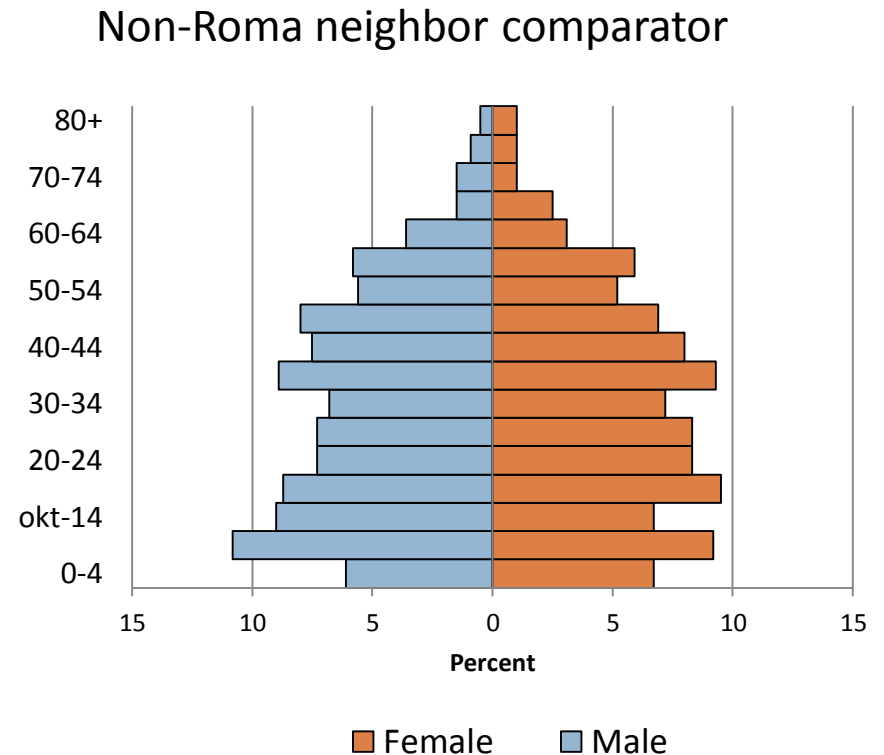
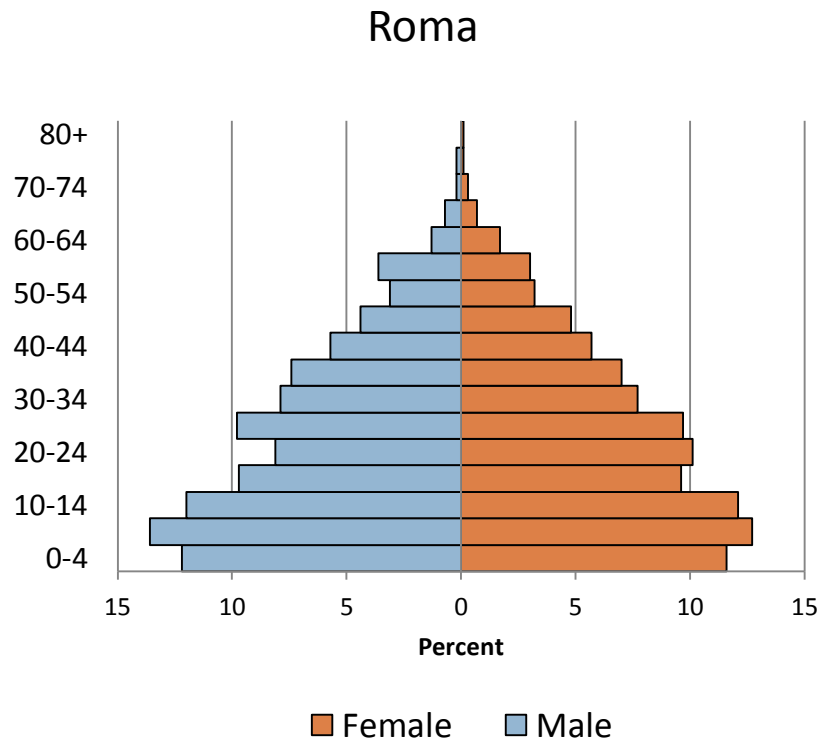


