



**Increasing the Participation of  
Ethnic Minorities and Migrants  
in Employment**

GOOD PRACTICE AND STRATEGIC LESSONS  
FROM EQUAL

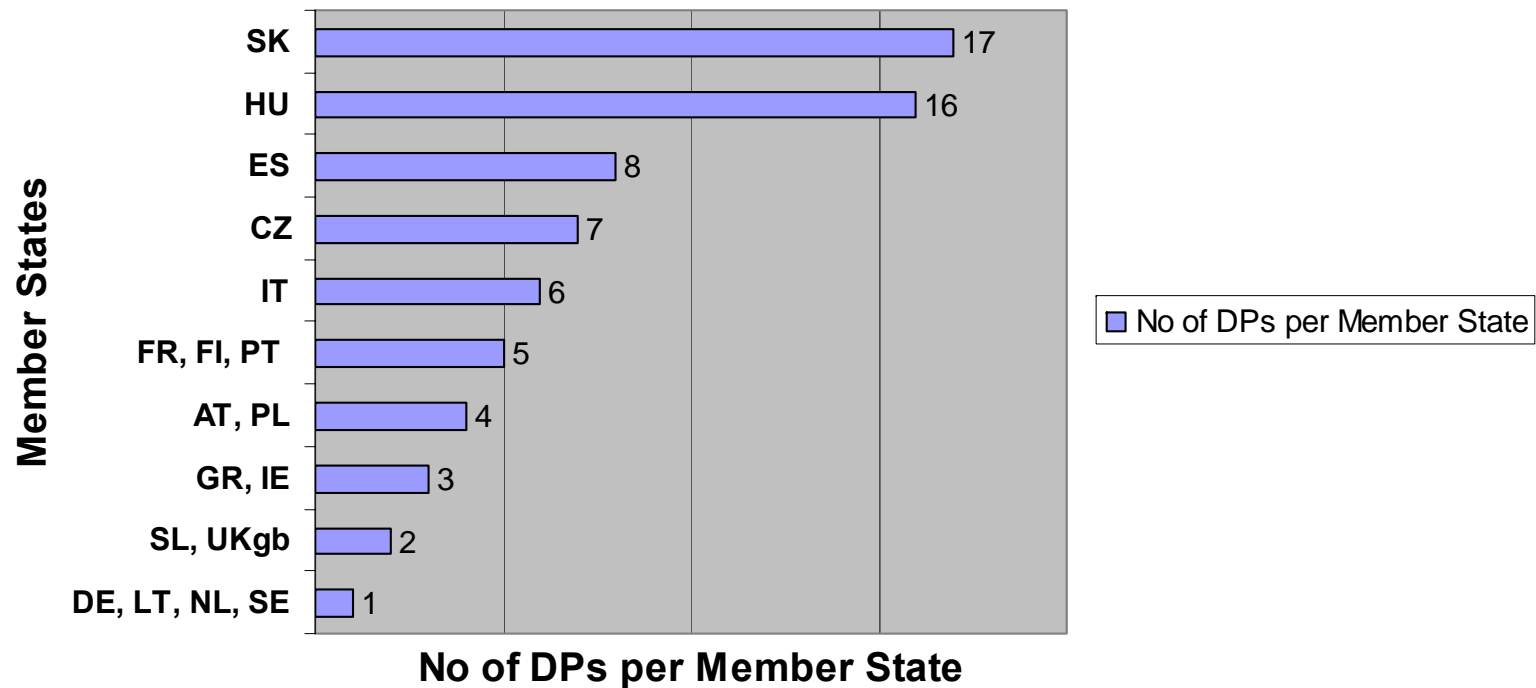


## **A critical mass of experience to inform new ESF action**

- EQUAL Round 2: More than 350 DPs piloted new approaches overcome discrimination against immigrants and ethnic minorities
- 25% of these DPs had a particular focus on working with Roma, Sinti, Travellers and Gipsies
- Total EU financial support in excess of 500m €

