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Fundación Secretariado Gitano

Roma population and employment. A comparative study

Roma population and employment



A comparative study





Roma population and employment

A comparative study

This research project was conducted by the **EDIS, S.A. Sociological Research Team** at the request of the **Fundación Secretariado Gitano (FSG)** within the framework of the ESF's Multi-Regional Operational Programme to fight against Discrimination. The team was composed as follows:



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PUBLISHED BY
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E-mail: fsg@gitanos.org
Internet: www.gitanos.org

GRAPHIC DESIGN: Be Known, S. L.

PRINTING
A.D.I.
I.S.B.N.:
Legal Depository:
© FSG
Madrid, 2005.
Colección "Cuadernos Técnicos". N^o

FUNDED BY



FONDO SOCIAL EUROPEO



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Presentation

Presentation



All policies and measures implemented by international institutions focusing on employment, social inclusion and social cohesion of ethnic minorities, etc. increasingly insist on the need for objective data and indicators in order to define the situation and problems faced by ethnic minorities. In this connection, this survey-research is in line with the European Employment Strategy and the European Social Inclusion Strategy and with their corresponding national plans.

Objective and updated data on the labour situation of the Roma community is essential in defining any future employment policy which bears two key approaches in mind with a view to overcoming the disadvantages faced by this sector of the population:

At the Fundación Secretariado Gitano we are aware that there is a lack of representative data concerning the whole of the active Spanish Roma working age population and their employment situation. Thus the FSG, within the framework of the Multi-Regional Operational Programme to fight against Discrimination 2000-2006 of the European Social Fund, has conducted this survey-research on the employment situation in the Spanish Roma community enabling us to make a comparison with the employment situation of the overall Spanish population. The results allow for a detailed analysis providing in-depth insight into the current situation facing the Roma community.


Combating exclusion and discrimination through training and employment of the Roma population should be borne in mind throughout the new programming period of European funds. In light of the Roma population's special situation in terms of inequality and disadvantage, special compensatory steps are called for but which must always be oriented towards mainstreaming. The main objective, therefore, is to make equal opportunity a reality for the Roma population as regards their access to training and employment in support of their full inclusion in society.

Pedro Puente Fernández,
President F.S.G.



Introduction

Introduction



In the middle of the year 2004 the Fundación Secretariado Gitano, within the framework of the Multi-Regional Operational Programme to fight against Discrimination of the European Social Fund (ESF) for the period 2000-2006, suggested conducting a research project on the situation of the Spanish Roma community in respect of employment. The objective was not only to gain insight into the reality facing this population but more importantly to compare the results obtained with the situation of the Spanish population at large.

The Foundation's approach and initiative met with a high degree of interest not only because of the aspects to be included in the study but also and especially due to the lack of recent empirical studies on the Roma population at the national level.

Indeed, the work proposed has provided us with valuable updated information on basic data such as the make-up of the population in terms of gender and age.

Approaching an issue such as describing the occupational and employment situation of Spain's Roma population which at first sight appears simple, requires a bit of terminological clarification.

The terms active, inactive, activity, inactivity, occupation, occupied, employed, non-employed, unemployed, etc. describe clearly defined situations of individuals that labour statistic technicians define precisely with specific criteria which are not sufficiently disseminated and which possibly lack consensus. Indeed, official statistical definitions attempt to define degrees of activity or inactivity of persons (unemployment, employment, etc) and the "conditions" they should meet to be included in one or another group or concept.

Given that the intention of this report on "employment and the Spanish Roma population" is to compare the labour situation of the Roma population with that of the Spanish population as a whole based on official data drawn up in accordance with specific criteria (shared or not but official nonetheless), that should be the approach and main objective of these pages.

This means that some issues must be clarified in order to better comprehend the content of this report. First of all the distinction between **productive** activity and **reproductive** activity.

According to the literature and in official statistical language the latter (reproductive activity, i.e. housework, etc.) is considered outside of the labour market". Only productive labour activity is deemed as such and those that spend their time undertaking reproductive activities are considered inactive and are put in the same category as dependents and those who do nothing. **Active, then, refers to active in productive labour activities**, working or unemployed, **while inactive refers to those who are out of the productive labour circuit** whether they be minors, the elderly, the disabled, housewives or social action volunteers, etc. While recognising the importance of the "hidden workers" whose efforts are not acknowledged (housewives, domestic work, caring for dependents, etc.), in light of the objectives of our work we should focus our attention on official statistical data and criteria (National Statistical Institute and the Economically Active Population Survey (Spanish acronyms INE and EPA respectively).

Now that the focus is exclusively on **productive work**, i.e. "labour-related", a brief, concise and clear presentation must be made here regarding the current definitions of the different occupational situations used by the INE (National Statistical Institute) in its EPA (Economically Active Population Survey) because these data are used as economic indicators accepted by the society, politicians and social agents in respect of groups, provinces, regions or EU countries and, in general, are used throughout the western world. However, this will be addressed a little further on when we focus on the questionnaire in the chapter on methodology.

There is another aspect of interest which we outline and address throughout the report and which we consider important. Is the model used in the EPA applicable to the Roma Community? Are employed Roma persons comparable to employed non-Roma persons? And hence, are the global employment figures (activity rate, unemployment, etc.) obtained for the Roma population really comparable with the EPA figures for the whole of the Spanish population?

We are not discussing whether we agree or not with the criteria employed by the INE to establish who is unemployed, employed or inactive and their numbers for that would be a different debate altogether. We are, however, questioning whether those criteria can really validly be applied to Roma given the latter's unique structure.

In any case, we firmly believe that the data furnished in this report are not only of great statistical value but we also believe that they shed light on aspects which were not fully known, at least empirically, regarding the employment and occupational conditions of the Roma population. They also enable us to update, at the outset of this new century, fundamental information on the demographic makeup of this group.

It is our wish that the society as a whole gains greater insight into this group traditionally characterised by important human and cultural values and we hope that this work takes us in that direction and that in the future greater progress can be made on this and other aspects.





1

Methodology

1. Methodology

The most important objective of this research was crystal clear from the start and all of the other technical aspects of the work revolved around that objective.

As was already mentioned, the main objective of the work was to gather the greatest possible volume of information regarding the current employment and occupational situation of the Spanish Roma population and compare it with the situation of the Spanish population in general.

Within this global approach, a number of different aspects emerged meriting study and which provided us with the latest information on the status of the Roma people:

- ✓ The activity rate of the Spanish Roma population;
- ✓ The employment and unemployment rate;
- ✓ The inactivity rate;
- ✓ The gaining of deeper insight into the profiles that define each one of the different groups: employed, unemployed and inactive from different variables of analysis;
- ✓ The detection and definition of similarities or differences that may exist between the occupational situation of Roma vis-à-vis the entire Spanish population;
- ✓ The measurement of the possible incidence of the “discrimination” factor in Roma’s daily task of seeking employment or throughout educational and/or training processes;
- ✓ The gaining of insight into the gender perspective, i.e. detection of any differences between Roma men and women as concerns employment.

These and other aspects formed the basis of the approach followed in this work. Given that the fundamental aim of the research was to not only gain insight into the situation of Roma in terms of employment but also to compare the Roma situation with that of the Spanish population at large, from the very outset the methodological approach of the work revolved around the approach and criteria followed in generating official employment and occupational statistics in the whole of Spain.

As everyone is aware, in Spain official employment statistics are generated chiefly through the Economically Active Population Survey (EPA) of the National Statistics Institute (INE). Other statistics (such as Registered Unemployment) are also gathered from the Employment Offices and published but these tend to be less consistent and do not always correspond to the former¹.

For all of the above and, as we will see throughout this report, to make the figures obtained in our work comparable with those of the EPA, we used the same concepts and definitions as the INE and this fact also affected the different variables of the questionnaire used for the survey’s target population.

1.1 Methodological approach

This research was based mainly on a survey of the Roma population by means of a questionnaire applied to a representative sample. The following are the technical characteristics of the survey.

Target population

The analysis targeted the Spanish Roma population (both men and women) age 16 and over.

In a research project of this nature, the obvious initial difficulty was securing the most dependable possible information regarding the real figures, in absolute terms, of the numbers and distribution of the target population given that these data are not furnished in official figures for obvious reasons.

¹ When this document was being drafted in April 2005, the Ministry of Labour was in the process of adjusting the criteria applicable to registered unemployment figures in order that they coincide with other official data such as those published quarterly by the EPA.

ROMA POPULATION AND EMPLOYMENT

That is why one of the first tasks included the analysis of different works and documentary sources furnishing estimates of the data which we wanted to define in our work. In numerical terms and with a view to establishing an initial breakdown, the data in the hands of the Fundación Secretariado Gitano was taken as a benchmark consisting of a series of projections based on research conducted at the beginning of the 90's and supplemented with knowledge provided by its own network throughout Spain.

After adjusting the numbers and once having revised and corrected the different deviations, the conclusion was reached that our target population consisted of 475,000 Spanish Roma of both genders age 16 and over. Our research project opted to not include the Canary Islands or the cities of Ceuta and Melilla in our field work in light of operational difficulties in reaching the said locations. The breakdown of our target population among the different Autonomous Communities is as follows:

Table 1.1 Breakdown of the Spanish Roma population age 16 and over by Autonomous Communities

Community	Pop. 16 and over	%
Andalusia	169.553	38,2
Aragón	14.444	3,3
Asturias	3.664	0,8
Balearic Island	9.073	2,0
Cantabria	3.112	0,7
Castilla La Mancha	26.643	6,0
Castilla y León	22.297	5,0
Catalonia	41.998	9,5
Valencia	41.334	9,3
Extremadura	8.781	2,0
Galicia	9.637	2,2
Madrid	46.777	10,6
Murcia	26.225	5,9
Navarre	4.719	1,1
Basque Country	9.260	2,1
La Rioja	5.848	1,3
Total	443.365	100,0

As the table shows, the relatively high concentration of the population in a few areas of the country affected the sample design used in this work.


Sample design

A sample size of 1,500 was used for the survey thus allowing us to infer results with a very acceptable margin of error for the entire population under study ($\pm 2.58\%$ for a confidence interval of 95.5% and $p=q=50$). Data referring to the gender and age structure of the entire Roma population, based on information concerning 6,854 individuals, has an error margin of $\pm 1.2\%$.

As was the case when quantifying the target population, some initial difficulties were encountered with the sample design given the lack of official figures. A study of data gathered from other research was conducted in order to properly distribute the sample thus guaranteeing optimum dispersion.

Given that the disaggregated data from the Foundation's own projections seemed to be the most complete and detailed, they were used for sample distribution according to towns within the different municipalities of residence.

1. Methodology



To likewise guarantee proper sample distribution based on the gender and age of the interviewees, in the end we opted for applying the gender and age structure resulting from a previous research project targeting the Roma population conducted by EDIS in the year 2003. We envisaged the possibility of survey results indicating a greater deviation than that foreseen in the sample design. In this case, adjustments would be made based on the new data discovered so that the results would be representative of the real situation of the target population from the perspective of both gender and age. However, the results validated the sample distribution originally designed and therefore no adjustments needed to be made.

With due consideration for the foregoing, a sample was developed based on a **disproportional breakdown by Autonomous Communities** to guarantee greater representative balance among them in order to subsequently come up with a **proportional breakdown** bearing in mind the **variables of gender, age and town size** of the municipalities of residence.

Application of the foregoing criteria led to the following final sample distribution:

Table 1.2 Sample breakdown by Autonomous Communities

Disproportional sample					
Autonomous C.	Prop. Sample	Allocation	Prop. Dist.	Total	Weighting factor
Andalusia	573	70	284	354	1,6186
Aragón	49	50	24	74	0,6622
Asturias	12	15	6	21	0,5714
Balearic Island	31	50	15	65	0,4769
Cantabria	11	15	5	20	0,5500
Castilla-La Mancha	90	50	44	94	0,9574
Castilla y León	75	50	37	87	0,8621
Catalonia	142	70	70	140	1,0143
Valencia	140	70	69	139	1,0072
Extremadura	30	50	15	65	0,4615
Galicia	33	50	16	66	0,5000
Madrid	158	70	78	148	1,0676
Murcia	89	50	44	94	0,9468
Navarre	16	25	8	33	0,4848
Basque Country	31	50	15	65	0,4769
La Rioja	20	25	10	35	0,5714
Total	1.500	760	740	1.500	

Proportionality was subsequently re-established by means of sample balancing applying the requisite weighting factors on a case-by-case basis, the overall weights of which are shown in the table below for each geographical area.

² "La población gitana de Castilla la Mancha". Castilla la Mancha Regional Federation of Roma Associations, Department of Social Well Being of the Castilla la Mancha Regional Government, 2003.

ROMA POPULATION AND EMPLOYMENT

At this point the sample was broken down proportionately based on the following data:

Table 1.3 Sample breakdown by Autonomous Communities and city size

Aut. Community	Total	Up to 10.000 inhab	From 10.001 to 25.000 inhab.	From 25.001 to 50.000 inhab.	From 50.001 to 100.000 inhab.	From 100.001 to 250.000 inhab.	More than 250.000 inhab.
Andalusia	354	59	64	30	58	70	73
Aragón	74	11	14	7	0	0	42
Asturias	21	2	4	1	6	2	6
Balearic Islands	65	0	0	12	0	0	53
Cantabria	20	0	4	0	3	13	0
Castilla La Mancha	94	10	15	20	18	31	0
Castilla y León	87	16	9	7	13	18	24
Catalonia	140	1	10	13	24	64	28
Valencia	139	5	32	30	22	19	31
Extremadura	65	10	3	6	27	19	0
Galicia	66	7	14	7	14	18	6
Madrid	148	1	1	3	3	6	134
Murcia	94	2	22	13	5	45	7
Navarre	33	13	6	0	0	14	0
Basque Country	65	2	5	8	8	16	26
La Rioja	35	11	4	0	0	20	0
Total	1.500	150	207	157	201	355	430

Table 1.4 Sample breakdown by gender and age groups

	Men	Women	Total
16-29	316	323	639
30-44	252	241	493
45-64	144	139	283
65 and over	47	38	85
Total	759	741	1.500

The final breakdown by sample points was done randomly as was the final selection of the last sample units. At the end of this chapter details of the sample at the different sample points are provided along with other documents.

1.2 Field work

A strict set of rules was established in terms of the quality of field work, a vital part of any research project of this nature, especially in light of the specific characteristics of the target group.

The decision was taken from the outset to recruit interviewers from among those associated or collaborating with the Foundation given their knowledge of the target population and of the territory within which the work was to be undertaken.

1. Methodology

17 teams of interviewers were then established, each one supervised by a coordinator who was responsible for a geographical area within which the interviews were to take place.

In addition to the criteria and operational mechanics normally transmitted to the interviewers responsible for a survey, in this case they were also provided with a series of very important specific rules in order to minimise possible bias and assure success. The most important were:

- All interviewers had to proportionately distribute the total number of questionnaires; i.e. half to be conducted at the homes of the interviewees and the other half outside of the home. We were thus able to assure identification of different types of persons, i.e. those normally found at home and those who tend to spend more time outside of the home.
- In both cases it was important to conduct the interviews during the entire day between 10 in the morning and 7 or 8 in the evening, trying to schedule half in the morning and the other half in the afternoon to assure that working people were interviewed as well.
- In line with the foregoing, these criteria also had to bear the gender perspective in mind because under normal conditions those most typically found at home were women.
- The interviews conducted outside of the homes could never be done at markets or similar sites.

The field work was undertaken between November 2004 and the mid February 2005 (no interviews were conducted during the Christmas season). The work went smoothly without any complications other than those envisaged given the background and characteristics of the target population. Mention should simply be made that a total of 17 interviews had to be repeated due to lack of information. Having analysed possible inconsistencies and errors in survey results, it is fair to conclude that the field work was conducted correctly and was in line with the criteria laid down by the research project's technical staff.

1.3 Questionnaire

The drafting of the questionnaire was based largely on the content of the EPA so that the final results of our survey would be as comparable as possible to the EPA survey. It was broken down into the following sections:

- I. Data regarding the situation.
- II. Activity
- III. Employed
- IV. Unemployed
- V. Others

In addition to obtaining classification data regarding the interviewees, the first two sections furnished us the information we needed in each case to determine whether we were interviewing an employed, unemployed or inactive person and, depending on the person's situation, a different part of the remainder of the questionnaire was administered.

Three questions were included at the end of the questionnaire enabling us to gather information on the gender, age and current occupation of all of the persons living in the same home as the interviewee. We were thus able to gather information on nearly 7,000 individuals (6,854 to be exact) allowing us, inter alia, to neatly sketch the bar chart representing the Roma population.

The questionnaire contained a total of 45 variables and the average length of the interview was 14 minutes. From the very outset it was decided that a short interview (in terms of the time needed) which was concrete and direct (in terms of the aim of the research) would be best so as to not distract the attention of the interviewees.