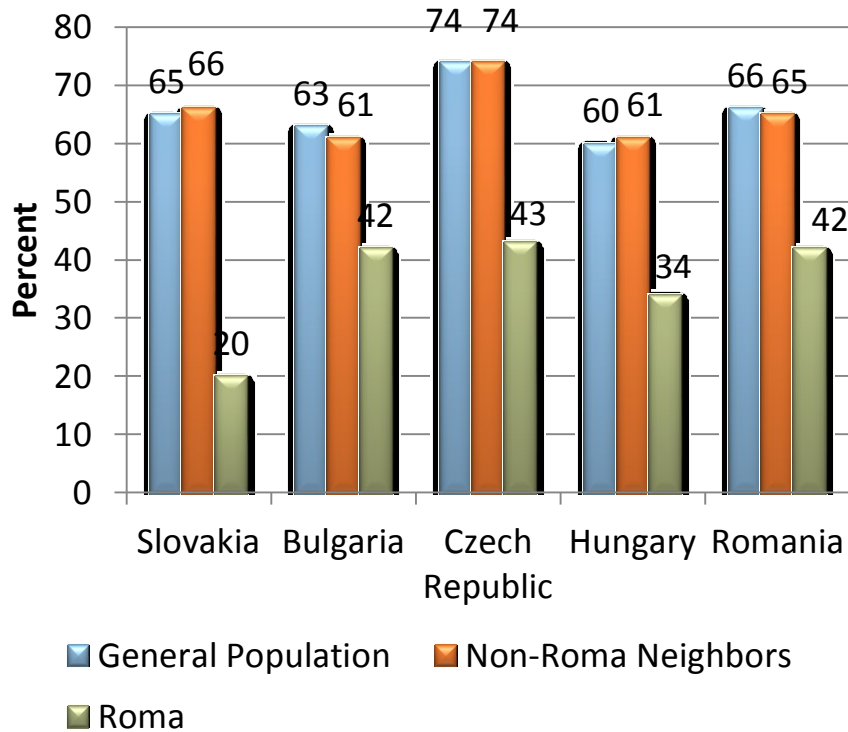
# Roma - Young and Growing population



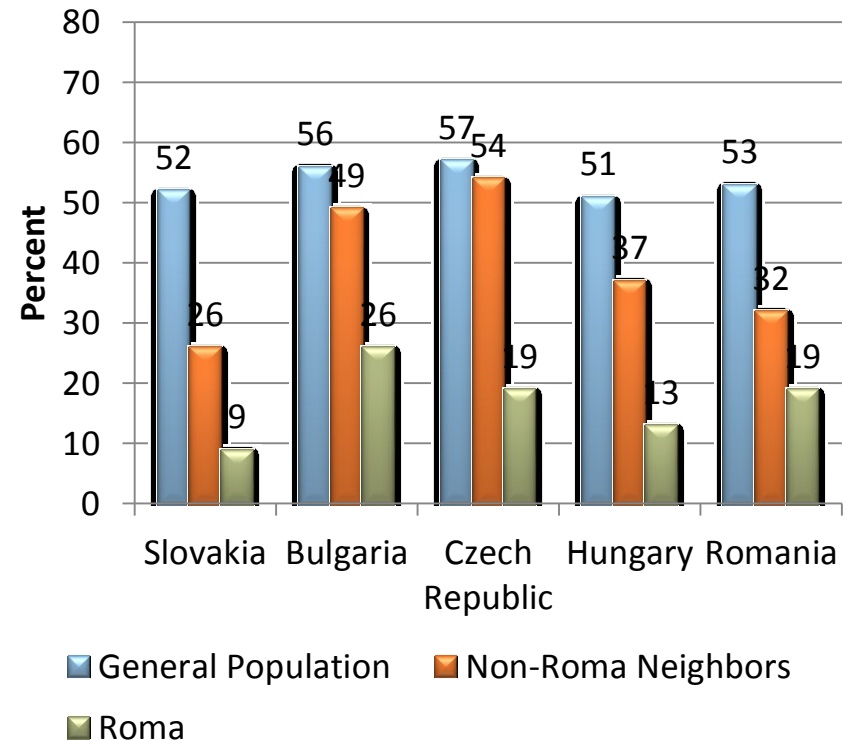
Slovakia National Roma Integration Strategy: 320,000 Roma