# EQUAL

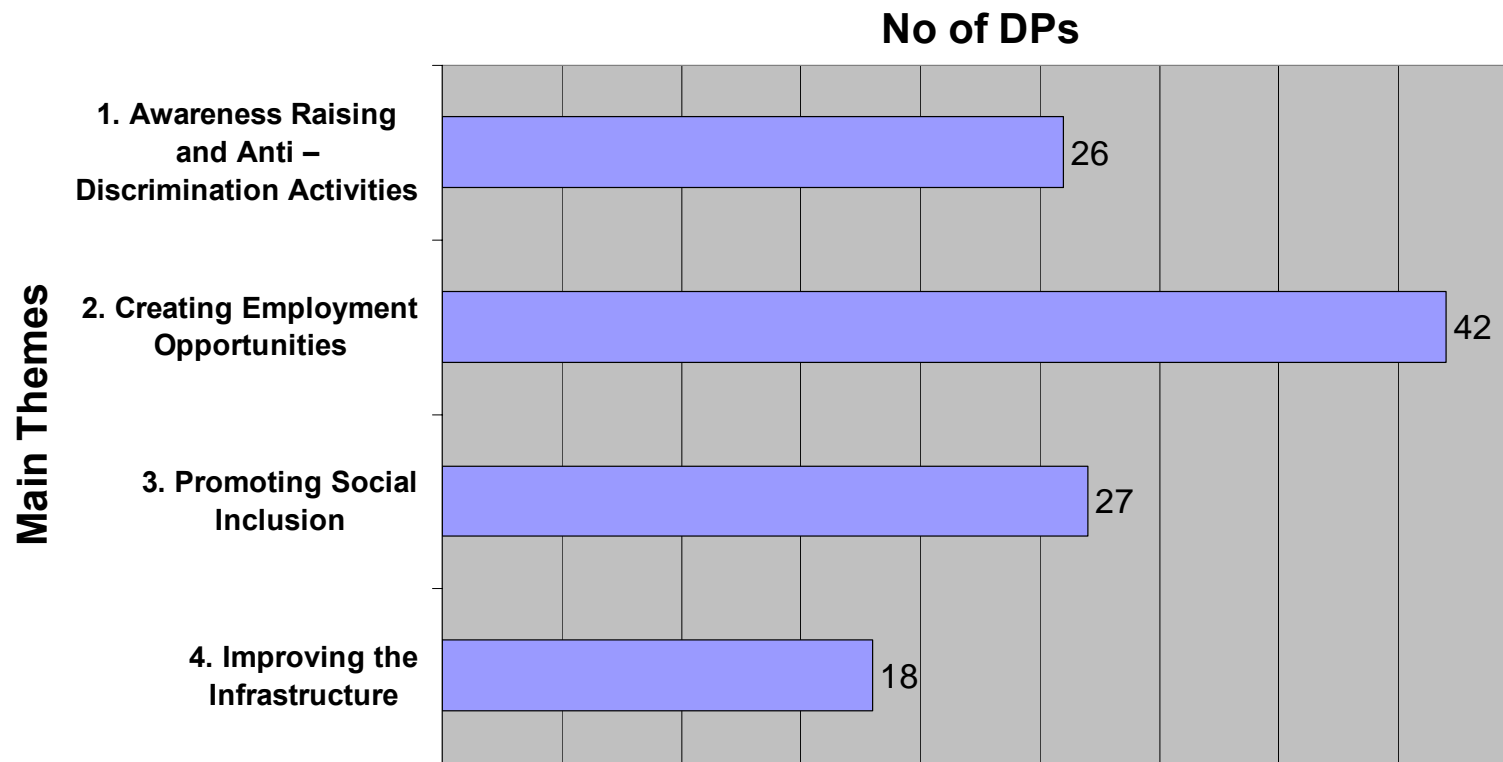
## Equal Development Partnerships working with Roma, Sinti, Travellers and Gipsies (91 DPs)



