Equal Opportunities and Promoting Balance between Work and Family Life

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Abstract: Development of equal opportunities for women to realize their full potential create premises for socio-professional integration of women. The work is based on the results of a project implemented in the North-West Region, based on an analysis of the specific needs of compact Roma communities, debates on the main issues faced by women in accessing a job, stereotypes, constraints on social inclusion, equal chances. The main objective of the project was to promote the gender perspective in social life through awareness of local communities from North-West Region on the topic of equality between women and men, by eliminating stereotypes and occupational segregation, preventing discrimination, balanced participation in economic actions of women and encouraging cooperation of women and men within the meaning of fair division of social responsibilities; development of new complementary services that provide care for dependents, to facilitate the inclusion of women in the labor market and avoid distortions of professional and family life. Facilitating women's access to employment on the labor market can be realized by promoting harmonization of family life with professional life, developing parenting skills, family approach in providing social services, development of services for children.

Keywords: integrated services; family intervention; equal opportunities; early intervention.

1. Introduction

The work is based on the results of the research in the field of socio-professional integration of women, i.e. persons belonging to vulnerable groups, and of promoting a balance between work and private life in the northwest region of Romania, realized within the framework of a project carried out in conjunction with the Social Assistance Public Service Baia Mare and North-West Regional Pact for employment and social inclusion.

To identify the appropriate responses to the current challenges, related to the rapid changes of the labor market caused by the recent economic crisis, the consequences of globalization, integration, low professional integration of persons belonging to vulnerable groups (including roma), discrimination, it is necessary to know the concrete situation in the area subjected to analysis, whereas each region is faced with specific needs.

Research aims to identify problems and constraints on gender equality and access to the labor market, faced by women, persons belonging to vulnerable groups, in particular Roma inhabitants of marginalized urban areas.

2. The main aspects related to equal opportunities and socio-professional integration of vulnerable groups

Equality is one of the five values which are the basis of the European Union. The Union has the obligation to promote equality between women and men in all its activities (Articles 2 & 3 of TUE, article 8 of TFUE). The Charter of Fundamental Rights (JO C 303, 14.12.2007, p. 1, article 23) provides such an equality and prohibits discrimination of gender.

According to the European Council, gender equality requires an equal level of visibility, affirmation and participation for both sexes in all spheres of public and private life. Gender Equality is the opposite of the gender inequality, not of gender differences, and aims at promoting the full participation of women and men in the society.

Equality of opportunities and treatment between women and men means the taking into account of different capacities, the needs and aspirations of individuals of different sex male and female and the equal treatment of them (Law no. 202/2002 on equal opportunities and treatment between women and men).

The Commission's strategy for equality between women and men (2010-2015) (COM, 2010, 491) gave priority to the following five key areas of action: economic independence equally for women and men; equal pay for
work of equal value; equality in decision-making; dignity, integrity and cessation of violence based on gender; promoting equality of opportunity between women and men outside the EU.

In 2016 (Eurostat), the employment rate in the EU for people aged between 20 and 64 years, as has been measured within the framework of the investigation of the EU labor force survey (LFS), was 71.1%, being the highest annual average ever recorded for the EU. The rates of employment are lower among women than among men.

The evolution on age groups shows that the employment rate among people aged between 25 and 54 years has remained essentially the same since 2001 until present, while in the case of elder persons (aged between 55 and 64 years) has grown a lot, and for younger persons (aged between 15 and 24 years) has decreased.

The employment rates vary significantly and depending on the studies level, with lower values among the people with the level of lower primary or secondary education. It is particularly important that people have at least the medium level studies for the chance to find a job.

Unlike the general tendency of the EU, the rate of early leaving school in Romania has continued to grow, reaching 19.1% in 2015. This is well above the EU average (11%) and the third largest in the EU (The monitor Education and Training 2016 Romania).

