

Efficient Partnership– Examples of Best Practice **Equal opportunities in Slovak companies**

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National Union of Employers – RÚZ

- The biggest employer's organization in Slovakia established in 2004
- More than 1300 member companies representing all sectors of the economy
- Protects common interests of employers, business rights and citizens freedom
- Main focus: labor-law, social, tax and wage area
- Member of official social dialogue – tripartite
- Member of BUSINESSEUROPE, IOE, OECD – BIAC

Corporate social responsibility

- Corporate social responsibility is an important issue among RUZ member companies
- Companies are involved in a variety of community supports
- Responsible co-citizens and partners
- Healthcare
- Science and education
- Social programs, charity
- Sports
- Culture

Key players

- U. S. Steel Košice – one of the biggest members of RUZ and important flagships of Slovak economy
- Well developed CSR program
- Support of Roma community program
- Program aims to improve insufficient living conditions of community

Targets:

- ✓ Integration of Roma citizens into society
- ✓ Integration of Roma citizens into work process
- ✓ Reduction of unemployment in the Roma community
- ✓ Qualification increase

Support of Roma community

- Support of pre-school children education
- Support of elementary and secondary education
- Work opportunities for the adults
- Qualification improvement
- Final station: a full-time contract with USSK and other employers

Pre-school children education

Areas of cooperation

- work with children in substitute childcare facilities
- Roma assistants
- learning texts in Roma language
- zero grade in elementary school
- teaching aids
- new kitchen

Outputs

- improved children attendance
- improved communication with children and mutual understanding
- improved children readiness to join elementary school

Students of elementary and secondary schools

Areas of cooperation

- learning shop equipped with material, tools and protective aids
- classroom equipped with audio-video and furniture
- encouraging students of 8th and 9th grade to study at secondary schools through the Open Days
- summer camps for the most active students (in co-operation with Christian organizations)

Outputs

- acquiring work skills and preparation for profession
- increased attention to safety issues
- active learning of elementary school subjects
- finding examples within own ranks

Work opportunities for adults

Project participants

- 95 citizens – marginalized groups, of whom more than 90% of Roma citizens
- An employee will become the one who: wants to work and change his/her life style, supports his/her children's education and is interested in his/her qualification improvement, meets requirements set forth for the work performance at the company operations (health qualification)

Outputs

- Engagement of Roma citizens by means of activation programs
- The one who wants and who company know – he works
- Engagement of local self-government
- Daily work with Roma citizens
- Motivation and exactly specified and followed rules of „play“

Qualification improvement for adults

- The course: family budget economy (2004)
- The course: metallurgy equipment mechanic (2007)
- Training and instruction on OSH at workplaces (continuously)
- Flame Burning/Cutting course (2007, 2008)
- Course: Conveyor belt operators in metallurgy operations (2008)

Possible full-time employment contract

- Those with best appraisals at workplace are included in educational programs
- Those with best appraisals in the educational projects will become the core company employees

Roma program results

- Reduction of Unemployment rate by 25% at Velka Ida (original unemployment rate reached 100%)
- Reduction of indebtedness (payment of debts for flats/habitation and distraint)
- Better and more fair family care (purchase of necessary things for children – e.g. for school, clothes, food, shoes)
- Building of 24 apartment units attended by the project participants
- Possibility to apply for loans and credit
- Purchase of bicycles and even cars (as a transport vehicle for work)
- Improved children's school attendance

Final effects

- Reduced poverty
- Reduced criminality
- Improved family care
- Regular payments for school, habitation, water, utilities



Thank you!

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