As has already been stated, the idea was to compare our results with those of the EPA and therefore we had to adhere to the criteria and concepts of that survey. In order to fully appreciate the results set out in the following chapters, we felt that it was important to briefly explain the definitions and approaches determining the labour status of the interviewee.



The fundamental concepts of the survey are as follows:

- Economically active population (Activity Rate)
- Employed
- Unemployed
- Inactive

Economically active population

“Those individuals within a determined age bracket who, during a given reference period, provide labour for the production of economic goods and services or who are available and are actively trying to form part of that workforce.”

In other words, all persons 16 and older who are paid workers or who were “actively” seeking employment during the week prior to the interview.

And then there is the concept of Active Potential which includes those mentioned above plus potentially active persons defined as “unemployed persons available for work but who are not seeking employment for one of the following reasons:

1. they feel that they will not find work but have never tried;
2. they feel that they will not find work and have tried;
(groups 1 and 2 are comprised of those who are **discouraged**)
3. they do not believe that there is any work available nearby;
4. they do not believe that there is any work which fits their qualifications;
5. they have been laid off;
6. they do not know where to go to find work;
7. they are waiting for the busy season;
8. they are waiting for the results of prior initiatives;
9. they are waiting to continue with their activity as self-employed persons.

The **activity rate** only considers the economically active segment of the population and is the proportion of active persons (employed + unemployed) divided by the total population age 16 and over.

Employed

“Those age 16 and older who were employed (salaried worker) or self-employed and who, during the week prior to the interview, may have been:

- working **at least one hour** in exchange for payment, salary, entrepreneurial benefit or family earning **in cash or in kind**.
- employed but not working, i.e. absent from work but with a solid link to the job post. The strength of this link is determined by the belief that the subject in question has that the company will summon him or her to work and the receipt of some sort of remuneration.”

1. Methodology

Unemployed

For the purpose of the EPA survey (and therefore for ours as well) "unemployed persons are those age 16 and over who, during the week prior to the interview have **simultaneously** been:

- **out of work**, i.e. not employed or self-employed;
- **seeking employment**, i.e. have taken specific steps to find salaried employment or have taken the initiative to become self-employed during the previous month;
- **available to work**, i.e. prepared to begin work within a period of two weeks.

Unemployed also includes those age 16 and over who, during the week in question, were without work, were available to work but who did not seek work because they had already found a job which they were going to start at a later date.”

The **unemployment** rate is the proportion of unemployed persons vis-à-vis the total active population.

Inactive persons

“The inactive population includes all persons age 16 and over of either gender who are not classified as employed or unemployed. For the purpose of the EPA, the following categories are included:

- **those who take care of the home**: persons of either gender who do not partake in any economic activity and take care of their home without any remuneration; for example, housewives and other family members in charge of taking care of the home and the children.
- **students**: persons of either gender who do not partake in any economic activity and who receive systematic instruction at any level of education.
- **retired persons or early retirees**: persons who have exercised an economic activity and who, due to their age or other circumstances, no longer exercise said activity and who receive a pension (or early retirement income) as a result of that previous activity.
- **persons who receive a pension other than a retirement or early retirement pension.**
- **persons who do non-remunerated social work or partake in other sorts of non-profit activities.**
- **disabled persons who are unable to work.**
- **others**: persons who receive public or private assistance without exercising any economic activity and all those who do not fit into any of the above categories.

Careful attention to these definitions will aid in the understanding of the figures and data on the employment situation of the Roma population which is described in detail in the following chapters.



Annex 1
—questionnaire—

1. Methodology

I. Background information

Questionnaire No.

1. Autonomous Community

- 01 Andalusia
- 02 Aragon
- 03 Asturias
- 04 Balearic Islands
- 05 Cantabria
- 06 Castilla La Mancha
- 07 Castilla y Leon
- 08 Catalonia
- 09 Valencia
- 10 Extremadura
- 11 Galicia
- 12 Madrid
- 13 Murcia
- 14 Navarre
- 15 Basque Country
- 16 La Rioja

2. Town size

(municipality and code number)

Municipality

1. up to 10,000 inhabitants
2. from 10,001 to 25,000
3. from 25,001 to 50,000
4. from 50,001 to 100,000
5. from 100,001 to 250,000
6. over 250,000

3. Gender

1. Male
2. Female

4. Age (last birthday)

5. Marital status

1. Single
2. Married (any rite)
3. Widow/widower
4. Separated, divorced
5. Other types of union

6. Maximum level of education

1. Illiterate
2. Read and write only
3. Primary studies incomplete
4. Primary studies complete
5. Secondary studies incomplete

6. Secondary studies complete (compulsory studies, high school, vocational training—high school equivalency)
7. Associate degree high-level vocational training
8. University degree and/or Ph.D.

7. How would you describe your general state of health?

1. Very bad. Very ill.
2. Bad. Ill.
3. Average (some complaints)
4. Good or very good

8. Do you suffer from any disability or chronic disease? If yes, is it completely or partially disabling?

1. No
2. Yes (completely incapacitating disability)
3. Yes (disability precluding work)
4. Yes (non-incapacitating disability)
5. Yes (completely incapacitating chronic disease)
6. Yes (chronic disease precluding work)
7. Yes (non-incapacitating chronic disease)

9. How many persons sharing your home are under the age of 16?

10. And how many are age 16 and over? (interviewee should be included)

11. Do you have children?

1. No
2. Yes

12. If yes, how many?

II. ACTIVITY

I am now going to ask you a series of questions related to your activity in order to find out about your current situation.



13. Last week (Monday to Sunday) did you do any remunerated work (paid in cash or in kind) as a salaried or self-employed worker even if for just an hour or sporadically or occasionally?

1. No
2. Yes *(go to question 21)*

14. During the past week, did you do any non-remunerated work in the company or business of a family member who is living with you (family help)?

1. No
2. Yes *(go to question 21)*

15. Despite not having worked last week, do you have ties with any company but are not working for some particular reason (holiday, sick leave, maternity leave, etc.)?

1. No
2. Yes *(go to question 21)*

16. Have you tried to find work over the last four weeks (including occasional or part-time work) or have you taken steps to become self employed?

1. Yes
2. No, but I would like to work *(go to question 18)*
3. I do not want to work

Question 17 only applies to those who have looked for work over the last four weeks (yes response to question 16).

17. What methods have you used in seeking employment over the last four weeks? (mark up to three of the methods mentioned by the interviewee)

1. I was signed up with the government employment office.
2. I contacted the employment office because I wanted to find a job.
3. I contacted or signed up with a private employment office.
4. I contacted people from the business community.
5. I checked with family members, friends, a trade union, etc.
6. I looked for land, a storefront or machinery to become self-employed.
7. I have sought financing or have procured a license or permits to become self-employed.

8. Other methods.
9. I did not use any method.

18. If you were offered a job now or the conditions keeping you from exercising your profession as an entrepreneur or independent worker changed, would you be able to begin work within a period of two weeks or less?

1. Yes
- I could not begin within that time period because:
2. I have to complete studies or training
3. I have family or personal responsibilities
4. I have a disease or disability
5. Other reasons. Specify:

Question 19 only applies to those who did not seek employment (response 2 and 3 to question 16)

19. Why didn't you seek work?

01. I didn't think I would find work (although I've never tried)
02. I didn't think I would find work (and I have tried in the past)
03. I didn't think that there was any work available nearby
04. I didn't think that there was any work which fit my qualifications
05. I was laid off
06. I don't know where to go to find work
07. I am waiting for the busy season to begin
08. I am waiting for the results of prior initiatives (including examinations, interviews, etc.)
09. I am waiting to continue with my activity as a self-employed worker
10. I am ill or disabled
11. I have family or personal responsibilities
12. I am studying, receiving training or am a student
13. I am retired
14. I do not need to work
15. Other. Specify:

Question 20 only applies to those who are inactive, not employed or unemployed.

1. Methodology

20. Which of the following circumstances best describes your situation last week? (maximum three circumstances)

1. Student (formal studies)
2. Received pension or early retirement income
3. Taking care of the home
4. Permanently disabled
5. Recipient of minimum income or similar scheme
6. Recipient of a pension other than retirement, early retirement or minimum income
7. Doing non-remunerated social work or other non-profit activity
8. Other

Interviewer: We will now proceed according to the situation of the interviewee. If the person is employed, continue the survey with question 21 of the next section. If the person is unemployed, proceed to section IV of the questionnaire (question 34). If the situation is neither of the two, i.e. the person is inactive, go to section V of the questionnaire (question 42).

III. EMPLOYED PERSONS

Interviewer: this section of questions applies to those who have a job and/or worked at least one hour the previous week in exchange for payment in cash or in kind or a family income.

21. What is your main occupation?

22. What economic activity is undertaken by the establishment for which you work?

(In the case of workers from TEAs, the code of the establishment they are temporarily working for will be used.)

23. What is your professional situation?

1. Employer (not a member of a cooperative)
2. Autonomous worker (entrepreneur without salaried workers or an independent worker)
3. Member of a cooperative
4. Collaborator in the economic activity of the family unit
5. Salaried public sector worker
6. Salaried private sector worker
7. Other. Specify: _____

24. What is the nature of your contract or work relationship?

Permanent:

01. Permanent and ongoing (proceed to question 26)
02. Permanent and intermittent (proceed to question 26)

Temporary:

03. Apprentice, training, intern
04. Seasonal
05. Covering a trial period
06. Covering the total or partial absence of another worker
07. For a specific work or service
08. Verbal, not envisaged in the above options
09. Other
10. Does not know if it is permanent or temporary go on to question 26

Question 25 only applies to those with temporary contacts (question 24, answers 03-09)

25. Why do you have a temporary contract or labour situation?

1. Because I was unable to find a permanent job
2. Because I did not want a permanent job
3. Other
4. I don't know why

26. What is your work day like?

1. Full time
- Part-time due to:
2. Attendance at academic or training courses
 3. Disease or disability
 4. Family obligations (care of children or ill or disabled adults)
 5. Not having found a full-time job



- 6. Not wanting to work full-time
- 7. The nature of the activity in question
- 8. Other
- 9. Does not know why

27. How many hours per week do you normally work at this job?
 Number of hours _____

28. Would you like to work more hours than you are now working?

- 1. Yes, at a different job with more hours
- 2. Yes, with an additional job
- 3. Yes, at my current job
- 4. Yes, under any of the above options
- 5. No, I would prefer to work fewer hours with a proportional reduction in income
- 6. No

29. Number of hours per week you would like to work on a regular basis
 (If the interviewee is seeking a second job, this refers to the sum total of hours)
 Number of hours _____

30. Have you done any studies or taken any training courses during the last six months?

- 1. No (go to question 42)
- 2. Yes

Questions 31-33 only apply to those who have taken a course (answer yes to question 30)

31. What sort of studies or training did you receive and in what sector?

32. How were the studies structured?

- 1. Classroom instruction
- 2. As an intern in a company
- 3. Mixed system (classroom work and an internship in a company)
- 4. Distance learning or correspondence course
- 5. On my own (self-learning)
- 6. Other

33. Main objective of the instruction received over the last six months

- 1. To provide initial vocational training (except for that received within the frame-

- work of measures fostering employment)
- 2. Training received within the framework of measures fostering employment
- Ongoing vocational training in order to:
- 3. Update knowledge
- 4. Prepare for a promotion
- 5. Prepare for a change in activity or occupation
- 6. Prepare for reincorporation following a prolonged absence from work
- 7. For personal reasons
- 8. Other

Interviewer: After question 33, go on to section V question 42 of the questionnaire

IV. UNEMPLOYED

Interviewer: The questions from this section only apply to those who are unemployed; i.e. those who were out of work during the week in question, attempted to find work and who are in a position to take a job within the next two weeks.

34. How much free time did you have yesterday (No of hours)?
 (Interviewer: if yesterday was Saturday or Sunday, ask about Friday)

No. of hours 01 = 1 hour or less

35. How did you spend the time you were not free?

36. What was your situation exactly one year ago?

- 1. Working
- 2. Unemployed (available and seeking employment)
- 3. Studying
- 4. Retired from work
- 5. Permanently disabled
- 6. Taking care of the house
- 7. Doing non-remunerated social work, non-profit activities, etc.
- 8. Other

Questions 37-38 apply to those who were working one year ago (item 1 from question 36) hace 1 año, ítem 1 de P.36



1. Methodology

37. What was the activity of the establishment where you were working one year ago?

38. What was your professional situation one year ago?

1. Employer (not a member of a cooperative)
2. Entrepreneur without salaried workers or an independent worker
3. Member of a cooperative
4. Collaborator in the economic activity of the family unit
5. Salaried public sector worker
6. Salaried private sector worker
7. Other

39. Did you undertake and finish studies or training focusing on an activity or occupation?

1. No
2. Yes

40. Do you think you would have an easier time finding a job if you did a course or some training?

1. No
2. Yes

41. Why do you think you can't find a job and are thus unemployed?

V. REST OF THE PEOPLE

Interviewer: This section of the survey applies to all interviewees regardless of their current situation since it focuses on the rest of the people who live in the same home as the interviewee.

An now to conclude, I am going to ask you a series of questions referring to the rest of the people who live with you at home.

42. Please answer the following questions regarding the people living with you at home.

*Interviewer: The following questions are posed with respect to all of those sharing the home of the interviewee. A logical sequence would be to first collect data concerning the nuclear family members of the interviewee from the oldest to the youngest and then concluding with the rest of the members. **Data concerning the interviewee are not collected here because they were already registered at the beginning of the survey.***

42a. Género

42b. Edad

42c. Ocupación actual

42a. Gender

42b. Age

42c. Current occupation

42^a. Gender

1. Male
2. Female

42b. Age

42c. What is your current occupation?

01. Salaried worker (permanent)

02. Salaried worker (temporary contract)

03. Self-employed

04. Collaborator in the economic activity of the family unit

05. Unemployed but worked in the past

06. Unemployed seeking first job

07. Studying and working

08. Student

09. Retired (or receiving early retirement income)

10. Receiving another type of pension or minimum income

11. Permanently disabled

12. Housework

13. Child not of school age

14. Chile not enrolled in school

00. Don't know/no comment

43. Have you ever felt discriminated against for being Roma when seeking work, at work or at the centre where you are/were studying? (Register as many answers as are given)

1. No, never
2. Yes, when seeking employment
3. Yes, at work
4. Yes, where I study (studied)

INTERVIEW DATA

A. Day _____

B. Month _____

C. Time (0-24) _____

D. Duration (in minutes) _____

Interviewer: _____





Anex 2 —SAMPLE SITES—

1. Methodology

List of sample sites (total = 85 sites)

Community	Town (x1.000)	Province	Municipality	Nº. Interviewed	
Andalusia	More than 250 inhab.	Sevilla	Sevilla	45	
		Málaga	Málaga	28	
	From 100 to 250 inhab.	Granada	Granada	36	
		Almería	Almería	34	
	Form 50 to 100 inhab.	Cádiz	Puerto Sta. María	20	
		Cádiz	La Linea	19	
		Jaén	Linares	19	
	From 25 to 50 inhab.	Jaén	Andújar	15	
		Sevilla	Écija	15	
	From 10 to 25 inhab.	Granada	Atarfe	13	
		Granada	Baza	9	
		Granada	Pinos Puente	12	
		Sevilla	Lebrija	12	
		Sevilla	Marchena	9	
		Jaén	Bailén	9	
		Up to 10 inhab.	Almería	Vera	12
			Granada	Iznalloz	12
Granada	Colomera		12		
Málaga	Fuente Piedra		12		
Málaga	Pizarra	11			
Aragon	More than 250 inhab.	Zaragoza	Zaragoza	42	
	From 25 to 50 inhab.	Huesca	Huesca	7	
	From 10 to 25 inhab.	Teruel	Alcañiz	14	
	Up to 10 inhab.	Zaragoza	Epila	11	
Asturias	More than 250 inhab.	Asturias	Gijón	8	
	From 50 to 100 inhab.	Asturias	Avilés	6	
	From 10 to 25 inhab.	Asturias	Gozón-Luanco	7	
Balearic Islands	More than 250 inhab.	Baleares	Palma de Mallorca	53	
	From 25 to 50 inhab.	Baleares	Lluchmayor	12	
Cantabria	From 100 to 250 inhab.	Cantabria	Santander	13	
	From 50 to 100 inhab.	Cantabria	Torrelavega	7	
Castilla la Mancha	From 100 to 250 inhab.	Albacete	Albacete	31	
	From 50 to 100 inhab.	Toledo	Talavera de la Reina	18	
	From 25 to 50 inhab.	Albacete	Cuenca	20	
	From 10 to 25 inhab.	Albacete	La Roda	15	
	Up to 10 inhab.	Toledo	Villacañas	10	
Castilla y León	More than 250 inhab.	Valladolid	Valladolid	24	
	From 100 to 250 inhab.	León	León	18	
	From 50 to 100 inhab.	Palencia	Palencia	13	
	From 25 to 50 inhab.	Burgos	Aranda de Duero	7	
	From 10 to 25 inhab.	Valladolid	Medina del Campo	9	
	Up to 10 inhab.	León	Astorga	16	
Catalonia	More than 250 inhab.	Barcelona	Barcelona	28	
	From 100 to 250 inhab.	Barcelona	Hospitalet	32	
		Barcelona	Sabadell	32	
		Gerona	Gerona	24	
	From 25 to 50 inhab.	Barcelona	S. Adrián Besós	13	
	From 10 to 25 inhab.	Gerona	Roses	11	