Thus, Romania moves away from its national objective of reducing the rate of leaving school early to 11.3% in 2020. Students in the rural areas, the poor families and Roma, in particular, are exposed to the risk of abandonment of school education and poverty.

In 2017, the employment rate (National Statistics Institute) of the population in active age (15-64 years) in Romania was 63.9 %, increasing by the previous year with 2.3 percentage points. As in previous years, the employment rate was higher for males (71.8% as compared to 55.8% in women).

If at European level (SEMESTRUL EUROPEAN 2014: Recomandări specifice fiecărei țări. Stimularea creșterii) the unemployment rate has reached from 7% in 2008 to 10.8 % in 2013, a worrying situation is registered for the youth (23.4%) and the long-term unemployed (5.1%). The levels of unemployment and inactivity in the labor market of young people tend to vary more than the total unemployment. In 2013, at European level (Recovery Strengthens, Remains Uneven, 2014), the proportion of NEET's young people (young people aged between 15-24 years which are neither employees, nor in education or training) was 13% in 2013, compared to 10% in 2008, with the indication that in Romania most were inactive.
In 2013 (Statistical Annex accompanying the „Alert Mechanism Report 2015”, SWD, 2014) the unemployment rate in Romania was 7%, while in the line of the long-term unemployed was 3.3%, and within the youth was 23.7 %, of which 17.2% NEET’s young people. In mid 2014 (Strategia Națională privind Incluziunea Socială și Reducerea Sărăciei 2014-2020) the unemployment rate was relatively low at national level (due to the informal employment of labor force), the unemployment rate being 7.3 % and recording only a slight increase from the economic crisis in 2008 (5.8%).

The relative poverty rate has increased from 22.6 % in 2012 to 22.8% in 2014. Many marginalized categories, as the Roma, people with disabilities and the long-term unemployed record employment rates lower than the rest of the population. In the case of women, the gender gap of the employment of women in Romania is 3.7% higher than in the EU-28 (Strategia Națională privind Incluziunea Socială și Reducerea Sărăciei 2014-2020).

The analysis of the situation existing in the Northwest region (The Strategy of Regional Development) showed an increase in the number of socially assisted people and of the risk of severe poverty among disadvantaged groups, particularly the Roma people (the share of the population in a situation of severe poverty is 21.4% compared to 8.1% at EU level, although under the national average of 31%); an employment rate under the EU target 2020; a low level of integration of Roma on the labor market; a high level of long-term unemployment, in particular among young people; reduction of the population of the preschool and school age. The evolution of the number of unemployed and the unemployment rate recorded in the region of the Northwest Region followed the development of the general economic trends.

The Roma population is a special category among the most vulnerable categories. Although at national level, to the census of 2011, only about 3.2 percent of the population have declared to be roma (619,000 people), the studies undertaken suggest that the actual number of Roma is much higher. The economic situation of the majority of Roma is one of extreme poverty and shortcomings (the World Bank report on the economic costs of Roma exclusion). In the period 2006- 2008 poverty rate at national level was 23%, while among Roma this rate raised to 67 %. The condition of poverty is accompanied by inadequate living conditions and a limited access to public utilities and services.

In 2011, the employment rate among Roma was only 36%, only one in ten Roma having in the last two years a stable employment. The majority of Roma have occupations of untrained personnel. This situation is aggravated by the low level of education of those persons, their participation
rate and level of training being far below the average of the general population.

Having regard that 2 out of 10 roma children do not attend school and that there is a high rate of early school abandonment, in particular among Roma girls, who get married and have children very early (10% of Roma girls have their first child at the age of 12-15 years and 48% at the age of 16-18 years), the situation of the Roma requires special attention and appropriate measures must be designed to meet the specific needs of this vulnerable category.

Disparities as regards access and participation in the education can be seen starting with the preschool education. Thus, in 2011, only 2% of the children aged between 0 and 3 years have been registered in nurseries. Ethnic disparities may be observed, with a participation significantly lower in the case of the Roma. Participation in early education responds to the need to facilitate access to education of roma children, increasing the chances of holding in the compulsory education for a long period of time.