WB findings: Approximately 72,000 Roma households; Estimate growth rate of 1.7-1.8% annually - population will double by 2050.

# SK - Largest employment gap in the region



Men



Women

# Closing labor market gap is in national economic interest of Slovakia

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## **Economic Consequences of Labor Market Gap:**

- Per capita output of Euro 1,417 (est.) among Slovak Roma compared with Euro 12,661 (est.) general population – **productivity of poorest 25% versus richest 25% globally**
- At current levels, government revenues would be 3.1% higher – Euro 725 million annually – if employment conditions were the same
- At current levels, Slovak GDP would be 4.4% higher – if employment conditions were the same

## **In 2012, 13% new labor market entrants in Slovakia are Roma;**

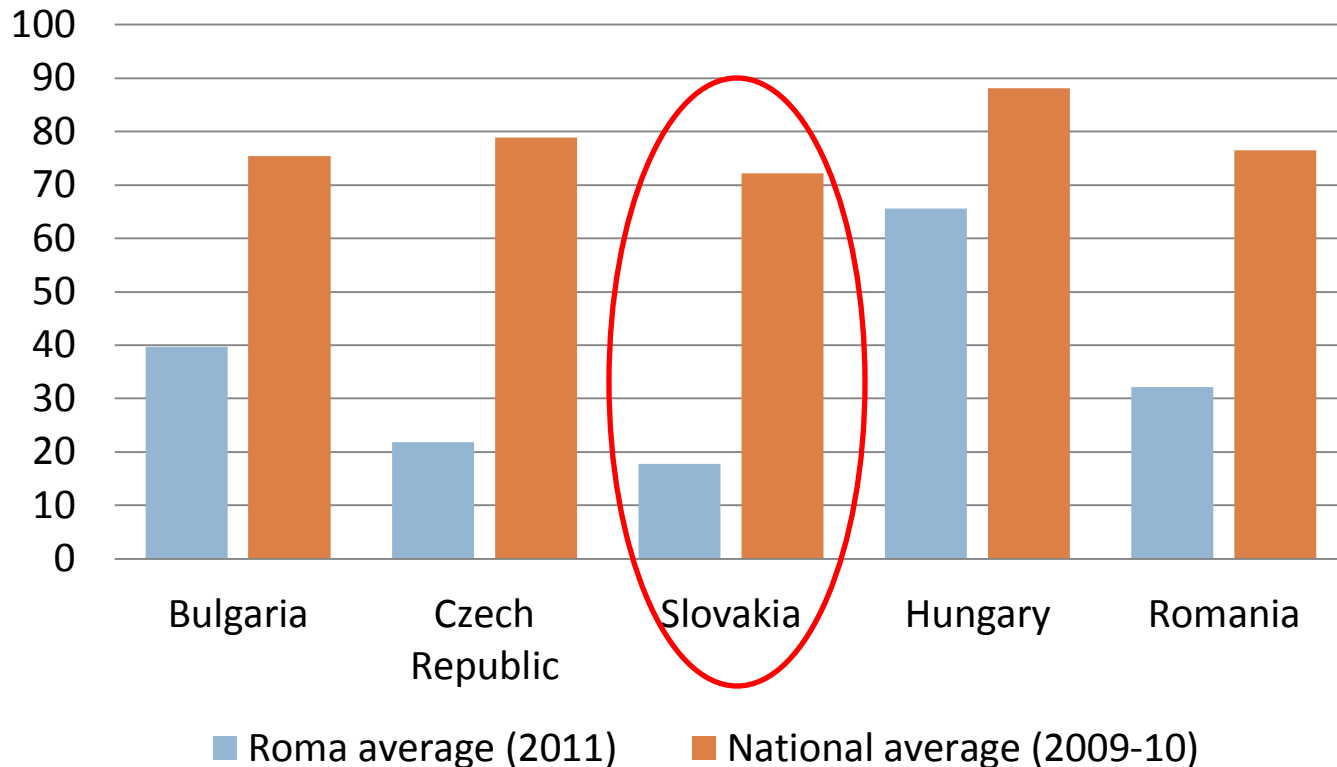
- most low educated and few job chances:
- who will pay for pensions and social services in 2040?