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Community	Town (x1.000)	Province	Municipality	Nº. Interviewed
Valencia	More than 250 inhab.	Alicante	Alicante	31
	From 100 to 250 inhab.	Castellón	Castellón	19
	From 50 to 100 inhab.	Valencia	Torrent	22
	From 25 to 50 inhab.	Valencia	Paterna	30
	From 10 to 25 inhab.	Alicante	Sta. Pola	11
			Valencia	Cullera
Extremadura		Valencia	Silla	10
	Up to 10 hab.	Alicante	Monforte Cid	5
	From 100 to 250 inhab.	Badajoz	Badajoz	19
	From 50 to 100 inhab.	Cáceres	Cáceres	27
	From 25 to 50 inhab.	Badajoz	Almendralejo	9
	Up to 10 inhab.	Badajoz	Talavera la Real	10
Galicia	More than 250 inhab.	Pontevedra	Vigo	6
	From 100 to 250 inhab.	Coruña	La Coruña	18
	From 50 to 100 inhab.	Coruña	Santiago	14
	From 25 to 50 inhab.	Coruña	Arteixo	7
	From 10 to 25 inhab.	Orense	Verín	14
	Up to 10 inhab.	Orense	Xinzo de Limia	7
Madrid	more than 250 inhab.	Madrid	Madrid	134
	From 100 to 250 inhab.	Madrid	Fuenlabrada	6
	From 25 to 50 inhab.	Madrid	Aranjuez	8
Murcia	More than 250 inhab.	Murcia	Murcia	45
	From 100 to 250 inhab.	Murcia	Cartagena	7
	From 50 to 100 inhab.	Murcia	Lorca	5
	From 25 to 50 inhab.	Murcia	Alcantarilla	13
	From 10 to 25 inhab.	Murcia	S. Pedro Pinatar	11
		Murcia	Totana	13
Navarre	From 100 to 250 inhab.	Navarra	Pamplona	14
	From 10 to 25 inhab.	Navarra	Tafalla	6
	Up to 10 inhab.	Navarra	Villava	13
Basque Country	More than 250 inhab.	Vizcaya	Bilbao	26
	From 100 to 250 inhab.	Álava	Vitoria	18
	From 50 to 100 inhab.	Vizcaya	Baracaldo	8
	From 25 to 50 inhab.	Guipúzcoa	Sestao	8
	From 10 to 25 inhab.	Guipúzcoa	Tolosa	5
La Rioja	From 100 to 250 inhab.	La Rioja	Logroño	24
	Up to 10 hab.	La Rioja	Alfaro	11



2

The Roma population. Characteristics

2. The Roma population. Characteristics



In line with what was indicated in the introduction to this report, before analysing those aspects directly related with the objectives of the survey, the purpose of this chapter is to describe the main characteristics of the Roma population as a whole by means of some basic data, taking special care in defining the group age 16 and over.

As was pointed out in the foregoing chapter on methodology, the main difficulty we faced at the outset of this research was the total lack of reliable and current data regarding the basic characteristics of the target population. As everyone is well aware, statistics referring to population groups do not identify the race or ethnic background of people for obvious reasons. This means that any research project focusing on a population group such as the Roma in the case at hand begins with this information deficit.

The same thing happens when people plan and implement actions to improve the situation of a group of people. They lack the data they need properly address these issues and elements which are known but are never quantified and therefore the breadth of certain situations or problems remains unknown.

Therefore when we planned this research, in addition to gathering detailed data on the target population (Roma age 16 and over), we decided to also collect some basic data on the Roma population in general enabling us to gain insight into the most important elements characterising the Spanish Roma population today.

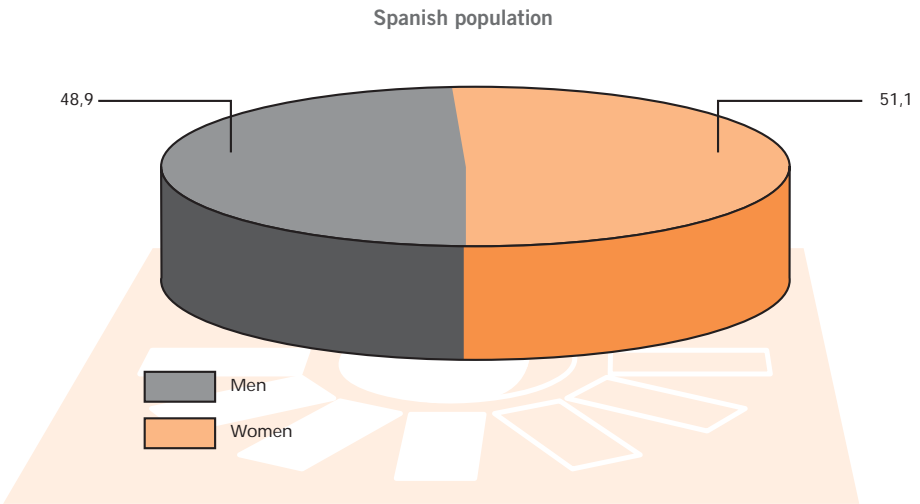
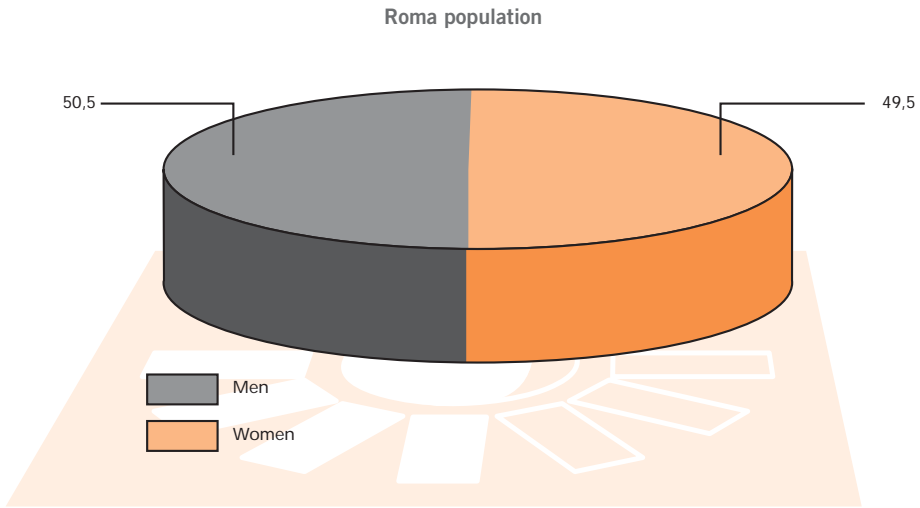
In this next section we analyse the Roma population as a whole from the perspective of gender, age and occupation using the information furnished by the interviewees concerning 6,854 Roma as a reference. Further on, when we analyse the age 16 and over population, we will use only the data concerning the 1,500 individuals who took part directly in the survey.

2.1. The Roma community as a whole

The interviewees were asked to give us three bits of information regarding each and every person living with them under the same roof: the gender, age and occupational situation at the time of the interview. Bear in mind that information was furnished on all people living in the same home, regardless of whether they were family members or not. It should likewise be remembered that this is not first-hand information but is rather the subjective perception of the interviewee (especially in reference to the occupational situation).

Firstly we should indicate that information regarding 6,854 individuals was gathered and this undoubtedly provides us with very valid data on the Roma population as a whole.

Graph 2.1: Gender breakdown of the Roma population and the entire Spanish population



Spanish Population: Source INE, 2001 Census



2. The Roma population. Characteristics

Table 2.1: Breakdown by age groups of the Roma population and the entire Spanish population

Age groups	Roma Population		Spanish Population	
From 0 to 9	17,1		9,4	
From 10 to 19	23,1	51,4	11,2	28,4
From 20 to 24	11,3		7,8	
From 25 to 29	8,8		8,6	
From 30 to 44	20,4		23,7	
From 45 to 54	10,1		12,3	
From 55 to 64	5,0		9,9	
From 65 to 74	3,2	9,3	9,6	27,0
Age 75 and over	1,1		7,4	
Total	100,0		100,0	

Spanish Population: Source INE, 2001 census

A look at the data from this graph and the table reveals the initial and fundamental differences between the Roma community and the Spanish population as a whole.

Gender differences are minimal although, in contrast with the population at large, there seem to be more Roma men (approximately 344,000) than women (336,000).

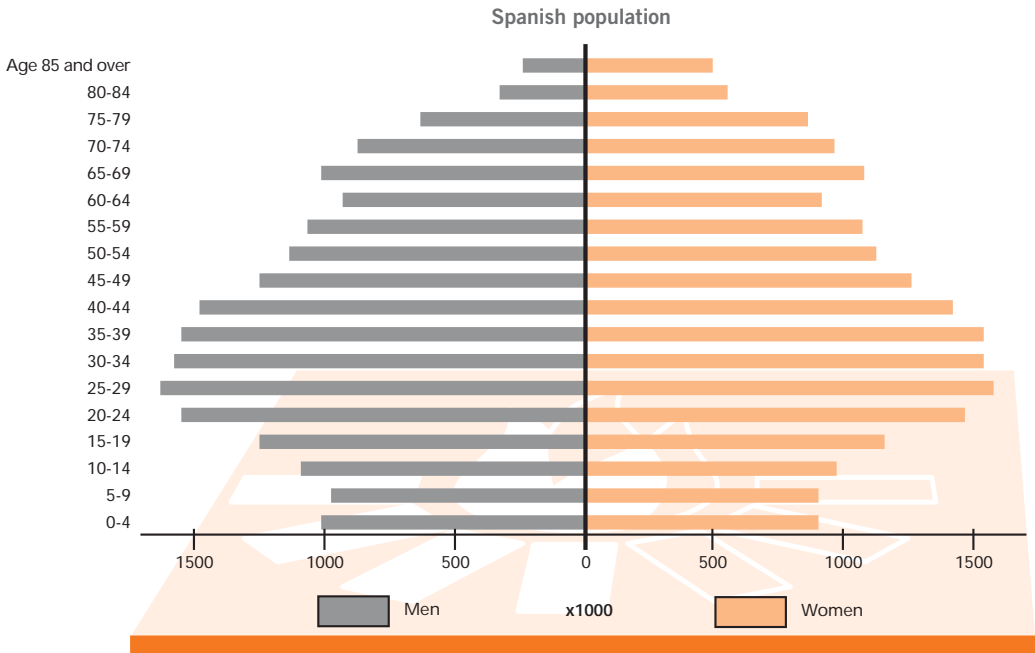
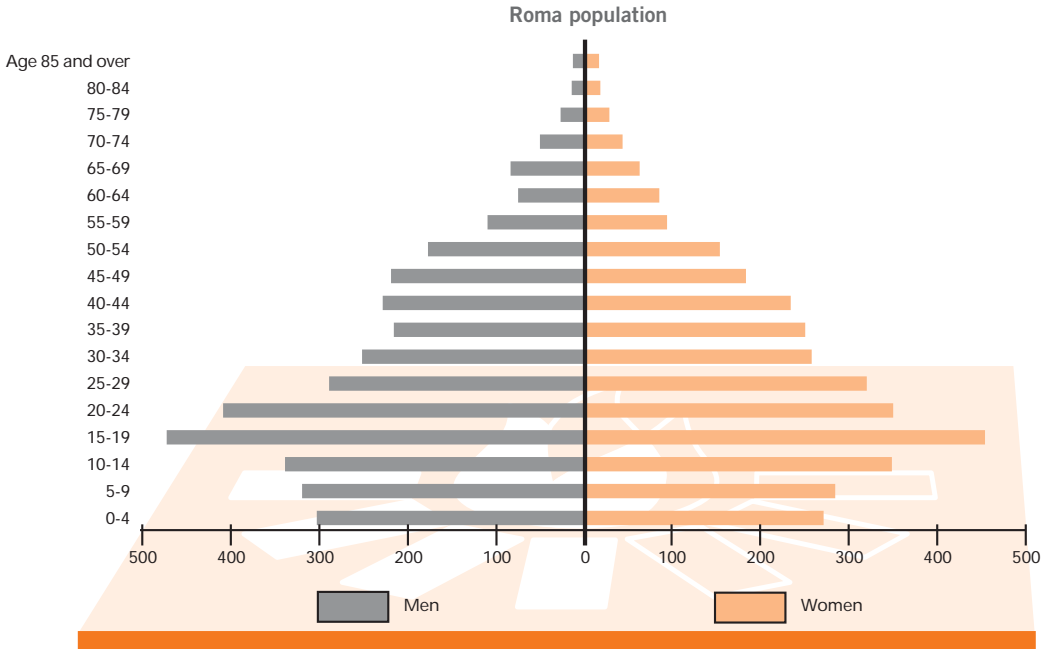
However, significant differences are evident in the age breakdown. The overall Spanish population is older with a mean age of 39.5 and rising while the **Roma population is quite a bit younger with a mean age of 27.6**, i.e. twelve years younger than the value recorded for the population as a whole.

To further illustrate these differences, half of the Roma population is under the age of 25 and less than 10% are over 54 compared with 27% of the population as a whole according to the 2001 census.

These differences are even more striking if we observe the corresponding bar charts:

ROMA POPULATION AND EMPLOYMENT

Graph 2.2: Population bar charts of the Roma community and the overall Spanish population



2. The Roma population. Characteristics

We asked the interviewees about a third aspect regarding the people with whom they lived. We asked them to describe the occupational situation of each one and the results are found in the following table.

Table 2.2: Current occupation of the Roma population based on the subjective perception of the interviewee.

Occupation	%
Permanent job	4,5
Temporary job	12,7
Self-employed	9,2
Collaborator in the economic activity of the family	9,2
Unemployed	9,9
Studies and works	1,0
Student	23,6
Retired	4,2
Receives another sort of pension	2,3
Permanently disabled	1,5
Housework	13,8
Other inactive	0,7
Pre-school age child	5,6
Non-enrolled child	1,8
Total	100,0

These figures will be analysed in more detail in later chapters where we will take a close look at the gap between the official figures based on the criteria followed by the EPA and the subjective perception of the interviewees.

To close this section and before focusing on the dominant profiles of our target population (age 16 and over), we should add one more bit of interesting information. Survey results showed that the average size of the households of the interviewees was 4.56 members. The INE figures (2001 Census) put that same figure at 2.86 members per household for Spanish homes as a whole.

2.2. The Roma population age 16 and over

We will now focus our attention on the specific characteristics of our target population age 16 and over in order to gain insight into the employment and occupational situation.

Breakdown by gender, age and level of studies

The variables which highlight the greatest differences between the Roma population and the rest of the Spanish population are age and level of studies. Not only are the differences significant but they also have a direct effect on all of the aspects which are studied and assessed in this work as will be seen in the following chapters.

The first noteworthy figure is that the population age 16 and over accounts for 69.9% of the total Roma population which, in absolute terms, means that we are talking about 475,000 Roma.

ROMA POPULATION AND EMPLOYMENT

Table 2.3: Breakdown by age and gender of the Roma population and the entire Spanish population age 16 and over.

Age groups	Spanish population 2001 census			Roma population		
	Men	Women	Total	Men	Women	Total
From 16 to 19	6,2	5,6	5,9	13,9	14,9	14,4
From 20 to 24	9,8	8,8	9,3	14,2	15,6	14,9
From 25 to 29	10,7	9,7	10,2	13,3	15,9	14,6
From 30 to 44	29,2	27,3	28,3	32,7	31,3	32,0
From 45 to 54	15,0	14,4	14,7	14,3	12,3	13,3
From 55 to 64	11,8	11,8	11,8	4,5	5,9	5,2
From 65 to 74	10,7	12,0	11,4	6,0	3,3	4,6
Age 75 and older	6,6	10,2	8,5	1,1	0,8	0,9
Total	100,0	100,0	100,0	100,0	100,0	100,0

The differences in terms of the breakdown by gender and age are plain to see. Along the same lines as commented earlier, the Roma population is young in comparison with the population in general. Indeed, **the average age of the Roma population over the age of 15 is 34.82** compared with a figure of 45.39 for the rest of the Spanish population. While in the first of the figures the fact that close to half of the Roma population over 15 years of age is under 30 is a determining factor, the second is directly affected by that third of the population over 54.