The share of Roma people in the total population is growing in the Northwest Region (according to the regional strategy) and places the region on the second place at national level. At the level of the Romani communities we can find an accumulation of various material deprivation.

The paper focuses on researches carried out in two urban marginalized communities in the region of northwest of Romania, mostly inhabited by Roma ethnic, in the light of the fact that they are most exposed to the risk of social exclusion. Combining all categories of social problems, the selected areas for research have been analyzed under the aspect of equal opportunities and the opportunities of accessing the labor market from a multidisciplinary perspective: habitation, employment, education, health, access to social rights.

The problems and needs regarding socio-professional integration of women, Roma and persons belonging to vulnerable groups were discussed in the framework of regional debates with the relevant social actors at local and regional level (representatives of the local public administration authorities, associative environment, business environment, employment agency, non-governmental organizations).

A particular emphasis has been placed on the identification of possible solutions related to the promotion of equal opportunities, the socio-professional integration of vulnerable groups and promoting balance between work and private life.
3. Research Questions/Aims of the research

The study is aimed at facilitating the entry on the labor market of women in the risk of social marginalization and the harmonization of private life with the professional life.

For the assertion of the principle of equal opportunities, the work aims at integrating gender perspective in the framework of the interventions of social assistance provided the family and in the prevention and combating social exclusion, in particular of women from Roma communities and of persons without education.

For focusing the specific needs of vulnerable groups, including roma, we propose to conduct a needs analysis on urban marginalised communities, both by their consultation within the framework of the focus-groups organized in two cities, as well as by stimulating discussions with the institutional and social actors (public and private) involved in the social inclusion of the Roma integration of women into the labor market and compliance with gender equality.

Research stimulates the involvement and participation of all stakeholders in the field of gender equality. The bottom-up approach will be achieved through involvement, respectively consultation on the evaluation and needs analysis (within the workshops and seminars) of all the interested parties: members of the Roma communities, public authorities, academic environment, business environment, NGOS, the trade unions.

4. Research Methods

The methods selected in carrying out research (questionnaires, focus group, workshops, seminars, discussions with the relevant social actors) regard the direct approach and centering on the target group concerned, whether we speak of members of the Roma community or relevant social actors. To take a picture of a problem it is necessary to have access to the prospects of all parties involved.

Research has taken into account the several stages: selection of marginalized urban communities, application of the questionnaires, organization of focus groups for identifying the needs and constraints faced; the organization of workshops and seminars with regional social actors relevant for the identification of good practice and possible solutions.

The marginalized urban communities involved in the research were identified on the basis of information obtained from the specialized department of city halls of two cities, namely Craica area in Baia Mare and the Crangului area of Satu Mare.
The criteria that were taken as a basis for the selection of the analyzed communities were: the territorial coverage (compact roma community, territorially extended; reduced accessibility to basic services; membership of a large city (minimum 40,000 inhabitants); the number of members of the compact Roma community (minimum 150 members); problems of poverty and social exclusion (unemployed persons, the percentage of women in the Community, Roma people, families with one parent, persons with low income or without sources of income, precarious conditions of living, reduced access to public utilities, degree of education/low level of education, the absence of the occupational skills and competences, the large number of people who household together), other constraints related to the socio-professional inclusion (e.g., discrimination, etc.).

The quantitative research has included the application, in each community selected, of questionnaires to a percentage of at least 10 % of the number of households. In order to respect the principle of gender equality, at least 50% of the respondents were women.

The questionnaire contains:

a/ questions closed on the factual data relating to the person responding (age, sex, civil status, ethnic origin, religion, studies, etc.) and the composition of the family, namely the members of that household together with them;

b/ open questions concerning their perception on the specific needs of the Community, problems and constraints related to the socio-professional inclusion.

