbian and the Roma language

- **Activity 1.2:** Publication of the draft Resource Guide in local languages

- **Activity 1.3:** Collection of experiences and good practices in the labour market inclusion

of Roma, Ashkali and Egyptian youth in Kosovo; focus on challenges of specific groups, if any, and on challenges for young women specifically.

- **Activity 1.4:** Organization of a validation workshop with key stakeholders

- **Activity 1.5:** Adaptation of the Resource Guide to the context and reality of Kosovo.

- **Activity 1.6:** Publication of the draft version of the adapted Resource Guide in Albanian, Serbian, Roma and English language.

- **Activity 1.7:** Organization of a workshop, where the adapted Resource Guide is validated and the results of the participatory action research in Roma, Ashkali and Egyptian communities are presented.



- **Activity 1.8:** Publication and dissemination of the final version of the adapted Resource Guide in Albanian, Serbian, Roma and English language.

Output 2: The knowledge base on employment challenges of young RAE women and men in Kosovo is built and municipal action plans to overcome these challenges are developed

- **Activity 2.1:** Selection of the pilot communities and of young RAE participants. A special effort will be dedicated to ensuring the active involvement of young women in responsible roles.

- **Activity 2.2:** Development of the participatory action research methodology (locally adapted, gender-sensitive) and training of researchers.

- **Activity 2.3:** Implementation of the participatory action research: mapping of employment challenges and opportunities in selected municipalities.

- **Activity 2.4:** Publication of findings in English, Albanian, Serbian and Roma language.

⁵ Kosovo is not a member State of the ILO and cannot therefore ratify Conventions. However, those listed above have been integrated into Kosovo's labour laws.