Another noteworthy and differentiating piece of data: The proportion of women is inverted when speaking about the Roma population in contrast with the entire Spanish population. Young Roma women outnumber young men but this balance shifts as they get older while the situation is exactly the opposite when speaking about the entire Spanish population. The average age of Spanish women over 15 is 46.64 (INE, 2001 Census) which is 2.57 years over that of men while this same figure referring to Roma women is 33.97 and is 1.72 years below that of Roma men.

The other aspect marking serious differences between the Roma population and the Spanish population at large is the level of studies reached. The data set out in the following table speaks for itself:

Table 2.4: Maximum academic levels reached

Level of studies	N	%
Illiterate	196	13,1
Read and write only	315	21,0
Primary studies incomplete	557	37,1
Primary studies complete	227	15,1
Secondary studies incomplete	109	7,3
Secondary studies complete (compulsory studies, high school, vocational training)	79	5,3
Associate degree or high-level vocational training	14	0,9
University degree and/or Ph.D.	3	0,2
Total	1.500	100,0

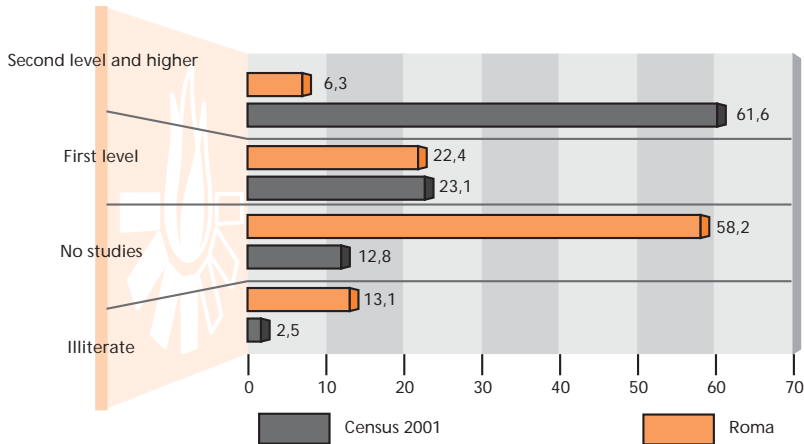
2. The Roma population. Characteristics

These figures paint a rather gloomy picture of academic achievement. Slightly over **seven out of every ten Roma age 16 and over (71.2%) are either completely or functionally illiterate**, i.e. approximately 340,000 individuals. Worse still, close to a fifth of these (18.4%) are completely illiterate, i.e. they cannot read or write.

On the other end of the spectrum, less than 14% of the Roma population over the age of 15 has gone beyond the level of primary school studies.

To get a clearer picture of what this means in relative terms, let's compare this situation with the INE figures for the entire Spanish population:

Graph 2.3: Maximum academic levels reached by the Roma population over the age of 15 in comparison with the same figures for the entire Spanish population (INE, 2001 Census).



The above graph requires little explanation. The categories in our questionnaire were grouped to make them comparable with the levels of the INE survey. The category entitled "no studies" includes those who only know how to read and write plus those who did not finish their primary school studies and the "first level" includes those who completed primary school but not secondary.

There are 4.6 times more complete and functionally illiterate from among the Roma population compared with the entire Spanish population according to the INE 2001 census and if we consider only **the completely illiterate** we see that the proportion is even greater; **the Roma population with 5.2 times more cases than the Spanish population at large.**

This very low academic level characterising the Roma population is a problem underlying all of the studies conducted with respect to the situation of this sector of the population. And of course this plays a fundamentally important role when we study the situation of this community regarding employment as we will see throughout this report. Given its importance, this aspect will also be looked at in terms of other variables of analysis.

ROMA POPULATION AND EMPLOYMENT

Table 2.5: Academic level reached by the Roma population over the age of 15 according to different variables of analysis.

		Academic level			Total	Base
		Illiterate	No studies	first level or higher		
Gender	Men	9,6	58,8	31,6	100	738
	Women	16,4	57,6	26,0	100	762
Age	From 16 to 19	1,8	47,5	50,7	100	217
	From 20 to 24	4,5	47,5	48,0	100	223
	From 25 to 34	6,8	60,8	32,4	100	411
	From 35 to 44	6,6	74,7	18,7	100	289
	From 45	37,4	54,8	7,8	100	360
Town size	Up to 10.000 inhab.	18,1	40,2	41,7	100	127
Hábitat	From 10.001 to 25.000 inhab.	17,9	59,4	22,7	100	229
	From 25.001 to 50.000 inhab.	12,4	72,4	15,3	100	170
	From 50.001 to 100.000 inhab.	14,7	62,7	22,5	100	204
	From 100.001 to 250.000 inhab.	9,6	59,5	30,9	100	311
	Over 250.000 inhab.	11,1	54,3	34,6	100	459
State of health	Very bad. Very ill	50,0	45,5	4,5	100	22
Salud	Mal. Enfermo	41,6	49,4	9,1	100	77
	Regular (achaques)	23,9	58,2	17,9	100	335
	Bien o muy bien	6,8	59,1	34,1	100	1.059
TOTAL		13,1	58,2	28,7	100	1.500

The low level of studies and especially illiteracy is directly related to and worse:

- ✓ In the case of **women** (16% completely illiterate)
- ✓ In the case of **older persons** (more than one third of those over the age of 44 are completely illiterate)
- ✓ In **small towns** with fewer inhabitants (approximately 18% of those living in municipalities with fewer than 25,000 inhabitants are illiterate) and
- ✓ In the case of persons **in a poor state of health** (43% of those who claim to be ill or very ill are completely illiterate).

Marital status and number of children

Significant differences are also found between the Roma population and the rest of the Spanish population in terms of the type of couples and number of children. We will begin by taking a look at the marital status of those interviewed:

2. The Roma population. Characteristics

Table 2.6: Marital status of the Roma population over the age of 15.

	N	%
Single	429	28,6
Married	913	60,8
Widow/widower	68	4,6
Separated, divorced	43	2,9
Other types of union	47	3,2
Total	1.500	100

Approximately six out of every ten Roma over the age of 15 are married (irregardless of the rite performed). This mean that approximately 285,000 are currently married. We will now compare these data with those of the Census.

Table 2.7: The marital status of the Roma population over the age of 15 and that of the entire Spanish population (%).

	Roma population (*)	Census 2001
Single	29,5	33,1
Married	62,8	55,8
Widow/widower	4,7	7,7
Separated, divorced	3,0	3,4
Total	100	100

(*) The percentages have been recalculated without counting "other types of union" to make them correspond to the INE categories of persons residing in family homes.

In addition to being younger, Roma marry at an earlier age than the general Spanish population.

This is perfectly reflected in the proportions set out in the table above. Practically 63% of all Roma age 16 and over are married, seven percentage points above the figures reported in the 2001 Census. And in line with the average age of the population, nearly 5% of the Roma population are widows/widowers – three points below the figure for all of Spain.

Referring exclusively to the Roma population, special mention should be made of the following:

- ✓ Just over 20% of those between the ages of 16 and 19 are married or live together.
- ✓ Widows (7%) outnumber widowers by five percentage points.
- ✓ 70% of those who completed secondary or higher studies are single.
- ✓ Practically half of the widows/widowers (approximately 11,000) suffer from some sort of disability or chronic illness.
- ✓ 12% of single women (approximately 8,600) and 90% of those who are separated or divorced have at least one child



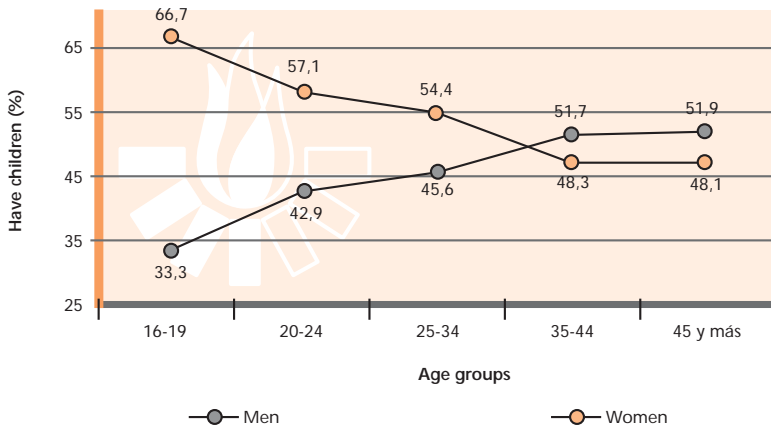
Our survey also included a question to ascertain who had children and how many. **Two thirds of the Roma population over the age of 15 claimed to have children**; this means that approximately 313,000 Roma in that age group have children.

Older women (age 35 and above), those who are married or widowed and those with a lower academic level have a greater number of children. In fact, an **inverse relationship was found between having children and academic level**; many fewer women with higher academic levels have children and the proportion of couples with children is higher among those with lower academic levels. 8 out of 10 Roma with an academic level equal to or higher than secondary school, do not have children while **90% of the illiterate segment of the population has at least one child**.

Also noteworthy is the fact that 10.3% (approximately 32,000 in absolute terms) of those who have children are under 25 years of age and close to 20% of these are 19 or younger.

Another fact unveiled by our survey is that women begin to have children at an earlier age than men: two thirds of those between 16 and 19 with children are women. While a large percentage of Spanish women in that age bracket are undertaking studies, a relatively large proportion of Roma women (approximately 4,000) are bearing and raising their children.

Graph 2.4: Proportion of the Roma population over the age of 15 with children broken down by age and gender.



But, how many children do they have? Roma families are traditionally large and the results of our survey confirm that the average number of children is greater than that of the overall Spanish population but the figure is probably not as high as popular beliefs would have one think.

The following table shows the breakdown of the population according to number of children:



2. The Roma population. Characteristics

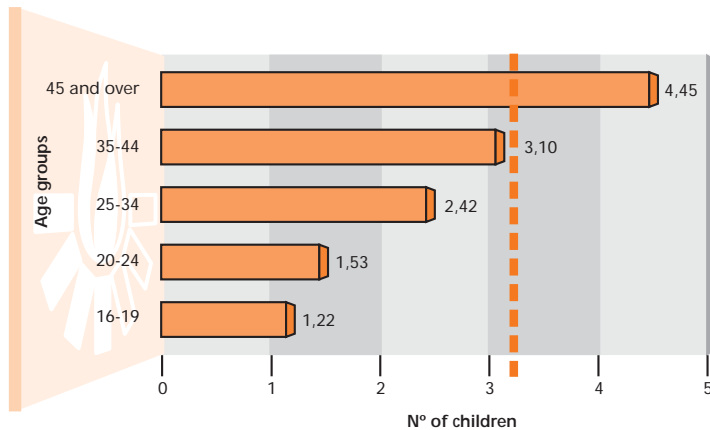
Table 2.8: Number of children of Roma over the age of 15 (figures only reflect those who actually have children)

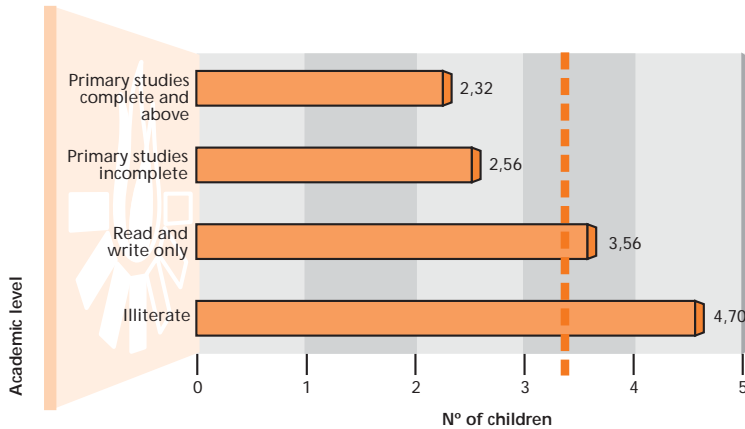
	N	%
One	172	17,3
Two	275	27,7
Three	202	20,3
Four	153	15,4
Five	84	8,5
Six o more	108	10,8
Total	994	100

The data reflected in the table above show that the **average number of children** borne by the Roma population age 16 and older is **3.18**. This is 1.24 percentage points above the average number of children from the 2001 Census for the entire Spanish population which stands at 1.94.

Giving birth to a higher or lower number of children is directly related to two variables which, in turn, are highly correlated: age and academic level. Graphically it looks like this:

Graph 2.5: Average number of children according to age group and academic level among the Roma population over the age of 15.





The dotted red line shows the average number of children of Roma who have children (3.18). As the graph illustrates, higher age and lower academic level means a higher number of children and these two characteristics (age-studies) show a high correlation. These two circumstances contribute to average number of children figures over four and in the case of illiterate persons this figure rises to 4.7.

State of health

To conclude, we will briefly touch upon two questions also posed to the interviewees. We asked them to give us their subjective assessment of their own state of health and whether they had any type of disability or chronic illness. The results are reflected in the table below:

Table 2.9: State of health of Roma over the age of 15 and proportion of the latter suffering from some disability or chronic illness (%).

	%
Very bad. Very ill	1,5
Bad. ill	5,2
Average (some complaints)	22,4
Good or very good	70,9
Completely incapacitating disability	1,2
Disability precluding work	1,9
Non-incapacitating disability	3,0
Completely incapacitating chronic disease	1,2
Chronic disease precluding work	2,3
Non-incapacitating chronic disease	4,9

Given that we are talking about a young population, the data obtained regarding these aspects are quite good if we compare them to data obtained from other surveys targeting other segments of the population.



2. The Roma population. Characteristics

7 out of every 10 interviewees claimed to be in good or very good health and 85% stated that they were free of chronic disease or disability. Naturally, those whose health was more delicate or who suffered from a disease or disability tended to be older persons. The average age of those who claimed to have a completely incapacitating disability was 56.5 and the average age of those with a completely incapacitating chronic disease was 62.





3

Employment situation

3. Employment situation

The aim of this section is to furnish clear, precise and organised information on the **general state of the Spanish labour market, drawing a comparison between the Roma population and the Spanish population at large**. To this end, data from the fourth quarter of 2004 of the Active Population Survey (EPA) have been drawn up and statistics made from the survey conducted on the Roma population age 16 and older.

In this regard the term “labour market” refers to the whole range of mechanisms in operation between the supply and demand of employment. This analysis is made from the perspective of the Roma population on the demand side with some forming part of the labour market while others are left out. According to the EPA criteria used in this report, incorporation into the labour market refers to the volume of persons forming part of the demand side, i.e. the economically active population composed of the employed and unemployed.

3.1 The population with regard to economic activity: main indicators

To begin this section, an estimation of the Roma population age 16 and over, broken down by age groups and economic activity, was developed in order to get an initial idea of the total volume of this study's target population. This estimation was calculated by applying the proportional breakdown taken from the Roma population survey to the estimated target population of 475,000 people age 16 and over.

We can thus infer that 145,000 people do not form part of the labour market (are inactive) and 330,000 are either employed or are actively seeking employment (active).

By age brackets, the nearly 140,000 Roma youth under age 25 are distributed as follows: 41,483 inactive (29.8%) and 97,850 active (70.2%). In the age bracket most comprehensive of working age people (25-54) there were a total of 284,367, 25.7% of whom are inactive and 74.3% active. In the 55 and older group, ages at which the population normally begins to drop out of the labour market, we should highlight that 38.8% continue active compared with 61.2% who are inactive.

Table 3.1 Description of the Roma population in terms of economic activity (age 16 and over, inactive and active)

	Population age 16 and over	Inactive	Active
TOTAL	475.000	145.983	329.017
From 16 to 19 años	68.400	20.900	47.500
From 20 to 24 años	70.933	20.583	50.350
From 25 to 54 años	284.367	73.150	211.217
55 and over	51.300	31.350	19.950

The following table estimates the potentially active Roma population in 25,967. According to the criteria used by the EPA, this group of persons is inactive but the reasons that they are out of the labour market make them “potentially active”. This is because these people are not actively seeking employment for the following reasons:

- They do not think they will find work
- They do not think that there is work for them
- they do not know where to go to find work
- They have been laid off
- They have found a job and are awaiting incorporation.

ROMA POPULATION AND EMPLOYMENT

The reasons given by the interviewees for not seeking employment determined their being added or not to the ranks of labour market potential and they numbered 354,984.

Table 3.2 Description of the Roma population in terms of their relationship with economic activity (potentially active and labour market potential)

	Potentially active	Labour market potential
TOTAL	25.967	354.984
From 16 to 19	6.017	53.517
From 20 to 24	5.700	56.050
From 25 to 54	13.617	224.834
55 and over	633	20.583

Within the active group, an estimated 283,417 are employed while 45,600 are unemployed as illustrated in table 3.3.

