



## Addressing barriers for Roma to access employment

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**Gisela Guari Cañada**, Policy &  
Membership Development Officer

## WHO WE ARE

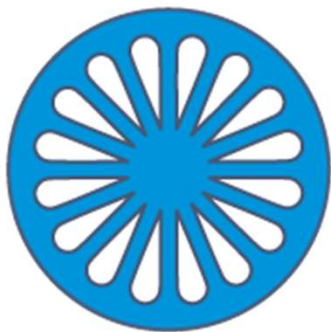
**Eurodiaconia** is a prominent European network of churches and Christian NGOs devoted to providing social and healthcare services, as well as advocating for social justice.

Many Eurodiaconia members work extensively with historically marginalised groups, including Roma communities, through the provision of social services, assistance to access the labour market, education, and more.

[\(2022\) Policy Report on Addressing Barriers for Roma to Access Employment.](#)



# MAIN BARRIERS ROMA ACCESS TO THE LABOUR MARKET



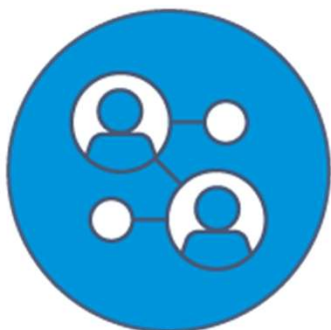
Lack of education  
& skills



Lack of adequate &  
accessible housing



Lack of economic  
support



Lack of active  
outreach & inclusion



Lack of structural  
support



Antigypsyism &  
discrimination

# Roma barriers access to policy sectors

## Access to the labour market & education

- Long-term unemployment, and NEETs.
- Labour exploitation and informal employment, precarious work conditions, human trafficking.

## Access to the labour market & housing

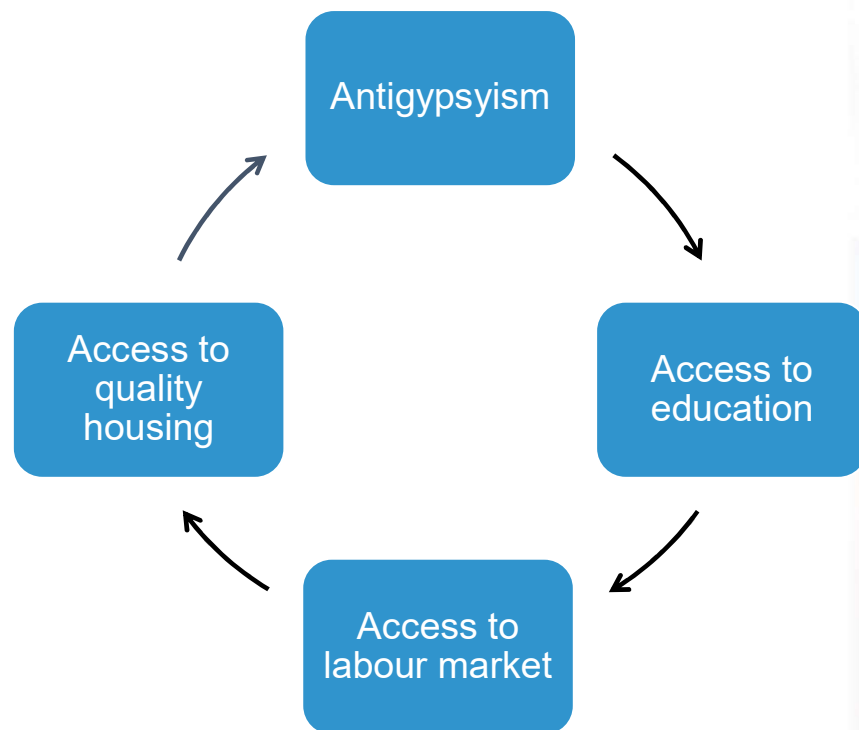
- Roma settlements, they only have informal and low-paying jobs available.
- Finding a job in a non-segregated area is difficult by the lack of economic resources, discrimination on the housing market (both private and public), and discrimination from neighbours.

## Access to the labour market & antigypsyism

- Refusal of employers to hire Roma.
- Relegation of Roma to low-skilled employment.
- Lack of opportunity for Roma people to progress in their careers.



# Vicious cycle of discrimination



# PRACTICE EXAMPLES



**Ecumenical  
Humanitarian  
Organisation**  
Serbia



**Deaconess  
Foundation**  
Finland



**Diakonie Württemberg**  
Germany



# EU Policy Recommendations

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## Anti-discriminatory approach

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EU and national labour-related policy to be anti-discriminatory, underpinned by anti-discriminatory measures and affirmative actions;



## Revision Racial Equality Directive

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It is needed a revision of the Racial Equality Directive to include an intersectional approach and go beyond addressing individual acts of discrimination, moving towards addressing structural racism and discrimination on the labour market.

## Active outreach

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EU to encourage active outreach measures to Roma and other groups who are far from the labour market, through the promotion of scholarships for Roma students and employees in education and training;

## Active participation

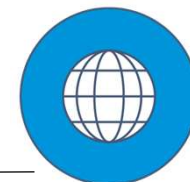
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Promote participation and active inclusion of Roma people in development, implementation, monitoring and evaluation of all policies related to the labour market;

## Intersectional approach

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EU and Member States should mainstream an intersectional approach in all policies related to employment, social enterprises, education, and upskilling. Moreover, should implement policy action to decrease the barriers faced by people with multiple intersectional vulnerabilities to access employment;





## Thank you!

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Development Officer

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