# EQUAL

## Main Themes

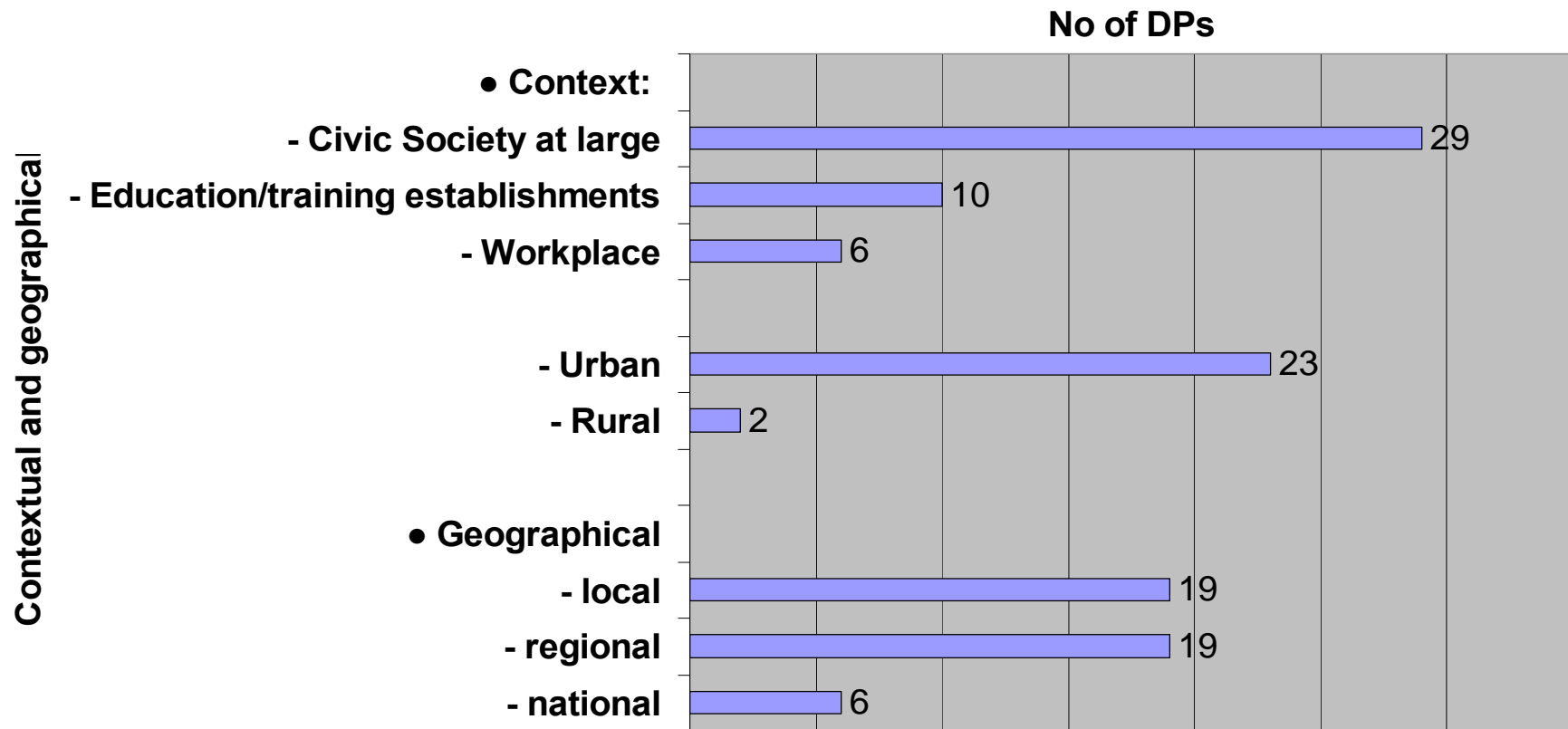
Sample of 45 DPs exclusively working with with the target group of Roma, Sinti, Travellers and Gipsies





### Scope of the action

Sample of 45 DPs exclusively working with with the target group of Roma, Sinti, Travellers and Gipsies





**Main Lessons from EQUAL DPs are centred on two distinct but inter-related issues:**

- Impacting on the Systems that play a Central Role in Preventing Discrimination and promoting Integration
- Assisting the integration of ethnic minorities by developing services that had not, as yet, been provided by the current systems



## Impacting on the Systems

- Fostering Anti-Discrimination Skills as a Professional Competence
- Promoting Work Force Diversity and Fair Recruitment Processes
- Awareness Raising, Sensitisation and making Active Use of the Media



## **New Services and better Coordination**

- Strengthening Guidance and Placement Processes and Making Services more accessible for Roma people
- New Offers and/or Methods of Training and Learning
- New professional profiles: Mediation, Mentoring, Tutoring
- Actively Involving Organisations that represent Ethnic Minorities





## Conclusions – Comments – Recommendations (1)

- No shortage of new ideas and approaches that have proved to be successful
- Main Problem: Persistent flaws in mainstreaming and large-scale delivery
- Transnational cooperation should therefore include a special focus on action to reduce the “implementation gap”



## Conclusions – Comments – Recommendations (2)

- Mobilise different groups of Key Actors in order to close the implementation gap
- Harness the particular strengths and responsibilities that each individual actor group has in tackling ethnic discrimination
- Ensure that these contributions can successfully combine.