Table 3.3 Description of the Roma population in terms of their relation with economic activity (employed and unemployed)

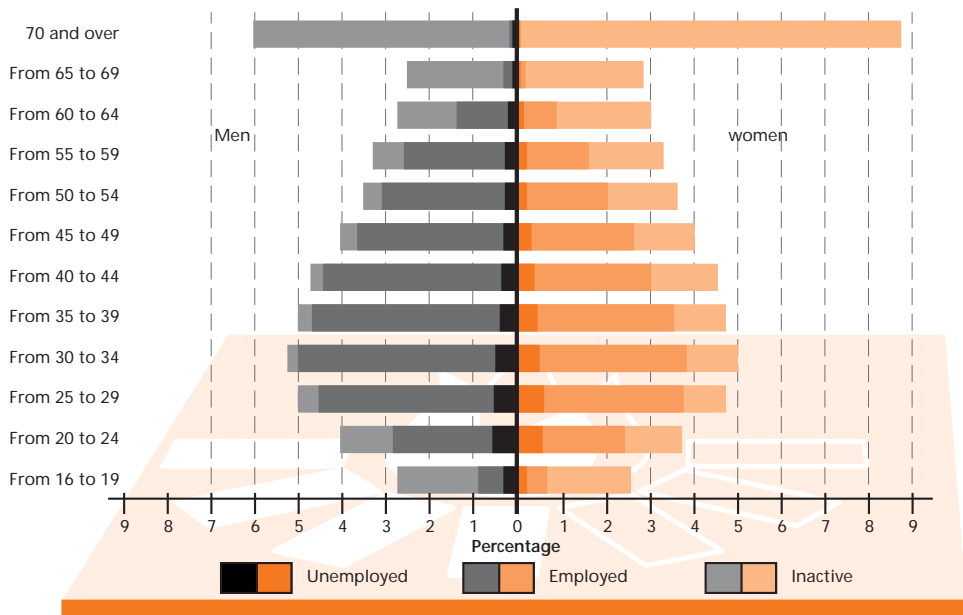
	Employed	Unemployed
TOTAL	283.417	45.600
From 16 to 19	38.950	8.550
From 20 to 24	41.483	8.867
From 25 to 54	184.617	26.600
55 and over	18.367	1.583

Once having identified and described the absolute figures, i.e. the total volume of Roma population we are analysing, a comparison will now be drawn between Roma and Spanish demographic structures. Graphs 3.1 and 3.2 are bar charts describing the working age Roma and overall Spanish populations illustrating important differences in the age breakdown, the Roma population being younger than the overall Spanish population.



3. Employment situation

Graph 3.1 Bar chart of the Spanish population age 16 and older in terms of its relationship with economic activity



The bottom section of the graph shows a small segment of the Spanish population (those between 16 and 19) with a high degree of labour inactivity followed by two important changes in activity (employment and unemployment); one between the ages of 20 and 24 and another in the 25 to 29 group. This is due to the **incorporation of the Spanish population into the labour market which typically takes place between the ages of 25 and 29**. These are also the same age brackets where the highest level of unemployment is registered.

The highest number of active persons is found in the **25 to 59 age bracket** and occupation prevails over unemployment in all age groups within this bracket. This is precisely the **age bracket in which the Spanish population goes about developing their professional careers**.

At the age of 60, economic inactivity once again begins to prevail given that professional careers are coming to an end as retirement approaches.

By gender, a similar situation can be observed for men and women with a somewhat higher labour inactivity rate for women due to their later incorporation into the labour market.



Graph 3.2 Bar chart of the Roma population age 16 and over in terms of economic activity



The Roma population, in contrast, does not exhibit the same patterns as the overall Spanish population. Graph 3.2 shows **full incorporation into economic activity at the lowest part of the chart (16-19 age group)** and this situation is sustained until a later age than the overall Spanish population. The inactivity rate becomes more significant in the 65 to 69 and 70 and over age groups.

This leads us to the conclusion that the **working life of the Roma population is longer than that of the rest of the Spanish population, beginning at age 16 and concluding at 64.**

As regards unemployment, the highest rates are in the 16 to 29 age bracket in contrast with the non-Roma population. While it is true that unemployment is higher for this age group, it is also true that it is distributed uniformly throughout the entire graph representing the Spanish population while in the case of the Roma population there is a sharper decline beginning at age 30.

As for **gender, the Roma pattern is similar to that in the rest of Spain with a lower activity rate for women.** While inactivity predominates among Roma women between the ages of 16 and 29, this trend begins to shift between the ages of 35 and 49.

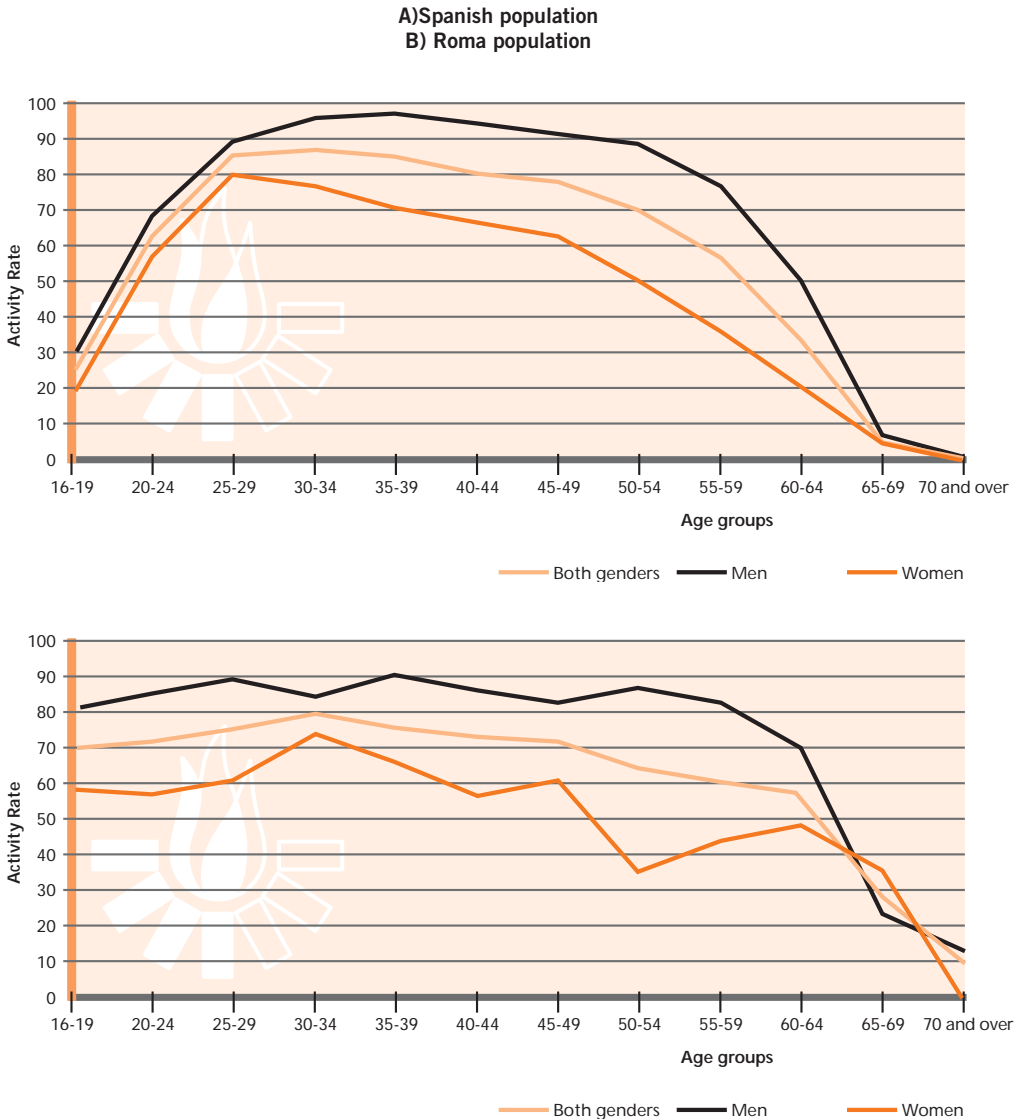
Everything that has been described up to this point is graphically illustrated by the activity curves found in graph 3.3 where we find activity rates according to age groups. In the **Spanish population** we find a sharp increase in this indicator between the ages of 16 and 24 **with the highest rates reached between the ages of 25 and 59** and then gradually decreasing with age.

In contrast, **the Roma population begins with activity rates in the range of 69% (24% for Spain as a whole) in the 16 to 19 age group** which are sustained up to the 60-64 age group with a rate of 55% in

3. Employment situation

contrast to the Spanish population with a 33% activity rate at that age. After age 64 the activity rate begins to decline.

Graph 3.3. Activity curve by gender and age groups



As for the activity rate and the potential activity rate, the following table shows the differences between the Spanish and Roma populations. The Roma population activity rate stands at 69.3% and the

ROMA POPULATION AND EMPLOYMENT

potential activity rate at 74.8% while these same indicators for the Spanish population are 56.1% and 57.1% respectively.

Table 3.4 Activity rates and potential activity rates by gender and age

	Activity		Potential activity	
	Spain	Roma	Spain	Roma
Both genders	56,07	69,27	57,09	74,80
Under 25	47,93	70,23	53,49	78,64
25 and over	57,28	68,87	60,59	73,21
Men	67,72	80,89	68,38	84,42
Under 25	53,44	83,65	59,49	88,46
25 and over	69,97	79,81	73,92	82,83
Women	45,09	58,01	46,29	65,62
Under 25	42,16	58,19	47,20	70,26
25 and over	45,49	57,92	48,22	63,58

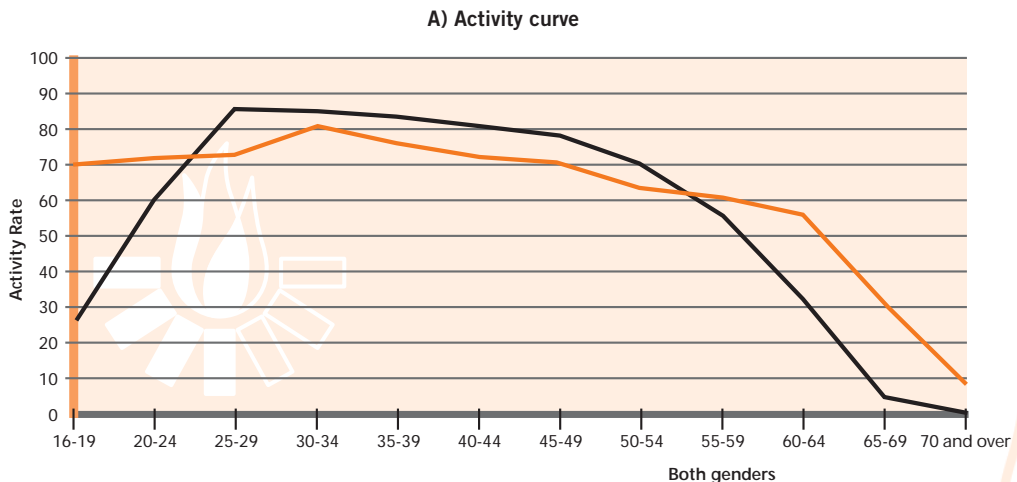
The Roma community's higher activity rate can be explained, *inter alia*, by the early incorporation of Roma into the labour market as was discussed above. Throughout this report we will come across other aspects which also have a bearing on this high activity rate.

However, as illustrated by graph 3.4, in the age brackets where workers would be expected to continue with their economic activity, the rate is higher for the Spanish population at large.

That graph also shows that the activity rate and the potential activity rate is higher for the overall Spanish population between the ages of 25 and 54.

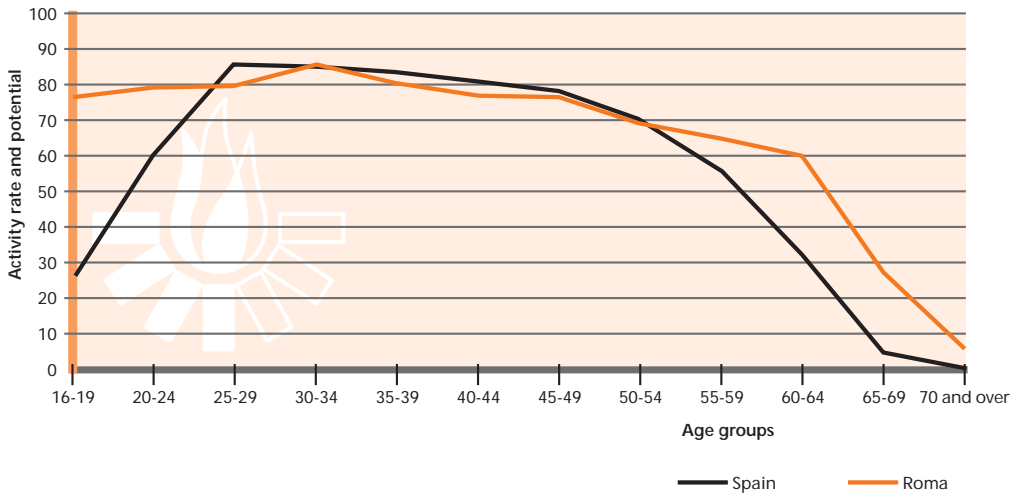
In fact, the activity rate stands at 85% for the overall Spanish population in the 25-29 age group and at 69.3% in the 50-54 group while in the case of the Roma population those figures are 72.9% and 62.8% respectively.

Graph 3.4 Activity and potential activity curves for the Roma population and for the overall Spanish population (both genders).



3. Employment situation

B) Potential activity curve

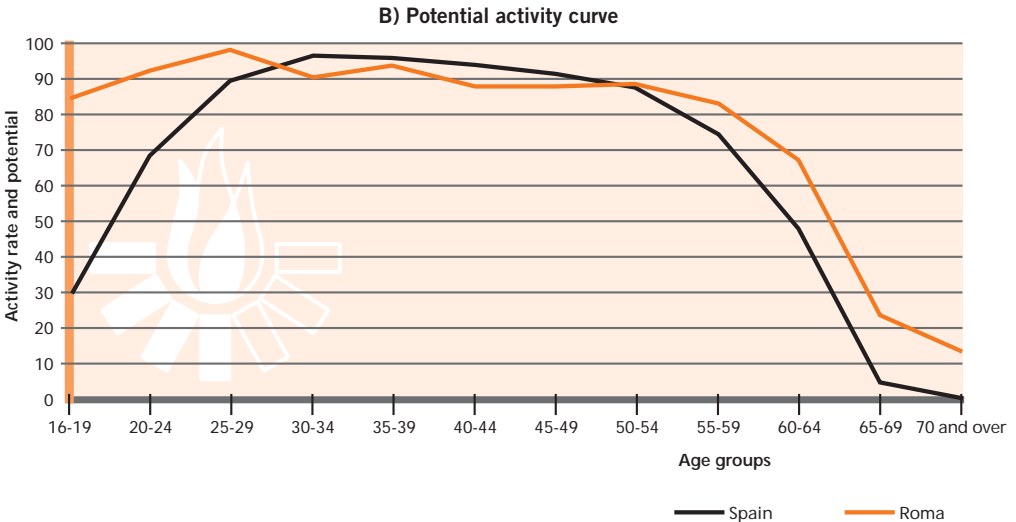
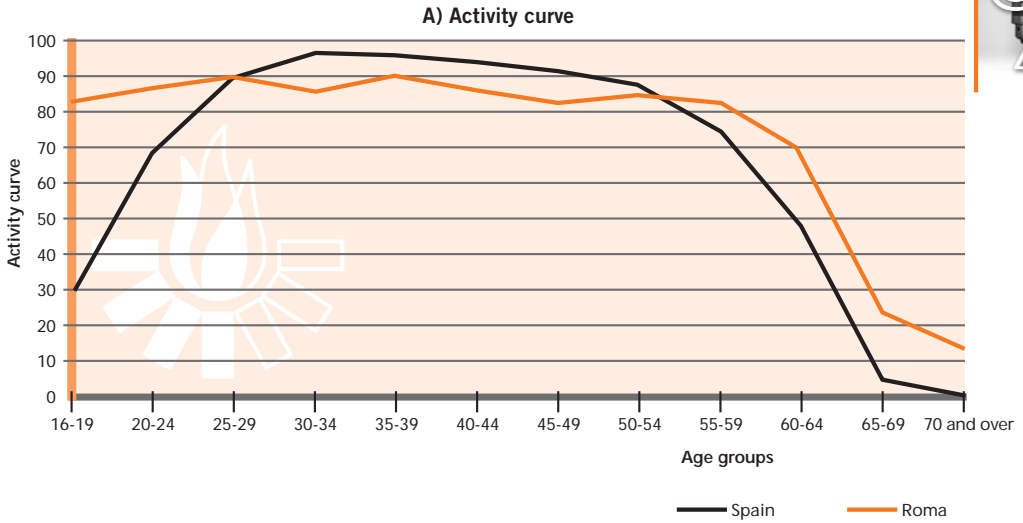


The differences between the Roma population and the rest of the Spanish population are rooted in the higher degree of preparation of the Spanish population joining the labour market. The higher inactivity rate of the Spanish population between the ages of 25 and 29 is due to the studies they undertake which, in turn, lead to more qualified employment.

