

Romanian Academic Society
POLICY BRIEF #66, NOVEMBER 2015

Immigration Policies in Romania:
Policy proposals regarding the protection
of immigrants' civil rights in Romania

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The state of play¹

The 2015 refugee crisis brought the topic of migration into the limelight of public debate in Romania, from the point of view of Romania as a destination country. This situation was caused by the massive influx of people in search of a safe haven away from the conflicts in Syria and Afghanistan, people that were trying to reach developed European countries via the Balkan Route. The concentration of a large number of refugees in the European Union (EU) Member States situated in the Mediterranean (Italy and Greece) and the transit to the West through countries such as Macedonia, Serbia and Hungary – poorly prepared to face such an influx – generated tensions between the local population and the immigrants, and these tensions were further fuelled by the disagreements between Member States themselves.

Against the backdrop of pressures from the EU to accept in the next two years 4.837 refugees², in mid September 2015, the

Romanian Government approved The National Immigration Strategy 2015 – 2018 and The Action Plan for 2015, which have the following general strategic goals:

1. To promote legal migration for the benefit of all parties: Romanian society, the immigrants themselves and their countries of origin;
2. To strengthen the control system of legal residence of third country nationals on Romanian territory and the proper implementation of removal and restrictive measures;
3. To improve the national asylum system so as to make it efficient and compliant with the national, European and international applicable legal standards;
4. To take an active part in the international community's and the EU member states' efforts to identify sustainable solutions for people in need of international protection and to socially integrate third country nationals. [...] ³

¹ This policy brief is based on the study entitled "Discrimination, abuse and exploitation: immigrants' access to civil rights", October 2015, available in Romanian at <http://imigranti.ro/lansarea-cercetarii-despre-imigrantii-din-romania/>

² The number of 4837 people is the result of several decisions adopted by the European Commission in 2015 within the so-called Agenda for Migration. Thus, on 27th May, 1705 refugees were transferred to Romania from Italy (1.023) and Greece (682). Also, 657 third country nationals – from the 20.000 indentified by the UN High Commissioner for Refugees – who are in need of international protection were added. In the context of the refugee crisis, on 22nd September, it was decided to transfer in Romania a number of 2.475 refugees from

Italy (585) and Greece (1890). Source: The European Commission, press release, „European Commission makes progress on Agenda on Migration”, 27th May 2015, available at http://europa.eu/rapid/press-release_IP-15-5039_en.htm; European Commission, Fact Sheet, „Refugee Crisis – Q&A on Emergency Relocation”, available at http://europa.eu/rapid/press-release_MEMO-15-5698_en.htm

³ The Romanian Government, press release „The National Immigration Strategy 2015-2018” and „Action Plan 2015”, 16 September 2015.

The general public rather mistrusts the state's capacity to efficiently manage the immigrants' integration process, but also the more delicate situation of the refugees. Previous evaluations regarding the immigrants' situation in Romania confirm this perception and indicate the weak role played by public authorities in facilitating the inclusion of immigrants. These conclude that "the assistance offered to immigrants in Romania by NGOs, religious structures and immigrant organisations does not only compensate but replaces and, most of the time, exceeds the assistance that they could be receiving from public authorities".⁴

Apart from the refugees and the immigrants that will come and that will choose to stay or leave Romania, foreigners have been living among us for many years. Almost 60.000 immigrants from third countries have decided to stay, temporarily or permanently, in Romania. According to previous research, foreigners' access to Romanian territory is pretty difficult, because "although the entry and residence requirements are clearly stipulated in the relevant legislation, namely Emergency Ordinance no. 194/2002, with its modifications and later additions, these are hard to meet, at least for some categories of foreign nationals."⁵

One basic condition for the economic and social participation of foreigners is finding accommodation. In Romania, foreigners' access to an apartment depends on several factors. Asylum applicants and individuals that are granted a form of international protection are temporarily provided with

accommodation in local territorial centres belonging to the General Inspectorate for Immigration (IGI). Other types of foreigners – those who come for work, study, family reunification etc – live in rented apartments, very few are owners, and their access to social housing is practically impossible⁶.