On the basis of questionnaires applied there were selected 10 people to participate in focus groups. In order to respect the principle of gender equality, at least 50% of the respondents were women.

Focus-groups (2) have pursued identifying the needs and constraints specific to Roma communities, including as regards equal opportunities and gender and participation in the labor market.

The organization of workshops in each community selected aimed to identify opinions of the relevant social actors at regional level on the constraints and the problems faced by women and the categories in the situation of social risk, including the Roma population, from the perspective of gender equality and access to the labor market.

These analyzes have been subject to the regional debate (1 regional seminar) on specific problems identified, watching the search for solutions and the identification of good practice.
The methodology proposed is based on the need for an integrated approach of the needs of target group, by identifying the needs of marginalized communities at the level of the two a territorial - administrative units, constraints and the pattern of what they are governed on gender equality.

5. The socio-economic situation of the marginalized urban communities

5.1. The profile of the marginalized urban communities

a) The Community Craica- Baia Mare is located on the edge of town, but close to a garbage dump, being formed of 159 shelters, not connected to water, but benefitting, nearby, an alternative source of drinking water, not connected to electricity, gas, sewage and without access roads toward the community or inside it.

The Community is characterised by a low accessibility to basic services: education, health, employment services on the labor market and an average accessibility to the services of social assistance.

<table>
<thead>
<tr>
<th>Table 1 – The data on population in Craica Community</th>
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<tbody>
<tr>
<td>Community</td>
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<tr>
<td>Total number of persons living in the community</td>
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<tr>
<td>Total number of women</td>
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<tr>
<td>Number of children (age 0-3)</td>
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<tr>
<td>Number of children (age 3-16)</td>
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<tr>
<td>Number of women with children aged between 0-3 years</td>
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<tr>
<td>Number of single parent families</td>
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<tr>
<td>Total number of households</td>
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<tr>
<td>The share of children aged between 0-3 years going to the Nursery School</td>
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<tr>
<td>The share of children attending kindergarten relatively regularly of all the children of the preschool age</td>
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<tr>
<td>The share of children who go to school relatively regularly of the total school-age children</td>
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<tr>
<td>The share of persons who do not have the birth certificate of the total people</td>
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</table>
The share of persons who do not have id card (be it provisional) of the total number of persons 2
The share of persons over 16 years old who are working (with card or otherwise) 30
The share of persons over 16 years old who have at least 4 primary classes 30
Number of persons with minimum income 119
Number of persons from the community gone temporarily abroad 20

The questionnaires have been applied to a number of 31 persons aged between 20 and 66 years, of which 55% female and 90% Roma. A household is formed in an average of 5 members, with a maximum of 11 persons who live together and have common housekeeping. The majority are formed by the parents and children and only in two cases of 3 generations (children, parents, grandparents).

A percentage of 32% of the respondents are married, and 41% in non formal relations. 32% of them do not have children, others having an average number of 2.5 children per family. Between persons with children, 45% have had children before reaching the age of 18 years (most young is 14 years); the average age having the first child is 20 years. 55% of the participants consider that the responsibility of children is mainly female and 29% say it belongs to both parents.

The respondents said that they are living in improvised shelters, illegally occupying the land/home, in majority cases for over 10 years, without connection to electricity or access to drinking water nearby, natural gas or sewage.

Relating to the educational situation, 61 % are non-school, 13% of them have primary school, 10% of them have followed incomplete secondary school, 10% of them have graduated secondary studies, 3% have vocational school and 3% have incomplete high school. 55% of them have a partner without school, and about 60% of them have parents without school. Their children attend education: 37% of the children are in kindergarten, 89% of children 7-14 years and none more than 15 years old are in education.

A percentage of 39% say that the main source of income is salary, 29% live on the guaranteed minimum income, and others have children allocations, pensions or are involved in the occasional work. 58% of the respondents live in severe deprivation.
As regards employment on the labor market, 45% of the respondents stated that they have never worked, 68% do not currently have employment and only 19 percent work in the areas of: tailor, joinery, green spaces, grave digger or personal assistant for a person with a disability.