## **By 2050, Roma population in Slovakia will be twice as large**

# Inequalities start early

4

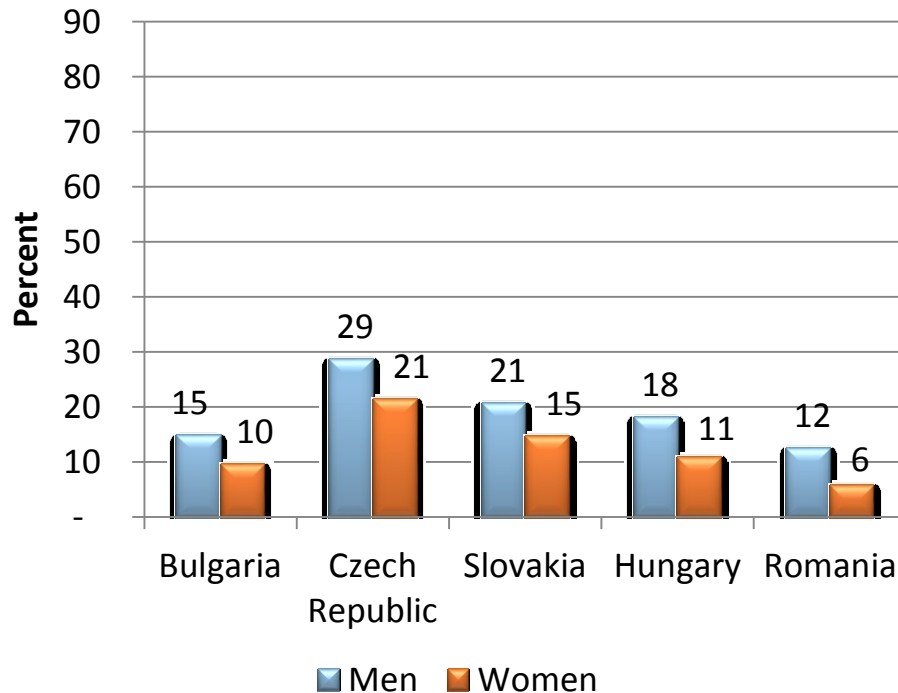
## Pre-School Enrollment Rates



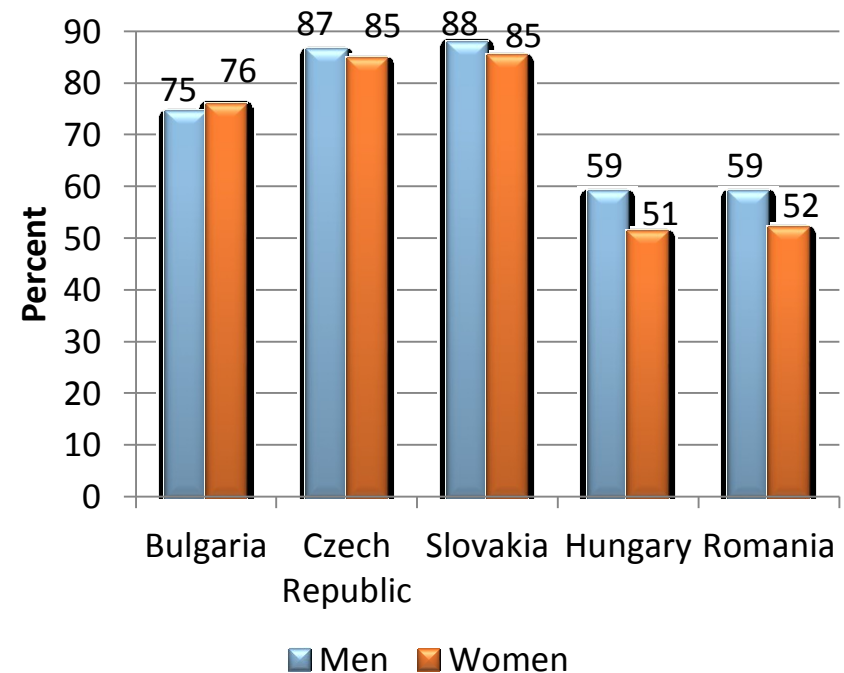
□ **Enrollment among Roma children: very large gap**

CZ and SK: 3-5 year olds; BG, HU, RO: 3-6 year olds