Just the opposite holds true for the Roma population, with the majority joining the labour market at the age of 16 rather than seeking academic qualifications in preparation for better access to employment.

Breakdown by gender renders the same analysis described in graphs 3.5 and 3.6. For men, the activity rate is highest in the 30 to 34 age group (94.8% for the overall Spanish population and 87% for Roma). In the 50 to 54 group, Spanish activity stands at 88.1% and Roma at 86%.

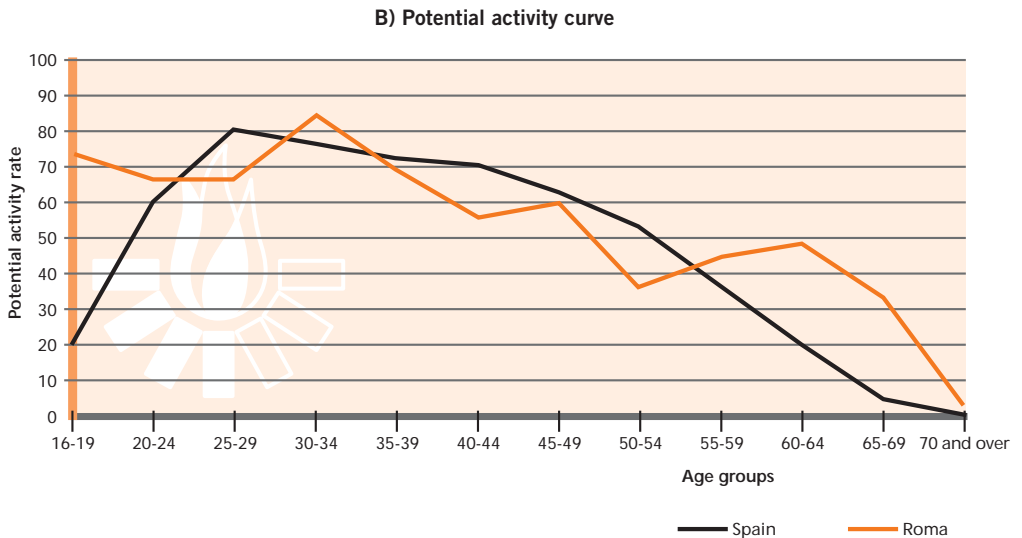
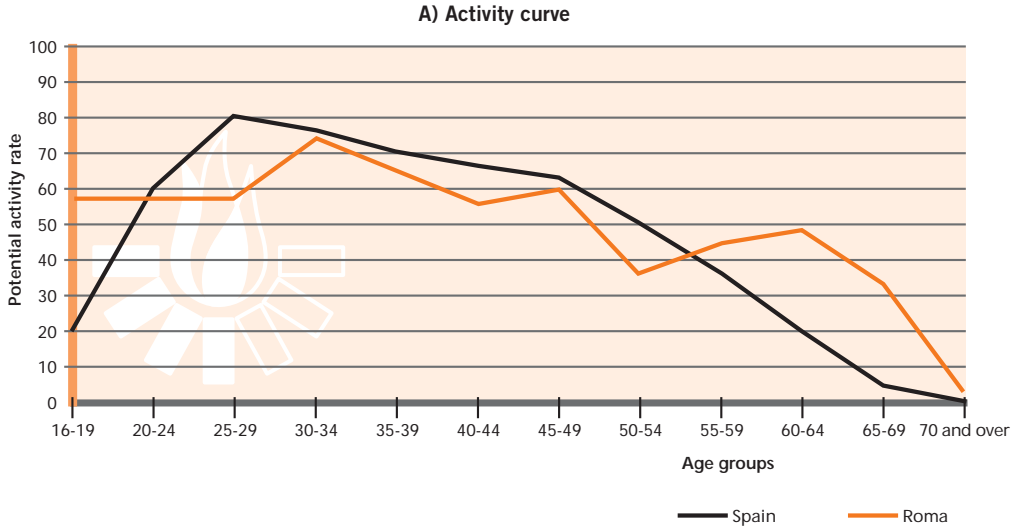
Graph 3.5 Activity and potential activity curves for the Roma population and the overall Spanish population (men).



The activity rate for Roma women and the rest of the Spanish women between the ages of 25 and 29 is 59.2% and 80.5% respectively. For the 50 to 54 age group this rate is 34.3% for Roma and 50.9% for the rest of the Spanish women.

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Graph 3.6 Activity and potential activity curves for the Roma population and the overall Spanish population (women).



The same situation is found when it comes to employment and unemployment rates (table 3.5)³ **Globally speaking, 13.8% of active Roma are unemployed while that same figure for the overall Spanish population is 10.4%.** Although the unemployment rate for the under 25 group is lower in the case of the Roma population (17.8% compared to 21.3%), in the over 25 group this indicator is 3 points higher for Roma than for the Spanish population at large (12% compared to 9%). This means that while the Spanish unemployment rate falls by 12 percentage points, the Roma unemployment rate declines by less than 6 points.

³ The employment rate indicates the number of persons employed for each 100 persons 16 and over.

It should be pointed out that this pattern holds true for men as well as for women.

Table 3.5 Employment and unemployment rates by gender and age

	Unemployment		Employment	
	Spain	Roma	Spain	Roma
Both genders	10,38	13,76	50,25	59,73
Under 25	21,26	17,80	37,74	57,73
25 and over	9,03	12,05	52,11	60,57
Men	7,55	11,89	62,60	71,27
Under 25	17,60	15,52	44,03	70,67
25 and over	6,34	10,40	65,53	71,51
Women	14,39	16,29	38,60	48,56
Under 25	26,12	20,74	31,15	46,12
25 and over	12,87	14,33	39,64	49,62

In terms of employment, we would point out that 59.7% of the Roma population age 16 and over are employed while this same figure for the overall Spanish population is 50.2%; a difference of 9 points.

However, the context of this difference becomes clear when stock is taken of the rates according to age groups. In the under 25 group, the employment rate of the Roma population is 20 points higher but in the over 25 group, while still higher in the case of Roma, this difference is slightly less than 8 percentage points.

3.2. Basic characteristics of the population and labour market status

Having explained the main labour market indicators and the differences between the Roma population and the overall Spanish population, what follows is a description of both populations and each one's position in the labour market⁴.

To begin the analysis we would first of all stress that the Roma population is younger than the Spanish (table 3.6); 29.4% of the Roma population is between age 16 and 24 compared with 12.9% of the rest of the Spanish population. This fact therefore resurfaces when we analyse the populations in terms of economic activity, 29.7% of active Roma are under 25 while this same figure is 11.1% for the rest of the Spaniards; as for the inactive population the figures stand at 28.4% and 15.2% respectively.



⁴ The statistical tables contain percentage distributions of the total wick, in the case of the Roma population, is the estimated number of cases from those identified in the survey and for the overall Spanish population with the official figures of the EPA eing expressed in thousands of persons.



3. Employment situation

Table 3.6 Breakdown of the population by age and gender in terms of economic activity (activity / inactivity).

	Population		Active		Inactive	
	Age 16 and over					
	Spain	Roma	Spain	Roma	Spain	Roma
Total both genders	34.474.300	475.000	19.330.400	329.000	15.143.900	146.000
From 16 to 19	5,1	14,5	2,3	14,5	8,7	14,3
From 20 to 24	7,8	14,9	8,8	15,2	6,6	14,1
From 25 to 54	54,4	59,9	78,4	64,2	23,7	50,1
55 and over	32,7	10,8	10,5	6,1	61,0	21,5
Total men	16.736.000	233.700	11.333.100	189.000	5.403.000	44.700
From 16 to 19	5,4	13,9	2,4	14,0	11,6	13,5
From 20 to 24	8,2	14,2	8,3	15,1	8,0	10,6
From 25 to 54	56,4	60,4	77,0	65,1	13,3	40,4
55 and over	30,0	11,5	12,3	5,9	67,1	35,5
Total women	17.738.300	241.300	7.997.300	140.000	9.741.000	101.300
From 16 to 19	4,8	14,83	2,0	14,9	7,2	14,7
from 20 to 24	7,4	15,62	9,5	15,6	5,8	15,6
From 25 to 54	52,4	59,45	80,4	63,1	29,5	54,4
55 and over	35,3	10,10	8,1	6,3	57,6	15,3

Similarly (table 3.7), 28.3% of the employed Roma population and 38.9% of the unemployed Roma population are under the age of 25 while these same figures are 9.7% and 18.6% respectively for the overall Spanish population. The difference of more than 20 percentage points in favour of young unemployed Roma and nearly 19 in terms of employment is noteworthy.

Table 3.7 Table 3.6 Breakdown of the population by age and gender in terms of economic activity (employment and unemployment).

	Employed		Unemployed	
	Spain	Roma	Spain	Roma
Total both genders	17.323.300	283.700	2.007.100	45.200
From 16 to 19	1,8	13,7	6,2	19,4
From 20 to 24	7,9	14,6	16,4	19,4
From 25 to 54	79,3	65,1	70,6	58,3
55 and over	11,0	6,6	6,7	2,8
Total men	10.477.000	166.600	856.100	22.400
From 16 to 19	2,0	13,3	7,7	19,7
From 20 to 24	7,6	14,6	17,3	18,3
From 25 to 54	78,0	65,7	65,2	60,6
55 and over	12,5	6,5	9,8	1,4
Total women	6.846.400	117.100	1.150.900	22.800
From 16 to 19	1,5	14,3	5,1	18,1
From 20 to 24	8,4	14,6	15,7	20,8
From 25 to 54	81,4	64,3	74,7	56,9
55 and over	8,7	6,8	4,5	4,2

Graph 3.7 shows the differences between the gender breakdown of the two populations in terms of inactive/active, employed/unemployed, taking stock of similar situations among the Roma and non-Roma populations.

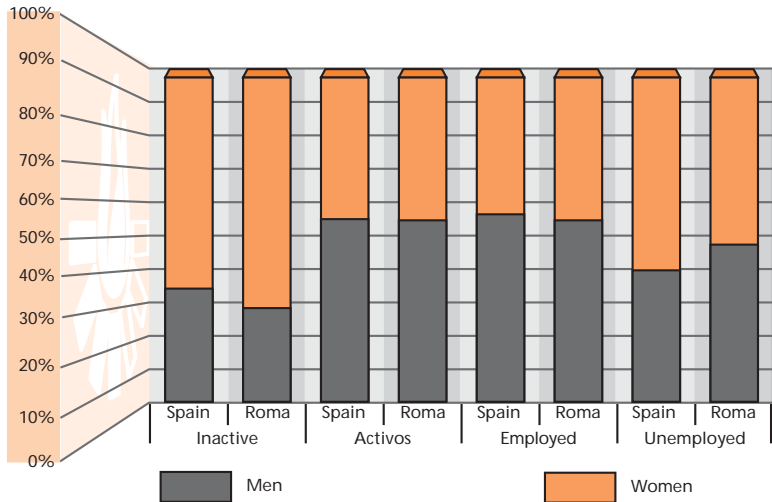
ROMA POPULATION AND EMPLOYMENT

Women account for a greater proportion of the inactive population with approximately 70% in both populations. Similarly, 55% of the total active population are men and this figure is slightly higher among the employed population.



Noteworthy differences can also be observed among the unemployed population. In the Spanish population, 40% are women while among unemployed Roma the percentage of women reaches approximately 45%.

Graph 3.7 Breakdown of the population by gender in terms of economic activity.



The differences in terms of age (graph 3.8) between the Roma and overall Spanish populations are more significant. From among the inactive Spanish population, the greater relative weight of the 55 and over group (61%) is noteworthy while the 25 to 54 group is predominant among the Roma population (50%).

Moreover, although the 25 to 54 age group predominates in terms of activity in both populations, the Roma rate is lower than that for the rest of the Spanish population with 64.2% compared with 78.4%.

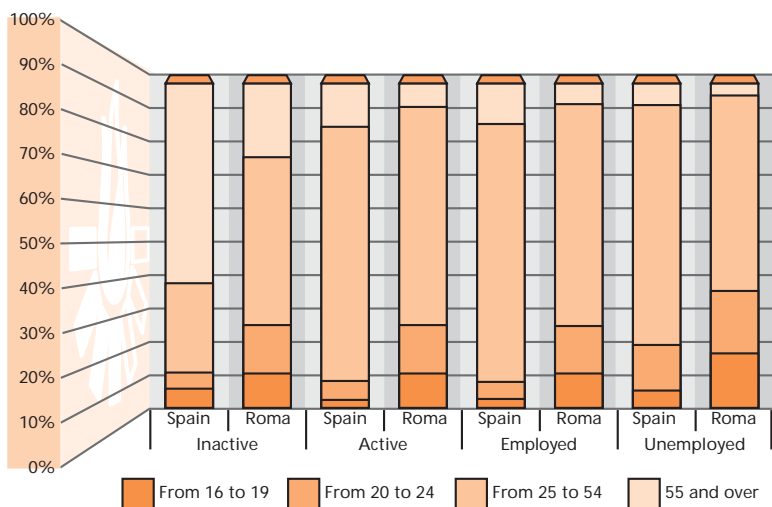
The same situation can be observed in the breakdown of the employed population: 79.3% of the employed Spanish population is in the 25 to 54 group while the same percentage for the Roma populations falls to 65.1%.

In terms of unemployment we would point out that 58.3% of the unemployed Roma population is between the age of 25 and 54 while that same figure rises to 70.6% in the case of the overall Spanish population. However, unemployment takes its greatest toll on the youngest of the Roma; a fifth of the unemployed Roma are under 20 which is 3.3 times higher than the rate affecting the youngest of the overall Spanish population.



3. Employment situation

Graph 3.8 Breakdown of the population by age in terms of economic activity.



Another of the important aspects meriting analysis and in order to understand labour market differences between the Spanish and Roma communities stems from the degree of training reached, i.e. the level of employment skills training (table 3.8). Here the contrast between the two populations is very significant.

Practically 85% of active Roma have completed primary studies or less and this percentage rises to 92% if we include those who initiated but did not finish secondary studies. In the case of the overall Spanish population, however, 80% have completed secondary or higher studies.

Employment and unemployment break down in much the same way: approximately 85% of employed and unemployed Roma have completed primary studies or less while 80% of the non-Roma population have completed secondary or higher studies.

It should also be mentioned that **two thirds of the active Roma are completely or functionally illiterate compared with 3.2% of the non-Roma population**, a phenomenon which is also apparent when analysing employment and unemployment.

Table 3.8 Breakdown of the active, employed and unemployed population in terms of level of training.

	Active		Employment		Unemployed	
	Spain	Roma	Spain	Roma	Spain	Roma
Total	19.330.400	329.000	17.323.300	283.700	2.007.100	45.200
Illiterate	0,5	7,8	0,4	8,0	1,0	6,3
No studies	2,7	58,7	2,6	57,5	3,9	66,7
Level 1	18,7	26,1	18,4	26,8	21,3	21,5
Level 2 or higher	78,1	7,4	78,6	7,6	73,8	5,6

(*) The "No studies" group includes those who can only read and write with those who did not finish primary school. "Level 1" includes those who completed primary school but did not finish secondary school.

ROMA POPULATION AND EMPLOYMENT

Before concluding with this section on the major figures concerning the active segment of the population, it is worthwhile to take a look at some data on the employed population without prejudice to the more detailed analysis found in chapter five.

By sectors (Table 3.9 and graph 3.9), **76% of the employed Roma population works in the services sector compared with 65% of the non-Roma population.** Breakdown by age shows the relative importance of industry and construction for the 16 to 19 and 20 to 24 age groups. Over 40% of the employed Spanish population between the ages of 16 and 19 work in industry or construction compared with 25% of the Roma community and in the case of the 20-24 age group, 35% of the non-Roma and 19% of the Roma population work in those sectors.