With the exception of minors, access to medical services of immigrants who enjoy legal residence in Romania is conditioned by them having health insurance in accordance with Law no. 95/2006 on Reforming the Health Sector. However, in case of emergencies, foreigners can benefit from free medical assistance, irrespective of whether they contributed or not to the health insurance budget. According to foreign nationals in Romania, "there were no reported cases of refusal of medical emergencies", but only isolated cases of restricted access to health services for some children whose immigrant parents were not insured"⁷.

Foreigners' access to both higher and secondary level education is guaranteed by the National Education Law no. 1/2011 which provides that third country nationals are granted access in equal conditions as the ones enjoyed by Romanian citizens. Beyond this formal equality, ensuring immigrants' actual participation in the education system is not a priority for public authorities. According to the existing data, in the school year 2014 – 2015, 7.110 third country nationals were registered. From this group, the majority (6.713) attend (under)graduate education, while only 397 were registered in state-run secondary level educational institutions since many foreign pupils chose to attend a privately-run educational service⁸. Foreigners in Romania

⁴ Voicu et. al, "Immigrant Integration Barometer. 2015 Edition", The Centre for Research and Documentation on Immigration, June 2015 p. 96, available in Romanian at http://www.cdcdi.ro/files/services/19_0_BII%202015%20final%202015.pdf

⁵ Ibid, p. 20.

⁶ Ibid, p. 70-71.

⁷ Ibid, p. 76-77.

⁸ Ibid, p. 58-59.

who are not attending a study programme have, also in accordance with the law, the right to Romanian language courses which are offered by the Ministry of National Education and Scientific Research (MEN) through local school inspectorates. Regarding this particular topic, previous analyses showed that, in practice, these courses' availability is extremely low, and that "the institutional management capacity at the undergraduate level is deficient"⁹.

The official validation of studies or professional skills acquired by an individual in the country of origin is difficult in Romania. The consequence is that immigrants cannot pursue a continuation of their studies or practice their profession on Romanian territory. For those who possess the actual justifying documentation, the lack of bilateral agreements between the Romanian state and some countries of origin regarding the recognition of diplomas/qualifications is one of the reasons behind this blockage. Furthermore, for those individuals who lost/abandoned the aforementioned documents, the non-formal evaluation of their competences is possible in Romania only for 103 professions via evaluation centres accredited by the National Authority for Qualifications (ANC).

The right to work of third country nationals is restrictively regulated in Romanian legislation for some categories, especially for those who came with the purpose of seeking employment. In Romania, the number of third country nationals who possess a residence permit with the purpose of seeking employment is approximately 5.800¹⁰. Their right of residence is tied to their right to seek

employment. In case the working conditions are abusive and the immigrant decides to leave his/her work place, the abovementioned fact entails that the immigrant has only 60 days at his/her disposal to obtain a new contract, together with the related employment approval. This term is extremely short if we take into consideration the labour market situation in Romania. If immigrants fail to sign a new contract, their right of residence ceases and they end up in illegal situations¹¹.

Causes that favour the violation of foreigners' civil rights in Romania

- Corruption in public administration which has multiple negative effects in various fields of civil rights: informal payments requested by student dorm administrators, payments for passing some exams, for accessing health services or for releasing some documents that are necessary for establishing private businesses.
- Excessive bureaucracy in public administration produces confusion amongst foreigners and extends the chain of institutions with which they have to interact in order to get different documents, for example for obtaining health insurance and registering with a general practitioner or for registering a rental contract with the tax authorities. In the end, this results in a reduced interaction between foreigners and public institutions.
- A lack of coherent and permanent information available for foreigners

⁹ Ibid, p. 47.

¹⁰ General Immigration Inspectorate.

¹¹ Lăzărescu et al., "Discrimination, abuse and exploitation: immigrants' access to civil rights", October 2015, available in Romanian at <http://imigranti.ro/lansarea-cercetarii-despre-imigranti-din-romania/>

regarding their rights and obligations in Romania.