# Extremely low secondary education outcomes



Roma



Non-Roma living nearby

# Global evidence: INVEST EARLY in life

6

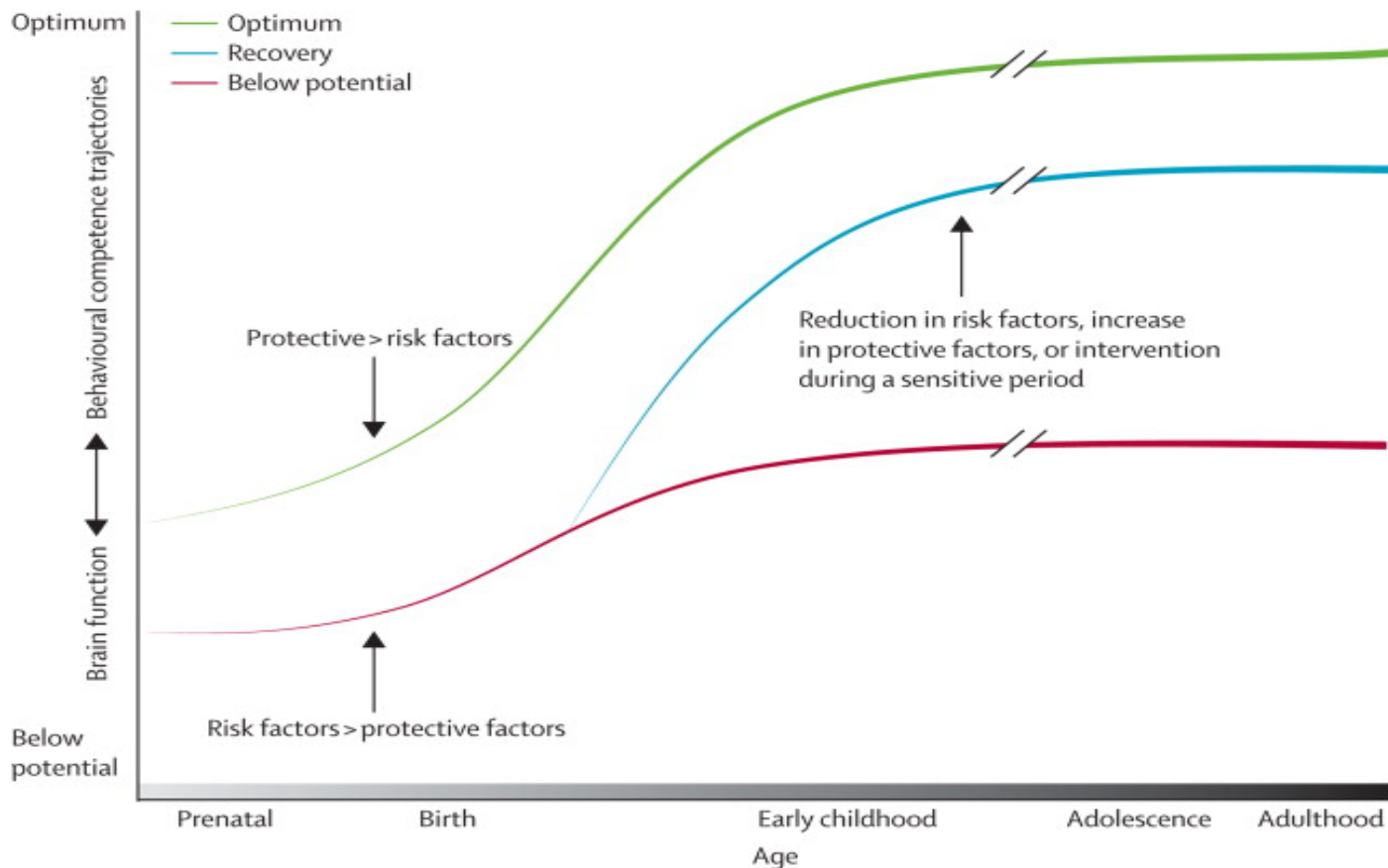
**Inequality in early childhood: risk and protective factors for early child development (2011)** Walker et al. The Lancet, [Volume 378, Issue 9799](#), Pages 1325 – 1338