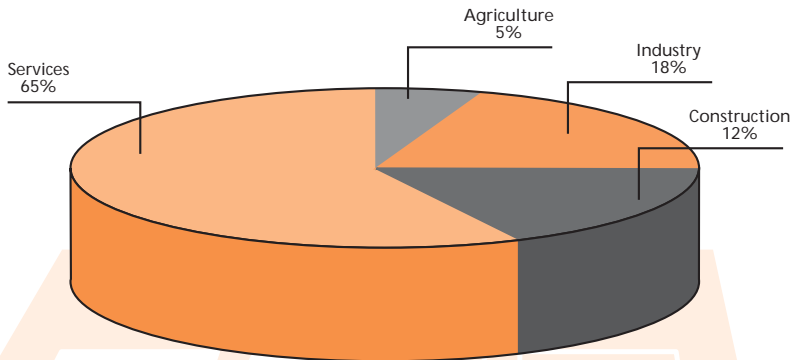


Table 3.9 Breakdown of employed persons by age group and economic sector

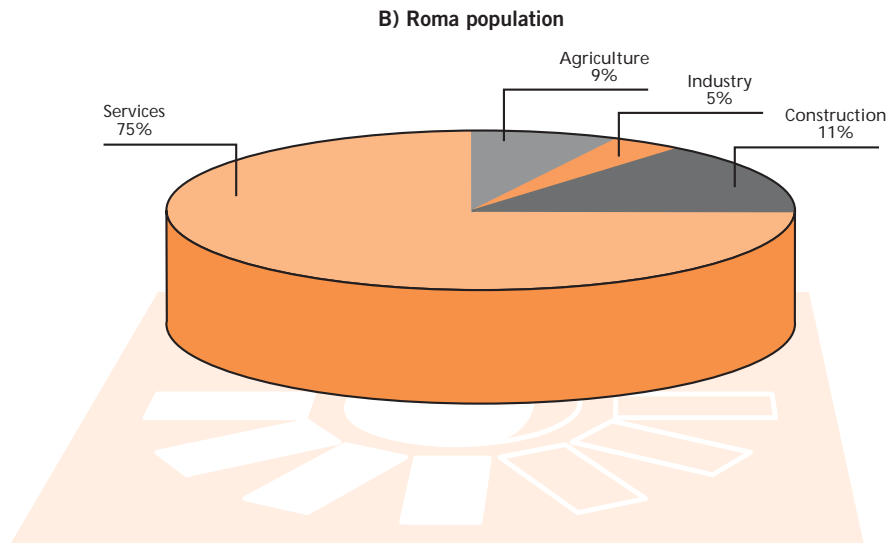
	Total	Agriculture	Industry	Construction	Services
SPAIN	17.323.300	5,3	18,0	12,1	64,6
From 16 to 19	310.800	5,7	20,3	21,5	52,5
From 20 to 24	1.370.900	4,1	19,6	15,3	61,0
From 25 to 54	13.740.200	4,7	17,8	11,8	65,7
55 and over	1.901.500	9,8	18,1	10,7	61,4
ROMA	283.700	8,74	4,65	10,67	75,94
From 16 to 19	38.900	5,8	9,1	15,7	69,4
From 20 to 24	41.400	6,9	4,6	14,6	73,8
From 25 to 54	184.500	10,1	4,2	9,8	75,9
55 and over	18.600	5,2	-	-	94,8

Graph 3.9 Employed population by economic sector for both genders

A) Spanish population



3. Employment situation



As for the working day, mention should be made of the differences between the Roma population and the overall Spanish population. Table 3.10 shows that **42.01% of employed Roma work part-time compared with 8.53% of the overall Spanish population.**

This indicator is higher in the case of women for both population groups (55.87% of employed Roma women work part time compared with 17.32% of non-Roma women) and lower for men (32.21% and 2.8% respectively).

Moreover, 80% of the part time work undertaken by the overall Spanish population is done by women but this figure drops to 55% when it comes to Roma part time work (also see graph 3.10).

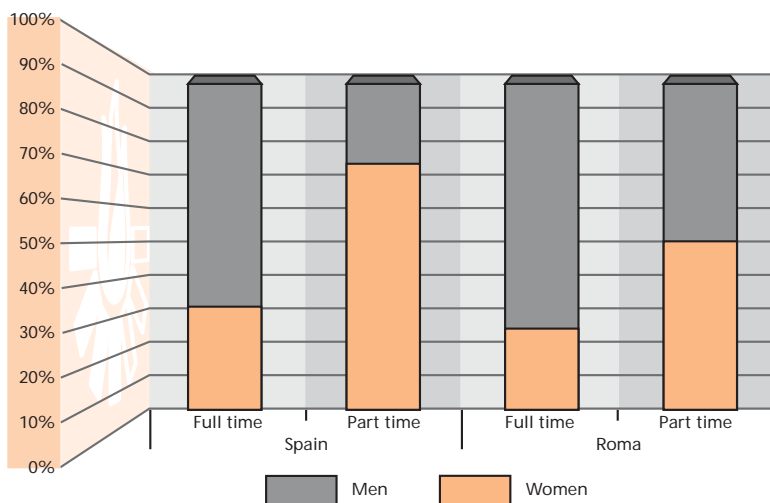
It appears clear that the greater accent on part-time work among the Roma community is due to the high percentage of persons from this group whose work entails helping out with family businesses given that such activities are always more sporadic than salaried employment or other types of professional situations.

Table 3.10 Breakdown of employed persons by gender according to the type of working day and part-time working rate

	Full time	Part time	Part time rate
All of SPAIN	15.844.800	1.478.500	8,53
men	64,3	19,8	2,80
women	35,7	80,2	17,32
All ROMA	158.600	31.600	42,01
men	68,5	44,9	32,21
women	31,5	55,1	55,87



Graph 3.10 Employed sector of the population by type of working day and gender



With regard to fixed-term contract (table 3.11), data indicate that the rate is higher among salaried Roma workers; **in Spain as a whole, fixed-term contract account for 30.88% of all employment but this figure rises to 71% when it comes to Roma workers.**

Although temporary employment is commonplace among Spanish youth reaching levels of 65%, it is much more apparent in the case of Roma youth where **80 out of every 100 workers under the age of 25 have temporary contracts.** Indeed, 23% of all temporary contracts in Spain are held by workers under the age of 25 but that figure is 32% in the case of the Roma population.

Table 3.11 Breakdown by age of salaried workers according to type of contract and temporary contract rate.

	Salaried workers	Permanent	Temporary	Temporary contract rate (%)
All of Spain	14.161.200	9.788.000	4.373.200	30,88
Under 25	10,9	5,5	23,1	65,26
Age 25 and above	89,1	94,5	76,9	26,66
Total Roma	139.300	40.500	98.800	70,92
Under 25	28,5	19,4	32,2	80,33
Age 25 and above	71,5	80,6	67,8	67,32

To conclude this chapter, some general data are included below regarding the inactive population to round out the picture of the different groups as far as major employment figures are concerned.

Table 3.12 and graph 3.11 contain data on the breakdown of the inactive population by cause of inactivity, highlighting important gender differences in both populations. 53.5% of the Roma population claims to be inactive to take care of domestic responsibilities compared with 32.5% of the overall Spanish population.



3. Employment situation

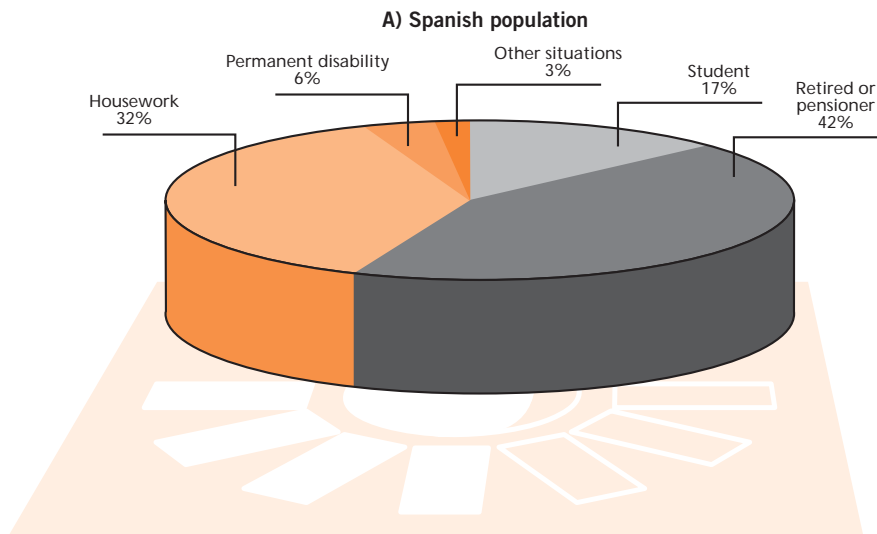
These same figures from the perspective of gender show a figure of 1.5% in the case of Spanish men and 2.8% for Roma men while 49.4% of inactive Spanish women take care of domestic responsibilities compared with 75.9% of Roma women.

Moreover, 42.2% of the total inactive Spanish population are retired but in the case of the Roma population this figure is only 11.1%. By gender, 62.6% of inactive Spanish men are retired compared with 30.9% of the inactive Spanish women. This is in stark contrast with the Roma population where 24.6% of the inactive men are retired compared with 5% of the inactive women.

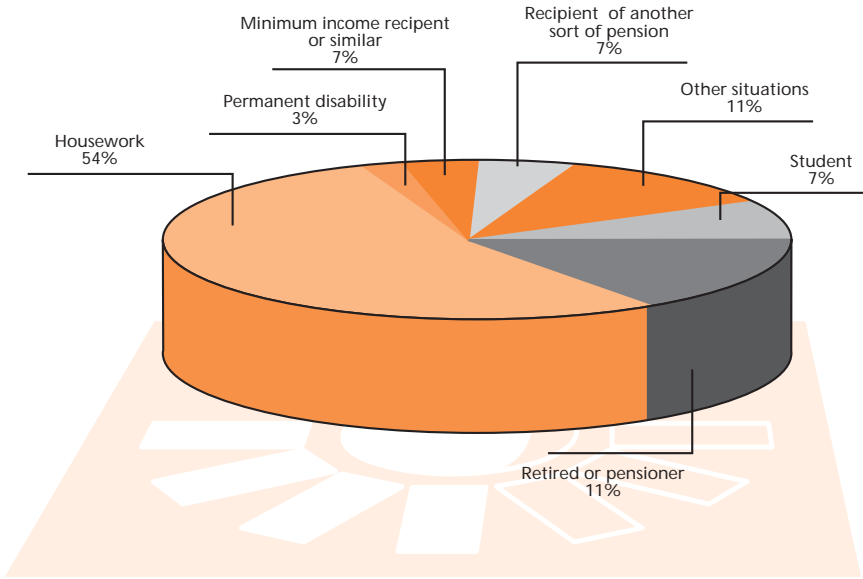
Table 3.12 Breakdown of the inactive population by cause of inactivity and gender

	Both genders		Men		Womwn	
	Spain	Roma	Spain	Roma	Sapin	Roma
Total	15.239.600	145.900	5.416.800	44.600	9.822.800	101.300
Students	16,9	6,7	21,8	9,2	14,2	5,3
Retired or old-age pensioner	42,2	11,1	62,6	24,6	30,9	5,0
Housework	32,3	53,5	1,5	2,8	49,4	75,9
Permanent disability	5,6	3,3	8,5	9,9	4,1	0,6
Minimum income recipient or similar	-	7,2	-	13,4	-	4,7
Recipient of another sort of pension	-	7,0	-	9,2	-	5,9
Other situations	2,9	11,3	5,6	31,0	1,4	2,5

Graph 3.11 Inactive population by cause of inactivity for both genders



B) Roma population





4

Active population

4. Active population

Having completed the presentation in the preceding chapter focusing on the major figures concerning occupation and employment of the Roma population, this chapter begins by conducting a partial analysis of the different groups (active, employed, etc.) by correlating different variables which will most certainly provide explanations of Roma's peculiar labour structure.

4.1. The active Roma population. Overall data

Based on estimated demographic data of Spain's Roma population (see Methodology and chapter 2 of this Report), the following table can be used as a starting point.

Roma population in Spain:

(Estimated total) 680,000 people
(+ 149,000 families or family units)

With the following gender breakdown:

Men:	344,000	There are more men than women
Women:	336,000	

And the following age breakdown:

Under the age of 16 (minors):	30.1%	(204,700 minors)
16-64 (working age):	65.6%	(446,500 persons)
65 and over (retirement age)	4.3%	(29,200 persons)
Over the age of 16:	69.9%	(475,300 persons of whom 236,200 are men and 239,100 are women. In this age bracket women outnumber men)

Based on a strict application of the criteria and definitions laid down in the preceding section, the **"economically active Spanish Roma population"** are "those age 16 and over who are remunerated workers or who are actively seeking work if they are unemployed", i.e. workers plus the unemployed actively seeking employment.

According to our survey data, 69.3% of the total population age 16 and over are active (approximately 330,000 people) accounting for 48.5% of the total Roma population (inclusive of all age groups).

The **activity rate** (employed plus the unemployed who are seeking work divided by the total population age 16 and over) is 69.3%, 13.2 points higher than the activity rate of the overall Spanish population. This difference is attributable to the fact that the Roma population is younger with an average age of 27.5 compared with 39.5 for the Spanish population at large.

These data highlight the high labour potential of the Spanish Roma population.

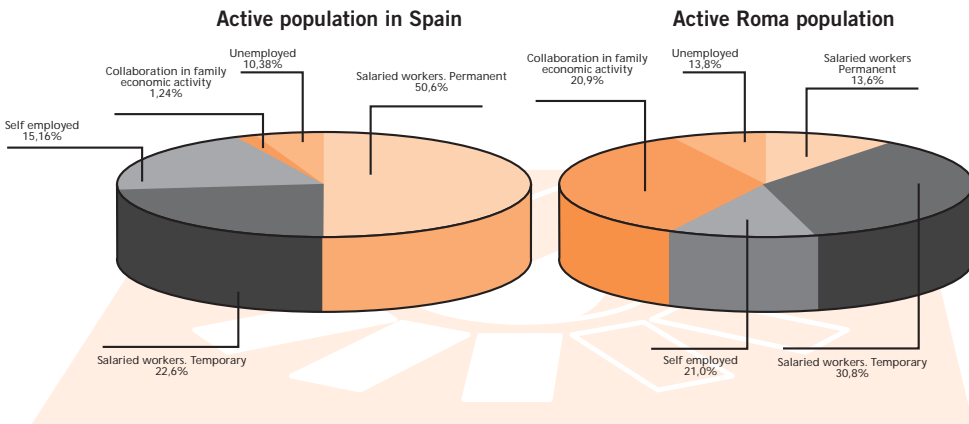
Of the total number of **economically active Roma, 86.1% are employed** (approximately 283,400 people) and the rest are **unemployed** and seeking work. The following chapters focus on the economically active (employed and unemployed persons). We will take a detailed look at the entire **economically active Roma population** in Spain focusing first of all on its **occupational typology** and comparing it with the overall Spanish population.



Table 4.1 Occupational typology of the active population in percentage terms.

	Active. Spanish population	Active Roma population	% difference
Salaried workers. Permanent	50,60	13,60	-36,4
Salaried workers. Temporary	22,60	30,70	+8,20
Self employed	15,16	21,00	+5,84
Collaboration in family economic activity	1,24	20,90	+19,66
Unemployed	10,38	13,80	+3,42
Total	100,0	100,0	
Activity rate	(56,1%)	(69,3%)	+13,2

Graph 4.1 Breakdown by types of labour situations of the active Spanish population and of the active Roma population



Source: EPA 4th quarter 2004 and FSG-EDIS survey of the Roma population

The table and graphs speak for themselves and the differences between the **two active populations** are noteworthy and not only because of the different unemployment rates.

73.2% of the active Spanish population are employed as **salaried workers** compared to only 44.4% of the active Roma population (28.8 points less), and 69.3% of salaried Roma workers have temporary contracts compared with 30.8% of salaried workers throughout all of Spain.

41.9% of the active Roma population is either self-employed or work in family businesses and here we also observe significant differences with the nation's overall active population.

All of these issues will be addressed in greater detail in the next chapter, but these initial data already indicate that we are comparing two groups with very different characteristics despite the fact that both are referred to as economically active populations.

The purpose of this chapter is to address only the most general characteristics.



4. Active population

4.2 Demographic characteristics of the active Roma population.

Gender, age and marital status

✓ Gender

The economically active Roma population breaks down as follows in terms of gender: **Men: 57.5% and Women: 42.5%**. The breakdown is similar in the economically active overall Spanish population: 58.6% Men and 41.4% Women.

The gender breakdown of employed and unemployed is also similar with some variations.

Table 4.2 Active population by gender expressed in percentage terms.

	Active Spanish population		Active Roma population	
	Men	Women	Men	Women
Employed	92,4	85,6	88,1	83,7
Unemployed	7,6	14,4	11,9	16,3
Total	100.0	100.0	100.0	100.0

Of the active members, the employment rate is higher for men than it is for women while just the opposite is true of the unemployment rate.

If we apply the EPA criteria to the Roma population we find the surprising fact that the activity rate for Roma women is higher than that of the Spanish population as a whole (men + women). We will attempt to explain this and other surprising facts in this chapter and the next.

✓ Age

Youth is one of the characteristics of the active Roma population. 81% are under age 45 and 45.1% are under 30. These proportions are directly responsible for the mean age of 33.

In the lower age brackets (-25 years of age) and the higher ones (+55) there is a much higher proportion of active persons who claim to “collaborate in a family economic activity” and unemployment rates are also higher among the youngest.

They are relatively younger in the Basque Country, Navarre, Aragon and Rioja (31) and older in Madrid and Catalonia (34).

Age is a significant variable in terms of marital status (for example, widows and widowers tend to be older), cultural level (older members of the community have a lower cultural level) and of course state of health and disability.