The respondents stated in the proportion of 50% that they did not have individual contract of employment ever and 13% are searching for a job. The main problems encountered in finding a job are: 45% - I do not know a profession demanded on the labor market, 29% do not have with whom to leave children, 16% - are Roma, 26% - they suffer from health problems.

b) *The Community Crangului Satu Mare* is located on the inside of the locality, being composed of 48 houses with social destination, connected to the network of drinking water, electricity and sewage system, but not connected to gas network, having the access roads paved, will to the community or inside it.

On access to basic services, the area has an average accessibility to education, health, employment services on the labor market and the high accessibility to the services of social assistance.

Only a part of the inhabitants are roma, the members of the Community speaking Romanian and Hungarian.

**Table 2** – The data on population in the Crangului Community

<table>
<thead>
<tr>
<th>Community</th>
<th>Crângului</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total number of persons living in the community</td>
<td>206</td>
</tr>
<tr>
<td>Total number of women</td>
<td>109</td>
</tr>
<tr>
<td>Number of children (age 0-3)</td>
<td>7</td>
</tr>
<tr>
<td>Number of children (age 3-16)</td>
<td>42</td>
</tr>
<tr>
<td>Number of women with children aged between 0-3 years</td>
<td>3</td>
</tr>
<tr>
<td>Number of single parent families</td>
<td>41</td>
</tr>
<tr>
<td>Total number of households</td>
<td>48</td>
</tr>
<tr>
<td>The share of children aged between 0-3 years going to the Nursery School</td>
<td>61</td>
</tr>
<tr>
<td>The share of children attending kindergarten relatively regularly of all the children of the preschool age</td>
<td>59</td>
</tr>
<tr>
<td>The share of children who go to school relatively regularly of the total school-age children</td>
<td>75</td>
</tr>
</tbody>
</table>
The share of persons who do not have the birth certificate of the total people 0
The share of persons who do not have id card (be it provisional) of the total number of persons 0
The share of persons over 16 years old who are working (with card or otherwise) 20
The share of persons over 16 years old who have at least 4 primary classes 15
Number of persons with minimum income 10
Number of persons from the community gone temporarily abroad 0

The questionnaires have been applied to a number of 29 persons aged between 26 and 65 years, of which 62% female and 45% Roma. A household is formed in an average of 5 members, with a maximum of 16 persons who live together and have common housekeeping. The majority are formed by the parents and children and only in five cases out of 3 generations (children, parents, grandparents).

A percentage of 52% of the respondents are married, 24% in non-formal relations. 14% of them do not have children, others having an average number of 2.5 children per family. Between persons with children, 38% have never had children before reaching the age of 18 years (most young was 14 years); the average age at which were the first child is 20 years. 38% of the participants consider that the responsibility of children is mainly female and 52% say both parents.

A percentage of 5% of those polled said they are living in improvised shelters, occupying illegally the land/home, and 83% living in rent houses with social destination, in the majority of over 10 years, most of them being connected to the electricity, drinking water and sewage.

Relating to the educational situation, 17 % are non-school, 13% primary school, 10% of them have followed incomplete secondary school, 10% of them have graduated secondary studies, 3% have incomplete vocational school and high school studies. Of these, 21% have a partner without school and about 34% of them have parents without school. Their children are enrolled in education, as follows: 38% children in kindergarten, 91% children between 7-14 years and 47% children between 15-18 years at school.

A percentage of 24% say that the main source of income is salary, 17% live on the guaranteed minimum income and others have children
allocations, pensions, benefits of disability or involve in the occasional work. 55% of the respondents live in severe deprivation.

As regards employment on the labor market, 7% of the respondents stated that they have never worked, 41% worked over time, 86% of the respondents stated that currently do not have a job and only 14% work in the fields: trade and personal assistant for a person with a disability. Those who have not worked with individual contract of employment have invoked: insufficient qualifications, the care of a child or compliance with the handicapped people.