- Inequalities in child development begin prenatally and in the first years of life
- The most effective and cost-efficient time to prevent inequalities is early in life before trajectories have been firmly established
- Action or lack of action will have lifetime consequences for adult functioning
- World Bank (2012) report “Closing the Early Learning Gap for Roma Children in Eastern Europe” findings are consistent with global evidence.

# Global evidence: INVEST EARLY in life

**Figure 2**

Differing trajectories of brain and behavioural development as a function of exposure to risk and protective factors. The cumulative effect is illustrated by the progressive strengthening (darker lines) of the trajectories over time.



Walker et al. The Lancet, [Volume 378, Issue 9799](#), Pages 1325 - 1338



# PROMOTING ROMA INTEGRATION IN SLOVAKIA

8

## **POLICY RECOMMENDATIONS**



# Employment and Social Protection

## *Improve job search incentives*

- Combine more **conditionality** – to look for work, participate in apprenticeships etc. - with **continued partial coverage after finding employment** for a significant amount of time to aid in activating jobless Roma

## *Improve efficiency of job search – better matching of labor supply and demand*

- Intensive job counseling
- Support interview and job search (soft) skills
- **Develop a jobs platform**; Employment offices should partner with actors that know the local Roma communities (community workers, teachers, NGOs, churches)

# Employment and Social Protection

## *Improve skills*

- Introduce **Subsidized traineeships with companies**
  - ▣ **Integrate with initiatives in other public sectors**
  - ▣ Social housing construction, housing improvements, and (skilled) public works: **involve Roma directly**; Roma teaching assistants and mentors (pre-school, compulsory school), Roma health assistants: focus on new secondary graduates, **young Roma women especially**
- Build a system of **Second chance education** for the school dropouts
- Establish a **knowledge portal of “good practices”**, including of municipal activation activities
- Carry out **social policy experiments** with treatment and comparison groups (e.g. like Danish Employment Authority) to identify the best approaches