- A lack of information available in a foreign language on the websites of key Romanian public institutions together with the inability of many public officials to speak a foreign language can push immigrants to orient themselves towards informal and unauthorized sources.
- Some racist or xenophobic attitudes, especially towards individuals with a different skin colour or those coming from the Middle East, can result in curtailing immigrants' access to education, the refusal of homeowners' to rent them an apartment or limiting the immigrants' access to some professions.
- The practices of tax evasion in real estate may result in some owners' refusal to rent to a foreign citizen, as the former want to elude legal provisions. This situation disproportionately affects the foreign citizens since they need the official rental contract for their residence permit.
- Conditioning residence rights for those foreigners seeking employment to the right to work can force immigrants to accept an abusive employment context because they know the fact that they can end up in an illegal residence situation if they do not find another job in 60 days from their resignation or contract termination.
- The lack of labour regulation in the domestic work sector practically allows the exploitation of foreigners who perform domestic work by Romanian employers since the

Territorial Labour Inspectorate (ITM) does not have the right to enter the employer's private residence in case of a complaint.

- The inexistence of a diplomatic mission of the Republic of the Philippines in Romania favours Filipino domestic workers' rights abuses, as they have no access to an authority directly interested in defending their rights.
- Romania's public health system problems together with the medical staff's lack of preparation when it comes to multicultural interaction, especially with those individuals with distinctive physical features.
- The deficient organisation of integration services at the level of Romanian universities, among which the poor quality of Romanian language classes which results in a superficial assimilation of the local language.

The recommendations within this policy brief stem from the results of the study entitled „Discrimination, abuse and exploitation: immigrants' access to civil rights” which investigates the integration problems faced by immigrants present in Romania in five key areas related to fundamental rights: housing, health, education, work and access to goods and services (banking and telecommunications). Some of the recommendations are also based on the conclusions drawn from three public consultation sessions that brought together public entities and NGOs which are active in the migration field in order to debate the draft policy proposals of the abovementioned study.

The study aimed at exploring the issue and, given the heterogeneity of the group, the results cannot be generalized and do not claim to cover the entire immigrant population or the entire variety of problems that immigrants face when it comes to access to housing, education, health, work, goods and services. Although the results should be interpreted restrictively, within this context, the problems reported are nevertheless very real, they were confirmed during two focus groups organized within the present project and the limited coverage of the overall picture does not invalidate the conclusions and the present policy proposals.

In each key area of civil rights, the conclusions are summarised below.

Housing

Most obstacles described by foreign nationals who wanted to rent apartments can be said to fall in the general category of structural discrimination. A series of abusive situations came to light, such as owners asking for higher rent with no apparent justification, owners illegally entering the flat rented to an immigrant, or student dorm administrators asking for informal payments from foreign students. In addition, there were cases of direct discrimination targeting the ethnicity or race of interviewees, such the refusal of owners to rent flats to immigrants who looked of Arabic or African origin.

Health

Generally, interview participants reported fewer cases of discrimination in the medical system as compared to the other key areas covered in the study. Most cases in this category were related to barriers that immigrants face when they first enter the medical system; however, these obstacles are not limited specifically to the medical system

itself, but rather they characterise more generally the interaction with public institutions. In this area, most participants spoke of informal payments (bribes). For some categories of foreign nationals, health insurance is mandatory for extending their right of residence.

Education

Most cases in this category were reported by students but they were not always perceived as instances of discrimination. In universities, discrimination is manifested in the lack of support for foreign students and in the inability of administrative staff to communicate in a foreign language, but also through the fact that even some professors do not have sufficient command of the study programme's language. Direct discrimination cases reported by foreign nationals attending university courses are often related to additional fees (for example, having to pay as compensation for missing classes) or the lack of certain facilities (for instance, no student reduction for public transport costs).

Work

Participants' experience varies and it is related to abuse, exploitation and differential treatment, meaning discriminatory workplace practices. Several foreign nationals who were interviewed reported illegal behaviour related to individual employment contracts (not having a contract at all, having fewer working hours or lower payment recorded in the contract, not being paid for overtime work or delays in receiving their salary). Some situations described in the interviews fall under the category of exploitation (for instance, having to work for longer than 12 hours/day with no weekly rest days).

Goods and Services

In this area, some banks were reported to have lacked transparency and to have had discretionary and discriminatory behaviour when closing accounts belonging to Middle East nationals legally residing in Romania. Immigrants are not eligible for bank loans as they do not have enough collateral, even if they have been granted the right to long term stay (residence) in Romania.