The respondents said at the rate of 14 % that were in search of a job. The main problems encountered in finding a job are: 14% - I do not know a profession demanded on the labor market, 17% do not have whom to leave children, 3% have a record, 4% - don't know to look for a job and 34% of them have health problems.

5.2. The needs and constraints faced by marginalized urban communities, from the perspective of the inhabitants

- low level of education among adults participating in focus - group and in the Community;
- children under 3 years are not enrolled at nursery school/ kindergarten (parents considers that up at this age the child should be grown by females);
- part of school-age children do not attend school/ interrupt, for various reasons;
- children's refusal to go to school: prefer other activities, feel inferior to colleagues from the point of view of material possibilities (clothes, supplies, etc.);
- refusal of parents to enroll/ send their children to school/ maintain/ kindergarten: in some cases the parents invoke the difficulty to "keep up" from a financial point of view with educational requirements; in others is about the inconsistency, lack of interest, unconsciousness or minimizing the importance of education by parents;
- interruption of the school at the age of adolescence/ before the completion of the secondary cycle;
- attendance by children of the school/ kindergarten is due in large part to the projects carried out in the communities concerned by certain institutions and/or associations;
- participants from the Crangului Community, Satu Mare (3 between the participants were graduates of the gymnasium, i.e. 10 classes and vocational school) and from the Craica Community, Baia Mare (2 persons
absolvente 6 classes, a person enrolled in the second chance education) followed education;

- existing problems in schools: disorder, scandals, conflicts/violence between children and the absence of appropriate measures for the management of such situations, as reported by the participants in the focus group organized with the members of the Craica Community, Baia Mare;

- Craica, Baia Mare: absence of a school mediator, which shall represent the interests of the Community and facilitate the dialogue between the Community and school: to persuade parents of the importance of education, to take their children to school, to manage conflicts which arise;

- material shortages: the problem of habitation (Craica), the absence of decent living conditions to: current water, heating, electricity;

- Crangului Satu Mare: in overdue utility, damage to the dwellings; difficulties relating to the carriage of children from kindergarten/school;

- differences/discrimination felt by the children in the Community, i.e. their parents in comparison with other children/other families.

- increased awareness of the benefits/advantages of education, the importance of education, learning a craft, finding a job;

- self awareness of own responsibility regarding overcoming those constraints: some of the participants have said that sending children to school is not the problem of the authorities, but the parents should be more interested, involved;

- awareness of the limitations imposed by the membership of the community: have recognized that in their community there are people which, although they have seen many good examples around them, and were encouraged/supported on many occasions, are living with the situation and refuse to evolve, this fact affecting the Community as a whole (e.g.: persons who refuse to send their children to school, to apply in their family minimum standards of hygiene, are entirely disinterested body as regards the children's needs, etc.).

- Craica, Baia Mare: half of the participants in the focus group had a job, with legal forms; of these one person was Female Gender;

- Crangului, Satu Mare: 6 of women participating in the focus group have never worked; 5 have been committed in the past, over shorter periods of time; a participant in the focus group was engaged with employment contract; the two men participants had not worked;

- in most of the families in the Community works no more than an adult, member of the family (usually the man);
female persons who have not worked have motivated the lack of studies, qualifications and discrimination;
- those which have been employed in the past, over shorter periods of time, gave up because of health problems or to stay with the children;
- the lack of studies, vocational training;
- discrimination: it was not possible to get employed due to the fact that they are of Roma ethny;
- do not have whom to let the children with;
- awareness of the fact that the employment of adults in the family would contribute to the improvement of the material situation of the family; attendance by children of the child's daycare center school, kindergarten, would enable both parents to work;
- Craica, Baia Mare- mentality of traditional type; the perception of men: women should stay home to care for children, to be in charge of cooking, cleaning, household; if, however, a woman would work, the repertoire of jobs perceived as being suitable for women is very small; men should work, to make money, to be in charge of managing money, taking decisions in general; the perception of women: it is not a shame that women to work.