# Employment and Social Protection

***Continue to provide strong safety net support*** (e.g. benefit in material need), **but...**

- **Link benefits with measures that promote health and human capital investments, especially for children**
  - ▣ Providing **conditional subsidies** to promote maternal and child health, education completion (pre-school, secondary completion), and housing improvements
  - ▣ Require recipients of social benefit to participate in basic **financial literacy** training, basic training on home improvements, basic training on early childhood education and care, offered by mediators/social workers/NGOs
  - ▣ Build on international experiences such as the Chile Solidario program

# Education: early learning and care

## *Increase access to quality pre-school, moving towards age 3, and improve home parenting:*

- **Inform** parents on benefits of preschool and **reach out** to them (hire recent secondary graduate (Roma) as **teaching assistants**)
- **Construct pre-schools in selected** communities lacking access to pre-school nearby – use updated Roma Atlas (2013) to identify
- **Incentivize poor parents:** (continue to) provide subsidies to poor parents if children regularly attend preschool;
  - ▣ Address the current systemic error where the parental allowance for families with infants can push some of these families just above the subsistence minimum, making children of pre-school age ineligible for the subsidies in the current system
- **Strengthen home parenting** (with support of recent secondary (Roma) graduates)

# Education: basic education level

## *Promote integrated regular primary schooling for all by:*

- **Investing in early childhood education**
  - Pre-school builds foundation for primary school and reduces special school enrolment
  
- **Supporting vulnerable pupils through teaching assistants and mentors**
  - These can be recent secondary Roma graduates (has been found cost-effective in other settings)
  
- **Providing educational support and opportunities outside regular school hours; after school and summer programs**
  - As a result of short schooling days, Slovakian children typically spend very little time in school, and this is to the detriment of disadvantaged children
  - Extended hours compensate for lack of out-of-school learning opportunities

# Education: basic education level

## *Promote integrated regular primary schooling for all*

- **Address very high placement in special education**
  - ▣ **Remove financial incentives** to municipalities to attract special school pupils
  - ▣ **Make parents better informed decision makers** on special education choice
  - ▣ **Staff should be redeployed and trained to provide special services in an integrated setting;** Training needed also for all school staff, the curriculum at the university should be modified
  - ▣ **Build more on international experience and expertise** – e.g. from the European Agency for the Development of Special Education

# Education: secondary education

## *Address very high early (secondary) school leaving*

- **Invest in early childhood education** – pre-school and home parenting build the foundation for later learning
- **Promote integrated regular primary schooling for all** – if pupils do well in primary, they can do well in secondary
- **Provide after school learning support** – Roma teaching assistants/mentors
- **Address early school leaving financial incentives** – instead of providing a labor activation allowance to unemployed youth without secondary education, provide a **bonus** to vulnerable youth completing secondary education; proven successful in other context (in Colombia also reduced early pregnancy)

# Housing: focus on lower cost incremental housing solutions that reach many

## ***A. Focus on Upgrading Existing Slums***

### **1. Facilitate legalisation of existing land / housing**

- ❑ Provide technical assistance to municipalities to support legalisation
- ❑ Take advantage of housing allowance as the “carrot” ...
- ❑ Provide low interest loans to Roma households to purchase titles to land
- ❑ Use Housing allowance as a payback mechanism of loan
- ❑ Example: Ostrovany municipality and ETP microloan-savings program

### **2. Provide training on home and energy efficiency improvements**

- ❑ Example: “Sharpen your skills” by ETP/Habitat for Humanity
- ❑ Make participation in the training a condition for receiving the housing allowance



# Housing: focus on lower cost incremental housing solutions that reach many

## ***A. Focus on Upgrading Existing Slums (continued)***

### **3. Provide incentives to save for home improvements**

- ❑ Savings-microloan programs for home improvement
- ❑ Use housing allowance as incentive tool;
  - ❑ To pay back microloan for home improvement (link loan to housing allowance)
  - ❑ Require savings contribution
  - ❑ Provide housing allowance bonus if people save for home improvement investments