Possible Scenarios in Immigration Public Policy

Scenario no. 1: Maintaining the Status Quo

Until the present moment, Romania received only a small number of immigrants. Nevertheless, responsible institutions have often been unable to facilitate their efficient integration. As we have pointed out, certain aspects related to the integration of immigrants in society are not even within the scope of public policies and are instead handled by civil society organisations. In view of the international context and the European agreements on Middle East and African migrants and refugees, we expect to see an increase in the number of immigrants to Romania in the near future. Consequently, maintaining the current status quo would not be recommended, given that the true purpose of public efforts is to make migrants and refugees independent of state provided services as swiftly as possible.

The inability of public entities to answer the needs of foreigners living in Romania can lead to several problems. Economically, Romania might miss out on the opportunity of benefitting from the training and skills of newcomers, who could become a challenge to society instead of active employees who contribute to the state budget by paying

taxes. Politically, the inability of the state to integrate long term residence immigrants could lead to regional, EU and even international tensions.

At national level, the lack of integration measures for immigrants can lead to institutional paralysis, disregard for the law and even social problems. If language barriers, insufficient information or the delayed response of authorities render unusable the formal channels that immigrants use to access services, then they might resort to other, less legal methods (unregistered work, smuggling etc). Therefore, the inability to manage a larger number of migrants can result in making them dependent on various livelihood sources (some of which illegal) or social assistance programmes or vulnerable to abuse and exploitation and, in the end, even to a public backlash, as the failure to integrate could be pinned on the immigrants and not on the inadequate policies and measures.

Although so far very few Romanians have voiced a radical view on immigrants, such instances of xenophobia do exist in society. Given that such isolated cases have occurred even though Romanian citizens have had little direct contact with immigrants, a significant growth in numbers could see an escalation of intolerant and racist behaviour if the situation is not efficiently managed by the competent public institutions.

Scenario no. 2: Implementing reforms in all key areas

Public institutions that work in the immigration field and that interact most frequently with migrants can implement a series of policy measures in each civil rights area. In addition, some of these recommendations also target immigrants, employers, politicians and the general public.

The proposals do not claim to tackle all problems faced by immigrants in the selected areas (housing, education, health, work, goods and services). The policies and the concrete measures that we list below aim at improving immigrants' access to civil rights, in order to reduce the difficult and problematic situations they reported in the abovementioned study. Consequently, in Table 1 we listed the proposed measures – which are broken down by civil rights sector, target groups and beneficiaries – that could improve the immigrants' situation in Romania.

Table 1: Public policy proposals in each civil rights area and concrete implementing measures

Concrete Proposals and Measures	Stakeholders
General recommendations	
1. Beneficiaries: public authorities and institutions – promoting cultural diversity and training on the rights and obligations of immigrants	
<ul style="list-style-type: none"> Introduce a language test (English/French) and a minimum passing score in the recruitment phase of staff who work with the public in state institutions and private bodies (universities). Include in the development strategies elaborated at the local government level the need to recruit a percentage of staff from Romanian nationals who have some migration background, members of ethnic minorities and/or other groups that are under-represented in local government structures. 	<p>Public institutions and private bodies that provide information and/or services in areas such as economic, cultural and social rights:</p> <ul style="list-style-type: none"> The General Inspectorate for Immigration (IGI) and the other bodies under the Internal Affairs Ministry; Bodies under the Ministry of Labour, Family, Social Protection and the Elderly: the National Employment Agency (ANOFM), local agencies, territorial labour inspectorates (ITM); National Health Insurance House (CNAS) and its county branches; County Councils; Universities.
<ul style="list-style-type: none"> Set up and implement training programmes on the rights and obligations of immigrants as well as cultural diversity courses for staff in public institutions, especially those whose job description includes public relations. 	Public institutions and private bodies that provide information and/or services in areas such as economic, cultural and social rights.
<ul style="list-style-type: none"> Sign cooperation protocols and set up efficient case referral mechanisms between state institutions and NGOs working in the migration field. 	Public institutions and private bodies that provide information and/or services in areas such as economic, cultural and social rights.
2. Beneficiaries: immigrants – promoting rights and obligations	
<ul style="list-style-type: none"> Test the possibility of setting up info kiosks on the premises of public authorities that immigrants interact with the most. This would allow them to access information on their own and to find out details about their rights, obligations and about the institutions, public authorities and NGOs they can go to. The info kiosks would have information available in the languages spoken by the largest immigrant groups in Romania. 	IGI CNAS
<ul style="list-style-type: none"> Print and distribute information leaflets in the languages spoken by the largest immigrant groups and to organise training and information sessions for immigrants on their rights and obligations, on the institutional system and the most important administrative procedures (residence, housing, health, work, education). 	Migration NGOs IGI

