



THE WORLD BANK



Evaluating Impact: Turning Promises into Evidence

Improving Employment of Roma Communities through Labor Inclusion Strategies

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1. Background

- ❑ Unemployment rate of Roma population is very high, which incurs many social and economic problems.
- ❑ The project ACCEDER, implemented by FSG, aims to consolidate equal opportunities of Roma population in access to the labor market.
- ❑ ACCEDER program has been successfully implemented in Spain. Therefore FSG is running a pilot project in Sarajevo Canton in order evaluate the effectiveness in the region.

Description of the Project

- ❑ Multiethnic team, consisting of Roma and non-Roma staff, has been set up.
- ❑ The Roma staff will visit the Roma community leaders, calling for interested people in getting a job to visit the FSG office, where guidance and training will be provided.
- ❑ The non-Roma staff will prospect local labor market and promote Roma employment.
- ❑ Follow up of the beneficiaries will be performed.

2. Results Chain



Inputs

- 4 employees;
- Rent and utilities for office;
- Office equipment, furniture, supplies;
- Software programme;
- Translation of software and other materials.

Activities

- Training the local staff;
- Prospection of labour market;
- Presentations and promotion of the programme to the Roma communities;
- Registration of Roma people in the database, data collection, keeping track on the people and follow up;
- Evaluation of applicants;
- Basic skills training (CV writing, employment basics, preparation for job interviews);
- Connecting Roma people with possible employers;
- Follow up from FSG.

Outputs

- Number of Roma people employed;
- Number of Roma people that has been using FSG services;
- Number of Roma people trained in basic skills and vocational training;
- Number of Internships provided.

Outcomes

- More Roma people employed in the local market.

Longterm Outcomes

- Improvement of socio-economic status of Roma population in Bosnia and Herzegovina.

3. Primary Research Questions

- What is the impact of the ACCEDER program on the employment rate of Roma people in the Balkans?

4. Outcome Indicators

1. Employment rate of Roma population in settlements.
2. Employment rate of Roma people with/without ACCEDER program.

5. Identification Strategy/Method

- Selected method:
 - **Randomized Promotion** at settlement level. 1st visit to all settlements in Sarajevo Canton to inform about the program, 2nd visit to randomly selected settlements to promote and encourage Roma people to participate in the program.
- Other considered methods:
 - **Randomization on settlement level.** The control group would be other Roma settlements in urban areas in Balkan region.
 - **Randomization on individual level** among those who showed up in the office for measuring impact of the training.

6. Sample and data

- Sample: Roma settlements in Sarajevo Canton
- Unit of evaluation: Roma settlements
- Data: employment rate in every settlement collected through surveys
 - Active population size in every settlement
 - Number of employed people (before and after)

7. Time Frame/Work Plan

- Program implementation period:
 - January 2008 – December 2009

Period	Activities
2008	Hiring team, setting the office and training the staff
2009 January	1 st visit to Roma settlements and collection of data for the baseline
2009 February	2 nd visit to randomly selected settlements for randomized promotion
2009 December	Follow up of collected data
2010 June	Final report on program impact

8. Sources of Financing

- ▣ AECID – for first 2 years
- ▣ World Bank – for the rest of impact evaluation