



**DISCUSSED ISSUES REGARDING THE EMPLOYMENT OF ROMA AND
EGYPTIANS: IMPROVE RESULTS
July 2020**

The Ministry of Human and Minority Rights (MHMR) continued to actively monitor policies and practices of social inclusion of Roma and Egyptians.

The State Secretary at the MHMR, **Mr. Aleksandar Saša Zeković, MA**, went through the consultations with **Ms. Nevena Šuković**, Advisor at the Employment Agency of Montenegro (EAM) and member of the Commission for Monitoring and Implementation of the "Strategy for Social Inclusion of Roma and Egyptians in Montenegro 2016-2020".

There was said that currently there are **851** persons of the Roma and Egyptian nationality on the EAM records who are actively searching for employment. Data on ethnic origin were obtained on the basis of their self-declaration, which is an important determinant of identity.

The representative of the EAM, Ms. Nevena Šuković, from the Sector for Employment Mediation and EURES, presented current data that are important for understanding the issues regarding the employment and planning of further action. Out of the total number of unemployed persons registered with the EAM, **25 of them completed secondary education, of which seventeen (17) have completed the third degree and eight (8) have completed the fourth degree education. One (1) person has completed a college education (sixth degree education) and two (2) persons have completed university education (seventh degree education).**

It was stated that Roma and Egyptians, according to their educational level, possession of marketable knowledge, abilities and skills and the way in which they use knowledge and abilities, mostly belong to the category of hard-to-employ persons.

The responsibility and work of the advisor who monitors each registered person at the Employment Bureau was presented in detail. This includes, among other things, orderly information about advertisements, referral towards employers, classification according to the degree of employability, determination of the employment plan. The EAM is dedicated and actively conducts group counselling through which workshops are organized in order to acquire and develop knowledge and skills for active job search. It was agreed to intensify activities towards educated Roma and Egyptians from the records of the EAM, which continuously shows openness for establishing cooperation and expanding partnership support for social inclusion of all vulnerable groups.

The MHMR recognized the need to strengthen the promotion of employment of vulnerable groups, by presenting positive examples and promoting such employers, and in particular to re-create subsidies for the employment of certain groups within the

Roma and Egyptian communities. Supporting the employment of educated Roma and Egyptians would in practical and substantive terms, strengthen the message about the importance and benefits of education.

The MHMR stressed the importance of taking into account the knowledge of the languages spoken and used by these communities when hiring and employing people who help the social inclusion of Roma and Egyptians. The language barrier is one of the main limiting factors in the implementation of active employment policy programs, but also for better success in education. That is why it is important to pay special attention regarding the knowledge of the Romani and Albanian languages when choosing candidates, regardless of their nationality, as this is crucial for future communication and good results.

The need to strengthen activities in relation to the employment results of Roma and Egyptians through the improved attention of the MHMR, the Ministry of Education, the EAM and employers was jointly recognized. The MHMR will propose a format for mutual discussion, involving civil society organizations that should be recognized as a serious partner in the employment of educated and qualified members of these ethnic communities and in identifying possible examples of discrimination in the labour market.

The meeting was attended by advisors at the MHMR, **Mr. Sokolj Beganaj, MA, Ms. Mirela Ramčilović and Mr. Ramiz Šahman, MA.**