<ul style="list-style-type: none"> Encourage setting up immigrants' associations that can represent foreign communities and defend their rights. 	Migration NGOs
<ul style="list-style-type: none"> Set up pre-departure programmes through joint collaboration between Romania and migrants' countries of origin so as to provide specific information on their rights and obligations, the Romanian institutional system and administrative procedures in key integration areas. 	The Ministry of the Foreign Affairs IGI Embassies of countries of origin to Romania
3. Beneficiaries: the public at large – promoting tolerance	
<ul style="list-style-type: none"> Organise public information and education campaigns on cultural diversity and tolerance. 	IGI Migration NGOs
<ul style="list-style-type: none"> Introduce optional intercultural education modules in the secondary school curriculum. 	The Ministry of Education Migration NGOs
Housing	
1. Target group: universities	
<ul style="list-style-type: none"> Improve assistance and orientation services related to accommodation for foreign students in each university and inform and train student dorm administrators on the rights of foreign students. 	External Relations/ International Relations Departments in universities
<ul style="list-style-type: none"> Have universities adopt new measures and internal sanctions to fight against informal payments (bribes). 	University rectories
2. Target group: public authorities	
<ul style="list-style-type: none"> Ease procedures for registering rental contracts by reducing the number of forms that owners have to submit and enable the online submission of the necessary documentation for registering, extending and terminating a rental contract. 	National Fiscal Administration Agency (Local Tax Directorates)
<ul style="list-style-type: none"> Draft a framework (template) rental contract that includes information on the rights and obligations of contractual parties in English and post it on websites dedicated to immigrants. 	National Fiscal Administration Agency (Local Tax Directorates)
Education	
1. Target group: academic and administrative university staff	
<ul style="list-style-type: none"> Organise special information and orientation sessions 1-2 weeks before the beginning of the academic year. 	External Relations / International Relations departments in universities.
<ul style="list-style-type: none"> Offer foreign language courses to the administrative staff and professors who do not have an adequate command of the language they teach in. 	University rectories
<ul style="list-style-type: none"> Have video or audio recordings of classes and make these recordings available so that foreign students who have difficulties understanding the language and/or the specific terminology can go over the classes again. 	Academic university staff External Relations / International Relations departments in universities
<ul style="list-style-type: none"> Offer mentorship programmes (which are to be considered as part of the internship requirements for 	External Relations / International Relations departments

Romanian students) which would pair a Romanian student (mentor) to an interested foreign student throughout the academic year.	in universities University rectories
<ul style="list-style-type: none"> Organise information and training sessions for administrative and teaching staff so as to make them aware of cultural difference or adaptation and/or learning problems that foreign students are faced with. 	External Relations / International Relations departments in universities Migration NGOs
2. Target group: foreign students	
<ul style="list-style-type: none"> Establish a collaboration agreement between the National Alliance of Student Organisations (ANOSR) and foreign student groups in all large universities so as to encourage not only the set up of foreign student associations, but also to provide practical assistance in the interaction with the universities' management teams. 	Foreign students representatives National Alliance of Student Organisations (ANOSR)
<ul style="list-style-type: none"> Allocate one seat in each university senate for the foreign students' representative. 	University rectories Foreign students representatives ANOSR
<ul style="list-style-type: none"> Create a methodology for the recognition of diplomas and adult qualifications for those who do not possess a study certificate or a testifying document (targeting refugees especially). 	The Ministry of Education National Authority for Professional Qualifications (ANC)
3. Target group: The Ministry of Education, universities/Romanian courses for foreign nationals	
<ul style="list-style-type: none"> Adapt the methodology and the curriculum so as to teach Romanian as a foreign language and make these mandatory in all responsible educational institutions. 	The Ministry of Education School Inspectorates Migration NGOs
<ul style="list-style-type: none"> Adapt the teaching curriculum to the actual needs of foreign nationals and according to age categories. 	The Ministry of Education School Inspectorates Migration NGOs
<ul style="list-style-type: none"> Use within universities and develop the existing network (formed through the "Migrant in Romania" programme) consisting in language teachers specialised in teaching Romanian as a foreign language and who have intercultural skills. 	The Ministry of Education School Inspectorates University rectories
<ul style="list-style-type: none"> At least double the number of weekly hours allocated to Romanian language courses. 	The Ministry of Education School Inspectorates University rectories
<ul style="list-style-type: none"> Increase the number of opportunities to learn and practise Romanian through online courses and practice groups or through tandem language learning (pairing a Romanian student with a foreign student). 	External Relations / International Relations departments in universities
Health	
1.Target group: National Health Insurance House – improving access to the health system	
<ul style="list-style-type: none"> Issue, on the basis of the residence permit, the national health insurance card to all immigrants who are 	CNAS

