

# **ROMA CIVIC ASSOCIATION**

**(Roma Polgári Tömörülés)**



# **RPT**

*“The future is in our legacy”*



## The European Model of Roma Integration

The integration of the Roma is the interest of the whole Hungarian society. The situation of the Roma is not only a question of poverty, but also a question of the nation's economy and strategy.

Supporting the Roma to achieve middle-class status is the only way of Roma integration. The Roma issue is not only a collection of problems but such an issue for which appropriate solutions must be found together. Training and employment of Roma people are unutilized opportunities that the Hungarian economy badly needs.

We believe that giving aids is not the solution - the solution is to create more jobs where Roma people could get more confidence and opportunity for work.

For complex challenges we have to offer complex solution. Our suggestion is the three-legged model „European Model of Roma Integration”

## The European Model of Roma Integration

**1. Pillar**  
**Roma Integration Consortium**

**2. Pillar**  
**Workforce-hiring**

**3. Pillar**  
**Mentor program**



## 1. Pillar: Consortium

### *Roma Integration Consortium*

Dominant players in the economy are willing to join their forces to provide a long-term, synchronized, effective solution towards Roma integration. The Roma Integration Consortium was established with the leadership of the Roma Self-Government of Budapest. Members of the Consortium coordinate their resources based on the real economic needs to promote effectively the integration of the Roma in the field of education, training, employment and housing.

The Consortium has significant amount of knowledge, experience, labor and capital to handle largescale economic tasks. With this reliable and multifaceted profile the Consortium, as a service provider carries out tasks/projects for the municipalities, for private and public enterprises. Members of the Consortium can delegate orders to each other, which would have been outsourced anyways to suppliers.

In exchange, members of the Consortium undertake to

- cooperate with the Roma Self-Government of Budapest and the other members of the Consortium in the fields of education, training, employment, culture and housing as far as possible, pays special attention to the equal opportunities of employees of Roma origin;
- place orders for tasks at the Consortium, if possible, under supply contracts;
- undertake to perform tasks, if possible, from orders placed at the Consortium under supply contracts;
- provide financial support to achieve the aims defined in this statement as far as possible;
- support RPT's work, PR activity and communication relating to achieving the aims defined in this statement as far as possible.

## 2. Pillar: Employee Leasing

Our ultimate goal is to create new jobs for Roma people. Many employers are still afraid to employ long-term unemployed or disadvantaged people, they offer them mostly seasonal jobs. They handle this issue as a risk with high costs and not as an opportunity. An Employee Leasing agency can avoid this risk for them, while ensuring more benefits.

The purpose of this second pillar is to fit the needs of companies; it is economically beneficial and increases willingness in cooperation.



Fluctuation is usually higher among disadvantaged, undereducated, long-term unemployed people, which increases administration, training costs and HR responsibilities for the company. Unless the recruitment and hiring process are done by the Employee Leasing agency.

In case of occasional work-force hiring the emphasis is on the quality of the temporary work, while the administration and the risks are the responsibility of the work-force hiring agency.

Why Employee Leasing (EL) is advantageous for this model?

- EL pays the cost of wages and their additional cost.
- EL enters into contract with the employee.
- EL searches for the potential employees.
- EL has access to an extended database of Roma job-seekers to find the right one who fulfills the client's expectations.
- EL conducts an interview with every candidate, the company has to make further interviews only with the most appropriate applicants.
- EL provides a new candidate if
  - the company is not satisfied during the trial period
  - or in case of sickness
- EL does the administrative work
- The company can place the employee on the client's payroll by common assent.

### **3. Pillar: Mentor program**

The Mentor Program is a complex skill development and integrating service. The program provides equal opportunities for hardworking and committed unemployed people with special attention to the demands of the labor market.

Many people have good skills, but in the lack of key competences they drop behind, they are unable to meet market requirements. The Mentor Program helps individuals – by developing their skills – to find the right job, and the companies - by selecting and training the most competent workers at their jobs – as well.



## *Elements of the program*

### 1.) Personal Database

It is a computer-based database with the following information of the registered: personal data, educational and other qualifications, skills, abilities, career paths, personal expectations for a job, and areas where personal development is necessary.

### 2.) Job opportunities database

It is a detailed database about companies' vacancies and demands, with precise definition of the job requirements (education, skills, personal characteristics)

### 3.) Coordination of „supply and demand”

Our qualified mentors conduct personal interviews and ability tests with job-seekers. This will show what kind of positions the candidate is suitable for. If he or she is in compliance with the requirements, can be recommended immediately for the job. If lack of skills are found, mentors prepare an individual development plan.

### 4.) Individual Development Plan

The Individual Development Plan is based on the demands of the companies, the skills and qualifications of the employer, steps, methods, tools and deadlines. The implementation of the Individual Development Plan has to be followed by constant monitoring and evaluation.

## *The elements of the process can include the following elements:*

- vocational training, retraining
- computer, language and entrepreneurial skills training
- personality, learning skills development, etc.
- lifestyle guidance, personal career plan

As a result of adequate preparation, the candidate will be able to fill the job vacancy successfully. Because we know both sides thoroughly, we can find the right people for the right place with better chances than any other systems. We can give “instructions” to the parties, which increases the cooperation's affectivity.



## 5.) *Follow-up*

Follow-up is often as important as the employment itself. Mentors help to integrate into the workplace and collect feedbacks from employers and employees as well. To ensure that everything goes smoothly, employees should expect further counseling, mentoring, if necessary, retraining.

### The Mentor Program's Corporate Benefits

People who are recommended by our program are selected by a special filter that is similar to a quality assurance system, thus companies are more likely to find the most appropriate persons for the position. It saves time and money. The program minimizes probation failures and reduces the fluctuation.

### *In a nutshell*

The European Model of Roma Integration is unique due to the coherence of the three pillars. The members of the Roma Integration Consortium undertake to employ Roma and disadvantaged job seekers and thereby they support the integration without using any additional resources.

The workforce-hiring increases the companies' confidence and willingness of cooperation, while the agency takes most of the risks.

The mentor program helps reducing unemployment rate by integration programs based on workplace demand and individual skills.