### **4. Support families reduce utility (and other) debts**

- ❑ Provide financial literacy training
- ❑ Pre-paid and metered utility (gas, electricity, water)

# Housing: focus on lower cost incremental housing solutions that reach many

## ***B. Helping Poor Families Move Into Better Houses***

### **1. Utilize existing homes in integrated areas:**

- ❑ Make use of vacant housing in integrated areas (rent or ownership)
- ❑ Raise awareness and solidarity in order to serve housing mobility
- ❑ Focus first on families from most segregated settlements

### **2. Social housing construction scheme as last resort:**

- ❑ Social housing cannot be instrument to serve all needy b/c of cost
- ❑ Apply it selectively, dispersed, and in integrated areas
- ❑ Supplement with social work

## Health: improve effective use of health system

### ***Strengthen Roma Health Mediator (RHM) programme***

- Scale up the RHM programs to reach ALL Roma settlements
- Evaluate the RHM programs for best results: where can the RHM programs be further strengthened? Example:
  - ▣ Effective, and efficient, use of existing health services
  - ▣ More targeted to children: counseling on early childhood development and child growth and nutrition
- Consider linking RHM with social protection benefit system
  - ▣ Example: vouchers to poor families to participate in pre- and post-natal check-ups, link to vaccination records, and counseling on early childhood development and nutrition

# Financial Literacy and Inclusion

## ***Building financial literacy among Roma has many benefits***

- ❑ Improve financial literacy through basic training
  - ❑ Link with social benefit system – e.g. require recipients of Benefit in Material Need to participate in training
- ❑ Improve access to financial services with a focus on access to savings and savings facilitation
  - ❑ Electronic government-to-citizen payments
  - ❑ Provide incentives for targeted savings; e.g. Saving for housing improvements, saving for secondary education
  - ❑ Link targeted savings with social benefit system

## Use monitoring and evaluation to improve targeting, learning, and program results

- Take advantage of the **Slovak poverty map** (regardless of ethnicity) being produced and the **Slovak map of Roma communities** to improve targeting of inclusion programs
- Bi-annually **expand the EU-SILC survey to include extra households from the poorest communities** in Slovakia. EU Structural Fund can cover the Euro 250k (est.)
- Ensure that the programs being financed have **results frameworks** in place that clearly define inputs, activities, outputs, and impacts
- Institutionalize program monitoring **and impact evaluation**, and build a ‘**municipal best practice**’ knowledge platform

Good news: financing for Roma inclusion available in next programming period (2014-2020)

## *Slovakia can use large financial support from the EU*

- In 2014-2020 period bigger emphasis on Roma inclusion
  - ▣ **thematic objectives** (MS can choose out of a menu of 11 objectives in line with the “Europe 2020” strategy), with Social Inclusion as a mandatory theme;
  - ▣ **ex-ante conditions** which will be the pre-requisite to EU funding;
  - ▣ **Partnership Agreements** between the Commission and the Member States
- Programming of ESF and ERDF together for Social Inclusion and Combatting Poverty

Good news: financing for Roma inclusion available in next programming period (2014-2020)

### ***Important to programme ESF and ERDF together***

- Either at Operational Programme or Priority Axis level, ESF and ERDF investments ought to be combined
  - ▣ To allow integrated programming in same communities, linking hard and soft investments
  - ▣ To invest in cross sectoral policies
- One managing authority (intermediate body) in charge of overall programming and implementation
  - ▣ Linking body that pursues inclusion policies with managing structural funds for inclusion

Good news: financing for Roma inclusion available in next programming period (2014-2020)

## ***Efficient use of EU funds requires capacity***

- Urgent need to strengthen capacity
  - ▣ To design and monitor inclusion policies across sectors and ministries
  - ▣ To develop programmes combining ESF/ERDF resources
  - ▣ To design projects at a local level
  - ▣ To implement projects on the ground
- Take advantage of large TA funds to invest in the above (4% of total SF allocation)