insured.	
<ul style="list-style-type: none"> Have CNAS post a press release on their website explaining the status of issuing national health insurance cards to foreign nationals. 	CNAS
2. Target group: medical staff	
<ul style="list-style-type: none"> Design and implement training programs for medical staff on intercultural interaction with immigrant patients. 	The Ministry of Health CNAS and county branches Migration NGOs
<ul style="list-style-type: none"> Provide interpretation services (for instance, by telephone) to medical staff, following good practice examples validated in various European countries. 	The Ministry of Health Migration NGOs
<ul style="list-style-type: none"> Post on hospitals' intranet network a list of doctors who can speak foreign languages, broken down by medical specialisation. 	Hospitals
Labour	
1. Target group: public authorities and institutions	
<ul style="list-style-type: none"> Increase the time period that an immigrant has at his/her disposal to find a new job from 60 days to a reasonable interval given the conditions on the Romanian labour market (the right of residence should not be tied to the right to work). 	IGI The Ministry of Labour, Family, Social Protection and the Elderly
<ul style="list-style-type: none"> Design an online system, similar to that used for verifying whether an individual is or is not present in the national health insurance system, in order to check, based on an individual's unique identification number, the status of an employment contract (in order to discover in a timely manner contracts that have been modified or abusively terminated). 	The Ministry of Labour, Family, Social Protection and the Elderly ITM/Labour Inspection
<ul style="list-style-type: none"> Align salarization provisions to the national legislation by replacing the gross medium salary with the gross minimum salary as the minimum salary limit for employing immigrants that come seeking employment. 	The Ministry of Labour, Family, Social Protection and the Elderly IGI
<ul style="list-style-type: none"> Remove the obligation for foreign nationals coming for family reunification purposes to obtain employment approval in order to facilitate their access to the labour market. 	IGI The Ministry of Labour, Family, Social Protection and the Elderly
<ul style="list-style-type: none"> Design a methodology for equating study diplomas and another one for assessing professional skills for adults who do not have a study certificate or a similar testifying document in their country of origin, as well as for those who have study certificates issued by states that do not have a relevant bilateral agreement with Romania. 	IGI The Ministry of Education National Authority for Professional Qualification (ANC) Professional Competences Evaluation and Certification Centres
<ul style="list-style-type: none"> Organise pre-departure programmes through partnership agreements between Romania and the migrants' countries of origin (especially those that are countries of origin for domestic workers) in order to provide information on labour legislation, relevant institutions and mechanisms to notify and sanction cases of abuse, exploitation and discrimination. 	The Ministry of Foreign Affairs IGI The Ministry of Labour, Family, Social Protection and the Elderly