5.3. Problems and solutions identified by the social actors

Problems identified:
- low inclusion of vulnerable groups on the labor market;
- low level of education and training among the vulnerable groups;
- social services insufficient in number and capacity;
- the disparate distribution of social services;
- poor situation of infrastructure and of the degree of equipment of the social services;
- underdeveloped services to facilitate access to education and the labor market of vulnerable groups underdeveloped.

Possible solutions:
- diversification and development of networks of social services, appropriate to the needs of vulnerable groups;
- modernization of infrastructure and equipment of the social services;
- ensuring the integrated services, effective and appropriate to requirements of the vulnerable groups;
- increasing the skills of disadvantaged persons to raise the standard of living, by improving the skills and the level of education;
• development and the creation of flexible services and alternative care for children and/or other members of the family in difficulty;
• training programs to develop the skills and the basic qualifications for the vulnerable groups;
• creation of appropriate programs for school reinsertion of roma children;
• reducing the difficulties encountered by persons of Roma ethny in achieving the educational and vocational training;
• increase access/ participation of vulnerable groups to employment in the labor market and the provision of social protection and access to essential services essential for local community;
• increasing the degree of insertion of Roma children and young people in all levels of education;
• ensuring access to basic education for all children, young people and adults, through updated and adapted programs to the target groups;
• development of programs aimed at combating and preventing school abandonment;
• creation of profit-generating activities in Roma communities.

6. Conclusions

The present economic situation is marked by major changes, leading to the increase of economic and social differences, development/creation of vulnerable groups. Due to the limited access to education, information and services, these groups are exposed constantly to social and economic exclusion, risk of discrimination.

At present, we are faced with increasing phenomena of poverty and social exclusion, notably in the Roma communities in urban and rural areas, including urban segregation, in some neighborhoods of big cities. Marginalized communities, including roma, who are also faced with multiple disadvantages (territorial segregation, unfit living conditions, discrimination and stigma on the basis of the social status and/or ethny, lack of jobs and stable, difficulties in accessing the quality of school education, access to health services) will have to take advantage of integrated measures.

An inclusive labor market (by measures which promote access to all, including persons in the vulnerable groups, to decent work) and access to quality services (in education, health and housing) requires an integrated approach to the social phenomenon, given the situation marked by multiple disadvantages.

Whereas the objectives to combat poverty and social exclusion can be achieved only by employment on the labor market, the granting of
supplementary social services for the care of children would represent a major contribution to increasing the degree of integration into the workforce.

The development of accessible and quality early education services for children can help increase the likelihood of access of women on the labor market and to ensure a balance between work and family life. Labor market participation may provide financial autonomy and independence of women/vulnerable families. The information and counseling the parents to increase the degree of responsibility on the care and growing of children, as well as supporting the family from the social point of view, are of such a nature as to prevent discrimination and to promote gender equality.

The initiation and implementation of integrated measures at local level, the active involvement of these vulnerable groups, but also of the communities to which they belong, in activities such as information, awareness, education, can contribute to the reduction of economic and social differences that separates them from the rest of the society. Thus, a few preconditions are required, as well as: awareness of the importance of the integration into the labor market, in particular of women, the creation of educational facilities for the care of children, in view of the conciliation of private life with the professional life; to improve access to early education of children in order to prevent school abandonment and illiteracy; integrated approach to the social problems, the granting of support services psycho-social, education and consultancy services and information for integration into the labor market.

References


Articles 2 & 3 of TUE, article 8 of TFUE.


The data provided by the National Statistics Institute, accessible at: [http://www.insse.ro/cms/sites/default/files/com_presa/com_pdf/somaj_tr1r_18_0.pdf](http://www.insse.ro/cms/sites/default/files/com_presa/com_pdf/somaj_tr1r_18_0.pdf).