	Embassies of countries of origin to Romania
<ul style="list-style-type: none"> For domestic workers – introduce a mandatory bilingual labour contract template (English – Romanian) to be signed and then registered with the ITM. 	IGI The Ministry of Labour, Family, Social Protection and the Elderly Local labour inspectorates
<ul style="list-style-type: none"> Regulate and control the activity of recruitment agencies in the domestic sector. 	IGI The Ministry of Labour, Family, Social Protection and the Elderly Local labour inspectorates
<ul style="list-style-type: none"> Regulate domestic work in the national labour legislation. 	The Ministry of Labour, Family, Social Protection and the Elderly IGI
Extend trade union representation to cover immigrant workers.	National Trade Union Block
<ul style="list-style-type: none"> Agree on mechanisms for inter-institutional referral of cases indicating abuse of domestic workers. 	IGI Local labour inspectorates Police
<ul style="list-style-type: none"> Organise trainings and/or professional reconversion courses in domains with labour shortages in Romania, in order to facilitate foreign nationals' access of to the labour market. 	The Ministry of Labour, Family, Social Protection and the Elderly ANOFM and AJOFM Migration NGOs
<ul style="list-style-type: none"> Inform employers about the categories of immigrants on Romanian territory and on the conditions regulating their access to the labour market. 	The Ministry of Labour, Family, Social Protection and the Elderly ANOF and AJOFM Migration NGOs
2. Target group: immigrants	
<ul style="list-style-type: none"> Provide specific information to foreign nationals on employment conditions, relevant institutions and situations that can lead to illegality. 	ANOFM and AJOFM Migration NGOs
<ul style="list-style-type: none"> Inform migrants about the mechanism to report cases of discrimination, abuse and exploitation. 	ITM ANOFM and AJOFM Migration NGOs National Council Against Discrimination (CNCD)
<ul style="list-style-type: none"> Increase the number of opportunities to learn and practise Romanian through online courses or practice groups targeting foreign nationals who are employed. 	Migration NGOs
3. Target group: employers	
<ul style="list-style-type: none"> Establish partnerships between employers and migration NGOs in order to provide foreign nationals with 	Migration NGOs

more employment opportunities.	Employers' associations Chambers of Commerce
<ul style="list-style-type: none"> Design and implement cultural diversity programmes targeting employers and employees who work with foreign colleagues. 	Employers Employers' associations Chambers of Commerce Trade unions Migration NGOs
<ul style="list-style-type: none"> Draft a textbook for employers, covering potential anti-discrimination measures they can implement in their own companies. 	Employers Employers' Associations Chambers of Commerce Migration NGOs Trade unions CNCD
<ul style="list-style-type: none"> Develop mentorship programmes inside companies (an employee supporting a foreign colleague after the recruitment process has ended). 	Employers Employers' associations Chambers of Commerce Trade unions
<ul style="list-style-type: none"> Publish employment ads in the media dedicated to migrants. 	Employers Employers' Associations Chambers of Commerce Migration NGOs
Goods and Services	
Banking Services	
1. Target group: banks	
<ul style="list-style-type: none"> Have banks provide more transparent information to potential clients. 	Commercial Banks National Bank of Romania Migration NGOs
2. Target group: immigrants	
<ul style="list-style-type: none"> Notify any abusive account closing or any unjustified refusal to open an account to the National Consumer Protection Authority (ANPC), the National Bank of Romania (BNR) and the CNCD. 	Immigrants in question Migration NGOs
Telecommunications	
1. Target group: telecom companies	
<ul style="list-style-type: none"> Translate into English the conditions for providing internet/ mobile phone services and post the translation on the website of relevant companies. 	Telecom companies

- Establish an agreement between student organisations and mobile phone service providers, so that foreign students can receive discounts on pre-pay SIM cards with international calls included (for instance: the UK).

Telecom companies
External Relations / International Relations departments
in universities
Student organisations

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Special thanks go to Luciana Lăzărescu (The Romanian Association for the Promotion of Health) for her comments and contribution to this text.

This report was drafted as part of the project on The Discrimination of Immigrants in the Area of Civil Rights – DIM, financed by SEE Grants 2009-2014 through the NGO Fund in Romania.

This is a joint partnership project implemented by The Romanian Association for the Promotion of Health (ARPS), the Romanian Academic Society (SAR) and the National Council Against Discrimination (CNCD).

The content of this material does not necessarily reflect the official position of the SEE Grants 2009 – 2014, and it is exclusively the responsibility of the authors.

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*ISSN 2360 - 1051
ISSN-L 2360 - 1051*