✓ Marital status

The majority of the economically active Roma population is married (61.0%). According to our estimates, this means just over 200,000 married persons (men and women) form part of the economically active population.

In other words, of the estimated 149,000 Roma families in all of Spain, either one or both of the spouses of between 75% and 80% of them form part of the economically active population.

Breakdown by marital status is as follows:

Table 4.3 marital status of the active Roma population, proportion and estimated numbers

	%	Estimated N°
Single	30,2	99.660
Married	61,0	201.300
Widow/widower	2,9	9.570
Separated or divorced	3,0	9.900
Other types of union	2,9	9.570
Total	100,0	330.000

There are fewer single people among the active Roma population in Catalonia and fewer single men.

The other situations (widows/widowers, separated, etc.) account for less than 10% of the active population but account for a much higher number in relative terms vis-à-vis the overall active Spanish population (5.1%).

4.3. Academic level of the active Roma population

This variable clearly marks the greatest difference between the active Roma population and the active Spanish population.

Table 4.4 Academic level of the active population

	Spanish	Roma	Difference		
Illiterate	0,46	7,80	26,6	+26,14	+63,31
Read and write only		18,80			
Primary studies incomplete	2,73	39,90		+37,17	
Primary studies complete	15,72	18,10		+2,38	
Secondary studies incomplete	29,25	8,10		-21,15	
Secondary studies complete	20,66	6,20		-14,46	
Associate degree high-level vocational training	11,44	0,90		-10,54	-44,44
University degree and/or Ph.D.	19,74	0,30		-19,44	
Total	100.0	100.0		100.0	

Even a superficial look at this table bears witness to the gap between the academic levels of the two active populations and clearly reflects the situation of cultural disadvantage faced by the Roma population. This is one of the most serious problems underlying the precarious labour situation of this group.

In the case of the active Roma population, two thirds (approximately 219,000 people) are completely or functionally illiterate (primary studies incomplete) while in the case of the active population for the whole of Spain this figure stands at (3.19%).

The active Roma population is barely represented at higher academic levels while nearly a third of the active population on the national level has completed higher studies. The academic inferiority of the active Roma population is indisputable.



4. Active population

These lower academic levels are most apparent in:

- Extremadura, Castilla-La Mancha, Galicia, Asturias, the Basque Country and Navarre.
- Among older members of the community (+45) and widows/widowers.

4.4. Health and disablement among the active population

Naturally, the majority of the active Roma population (77.5%) is in good health but we feel it is important to highlight and analyse the minority which is in poor health or whose health is less than ideal.

20.3% (+ 67,000 people) claim to be of “average health or with some complaints” and a further 1.5% “is ill” and still another 0.7% is “very ill”. Approximately 7,300 Roma people considered part of the active population are either ill or very ill. The morbidity rate is somewhat higher (3.4%) among Madrid’s Roma population and a bit lower in the Basque-Navarre area.

Naturally, those with the worst health are the elderly (for example, 76.6% of those between the ages of 55 and 65 are either ill or have some complaints), widows/widowers, those with the lowest level of studies, those who suffer from some disability or chronic disease and, especially significant, those who have the highest number of children (who also tend to be the eldest).

- ✓ The disabled and the chronically ill

9.4% of the active Roma population – one out of ever 10 or nearly 31,000 people – **are disabled or chronically ill**.

Degree of disability or illness is as follows:

Disabled and unable to work	1.0%	(±3,300)
Disabled but able to work	3.1%	(±10,300)
Chronically ill and completely incapacitated	0.1%	(±300)
Chronically ill and unable to work	0.9%	(±3,000)
Chronically ill but able to work	4.4%	(±14,500)

From this table it can be deduced that at least 6,600 people are unable to work although they are considered part of the economically active population and in this case we are not referring to a passing illness.

Disability and chronic disease are more widespread among the active Roma population in Catalonia, Galicia, Asturias, Cantabria and Castilla y Leon among the elderly, the illiterate and also those with a higher cultural level. This information would seem to indicate that disabled Roma study more in relative terms than those who are not disabled.

By definition, disability and chronic disease have a direct relationship on state of health.



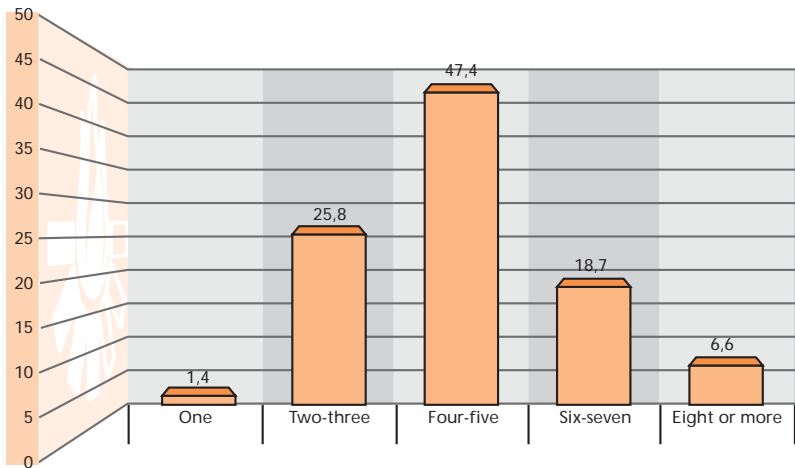
4.5. The homes of the active Roma population

Roma families are generally more numerous than those of the Spanish population at large. They have 1.7 more members than the average Spanish household which today stands at 2.86 family members per home.

The **homes of the active Roma population** taking part in our survey were composed of **4.59 members**. Average family size is larger among Roma families living in the Community of Madrid (5.18) and somewhat smaller in the Basque Country and Navarre (4.07).

The number of members of Roma households breaks down as follows:

Graph 4.2 Breakdown of active Roma households in terms of number of members (%)



72.7% of the families are composed of 4 or more members and in over 25% families are numerous or very numerous.

Families tend to be larger in cities where the interviewees were younger and naturally when the number of children was greater.

Knowing the age breakdown of the Roma population and the average size of the households, the following description can be made:

- **1.37 people** are under age 16 (and therefore are minors) and account for 29.9% of the total average and
- **3.22 people** per household are 16 or older (70.1% of the total average).

The number of minors in these families is very high in comparison with the average Spanish family and is indicative of a very high youth rate. Approximately 203,300 of the total Spanish Roma population (680,000 people) are minors.

The Roma families with the highest number of minors on average are those from northwest Spain and Madrid (1.67 and 1.60 respectively), the interviewees between the ages of 30 and 44 and those exhibiting the lowest cultural levels.



4. Active population

Only a third of the Roma families (33.6%) have no minors among their ranks and nearly a fifth (18.7%) have three or more minors.

✓ Number of children of the active Roma population

Of the total number of people who figure in our survey as active, 36.0% **have no children** ($\pm 118,800$ people) while the rest **do have children** (64.0%). Naturally, there was a strong correlation between number of children and the age of the interviewees, whether they were married, separated/divorced or widows/widowers although 7.9% of the single interviewees did have children. There was also a correlation with lower academic levels.

Among those who **do have children** (approximately 211,000 people), the number is expressed in the following table:

Table 4.5. No of children among active people with children

N° of children	%
One	17,6
Two	30,4
Three-four	35,5
Five-six	12,1
Seven or more	4,4
	16,5
Total	100,0
Average	3,02 children

Thus, 48.0% of the families have few children (one or two) while 52% are considered numerous and a third of the latter are considered very numerous.

The highest average number of children was found in Extremadura and Castilla-La Mancha (3.22) and the lowest in the Basque Country, Navarre and Rioja (2.49). The average number of children is also higher in families residing in cities with a population of less than 100,000 inhabitants, among the older interviewees (5.27 children), the widows/widowers (3.47) and those with lower academic levels (4.83).

4.6. Roma family members and their employment situation

The survey information allows distinctions to be made, first of all, between the economically active and inactive populations based on the composition of the households thanks to the information furnished by the interviewees regarding the other household members.

According to the information furnished by the interviewees, the average household has **2.40 active and 2.19 inactive people** (total 4.59 persons per household). In other words: **52.28%** are **active population** and **47.72 inactive**. Applying these figures to the entire Roma population and if the extrapolation is valid, we would have approximately 355,500 active or potentially active and 324,500 inactive persons (elderly, housewives, the ill and disabled, etc.) and those under age 16.

These data, calculated indirectly from the information requested from the interviewee concerning all of the members of his/her household, furnish results which are slightly different from those presented in earlier sections of this report.

Those earlier sections indicated that 48.5% of the entire Roma population (\pm 330,000 people) are economically active and that this meant an activity rate of 69.3% among the age 16 and older population.

This indirect source of information indicates that 52.28% of the entire Roma population (\pm 355,500 people) are active bringing the activity rate to 74.8%, 5.5 points higher. This would reinforce the idea of the great active labour potential of the Roma population.

The highest percentages of active population are found in Catalonia, the Balearic Islands, Valencia and Murcia and in the most populated cities. The highest inactivity rates are found in Madrid and northwest Spain and in the smaller cities.

Based on this same information regarding all household members furnished by the interviewees, 80% of the active population is employed while unemployment stands at 20%; also a higher rate than that obtained from direct data.

An average of 1.92 family members of the interviewees were employed and 0.48 unemployed.

The employment rate was highest in Catalonia and Andalusia while unemployment was highest in Extremadura and Castilla-La Mancha and in the smallest towns.

A few considerations and questions concerning the so-called economically active Spanish Roma population

Some surprising Roma employment data and figures emerged from the statistics drawn from our survey: high activity rate, lower than expected unemployment rate, high proportion of employment via family economy, etc.

The more detailed analysis conducted subsequently made us reflect on the validity of applying the EPA criteria to a population such as the Roma which is so structurally unique. This was inevitable, however, in order to compare the data regarding this group with that of the overall Spanish population.

Be that as it may, we would like to make some considerations and pose some questions regarding the major employment figures of the Roma population because, as is the case in other areas of social analysis, statistical reality does not always coincide with sociological reality.


There were a series of “filter” questions included in the questionnaire (questions 13, 14 and 15) referring to the week prior to the interview date to aid in distinguishing exactly who was employed.

Bearing only the economically active sector of the Roma population in mind (330,000 people), the survey provided the following data:

- 1°. 38.9% (\pm 128,370 people) “**did not receive pay for work done the week before** (in cash or in kind) as salaried or self-employed workers, **not even for one hour or sporadically / occasionally**.”
- 2°. Of the approximately 128,370 who did not work even one hour the week before, 46.4% (approximately 59,560 people) did not do any work in the family company or business either.
- 3°. Of the approximately 59,560 who were not employed as salaried workers or in any sort of family business, 77.4% “have no link with any business although they are currently not working”.



4. Active population



These data suggest that it would be interesting to “adjust” some of the base data regarding the economically active population, the employed, unemployed, inactive, etc. **Are the nearly 70,000 active Roma who are employed in family business initiatives and who did not do even an hour of remunerated work the week prior to the interview really employed? And if indeed they are not employed, how many would be considered unemployed and how many inactive?**

Naturally, the employment and unemployment rates will vary depending on the answer to these questions and this variation would be even greater if we were to discount the disabled and ill who, according to the interviewees, cannot work (\pm 5,900 people) or those over the age of 65 (\pm a further 4,000 people).

However, all of this will become easier to understand through analysis of the data in the following chapters.



5

Employed Roma population

5. Employed Roma Population

According to the data from our survey, **86.1% of the active Spanish Roma population is employed in one way or another and 13.9% is unemployed**. By extrapolation, an estimated 283,400 people are working and 45,600 are unemployed.

The employment rate is somewhat under (3.4 points lower) that of Spain's active population and the unemployment rate is higher by the same margin. Along the same lines as the active Spanish population, the unemployment rate is 4.4 points higher for women than for men. Naturally, just the opposite is true of the employment rate.

These are the principal data and the springboard for this important chapter which has been referred to several times already with some points needing to be repeated and explained in greater detail.

Despite the lower mean age of the active Roma population in comparison with the active non-Roma population, the small difference between the two groups in terms of employment and unemployment rates is still surprising (3.4 points).

Table 4.1 from chapter 4 sheds some light on this issue, especially with regard to two pieces of data: the percentages of permanent salaried workers and the "workers who collaborate in the economic activity of the family unit".

When we analyse the occupation typology of the two groups (active Roma and active non-Roma populations), all indications are that we are talking about two very different worlds but when we strictly apply the EPA definitions, similar occupation results emerge despite these vast differences.

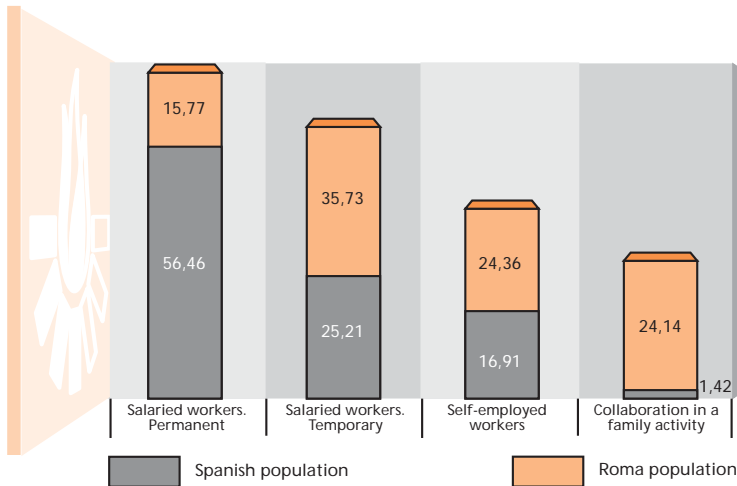
The content and meaning of the expression "occupation" applied to the Spanish population means one thing and the connotation is one of a solid occupational situation but when applied to the Roma population is means something different with weaker labour content, greater insecurity and much less intensity.

This simple comparative table illustrates what we are trying to say.

Table 5.1 Types of occupations undertaken by employed persons. Relative differences between the Spanish and Roma populations.

	Spanish population	Roma Population	Difference
Salaried workers Permanent	56,46	15,77	-40,69
Salaried workers Temporary	25,21	35,73	+10,56
Self-employed workers	16,91	24,36	+7,45
Collaboration in a family activity	1,42	24,14	+22,72
Total	100,0	100,0	

Sources: EPA- 4th quarter 2004 and FSG-EDIS survey of the Roma population



Although the table and graphs are clear, the following sums up the major points:

- 1°. **There are 3.5 times fewer permanent Roma salaried workers** vis-à-vis their counterparts among the non-Roma population.
- 2°. There are 41.7% more temporary or seasonal Roma workers than there are among the overall employed Spanish population. For each permanent Roma salaried worker there are 2.26 temporary workers. Out of the active Spanish population, 7 out of every 10 salaried workers are permanent and 3 are temporary. **However, among the Roma population 7 out of every 10 are temporary and 3 are permanent.**
- 3°. 81.67% of the employed Spanish population are salaried workers but when it comes to salaried Roma workers (in a much more precarious situation) this same percentage is 51.5% (30.1 points less).
- 4°. In addition to the above, it would appear that the greatest difference between the two concepts of occupation, “comparative occupations”, is rooted in the reality of self-employed workers. Almost half of the “occupied” Roma population (48.5%) claims to be self-employed compared with only 18.3% of the non-Roma occupied population in Spain. **The self-employed Roma population is 164% greater than the self-employed non Roma population.** In other words, it appears that the Roma population “chooses” (or feels much more coerced) to be self-employed than the overall Spanish working population.
- 5°. Half of the self-employed Roma workers are “autonomous” workers who have their own businesses. In the interviews conducted, the other half claimed to collaborate in the economic activity of the family unit (24.14% of the total number of occupied persons).

A simple glance at the comparative data laid down in table 5.1 shows the different situations facing the two groups of occupied persons.

5. Employed Roma Population

The proportion of Spanish Roma “working as collaborators in the economic activity of the family unit” is 17 times greater than that of the overall Spanish working population (a mere 1.42% of the total number of employed persons).

Approximately 68,400 Roma are occupied in this sort of family economy work and their labour situation is “unique” to say the least and **could be better described as “unemployed or inactive”** rather than true standard employment (even part time) because 98.2% of these workers affirm that “they did not undertake even one hour of remunerated work (in cash or in kind) although a large proportion may have done non-remunerated work.

It is our view that these data explain the situation but also point to the need (or the advisability) to review the global figures concerning activity, employment and unemployment rates which would be different if we consider that an important proportion of this 24.14% are not really employed in a strict sense of the word but are actually “unemployed or inactive”.

If this review were undertaken, the inactivity or unemployment rate would rise and the activity and employment rate would consequently fall.

With due consideration of all of the foregoing, in this chapter we will address the following issues concerning the occupied Roma population in Spain.

- 5.1. Gender and age of the working population
- 5.2. Employment, activity of the employing entity and professional status
- 5.3. Work contracts or labour relationship
- 5.4. Type of working day and working hours
- 5.5. Studies and labour training



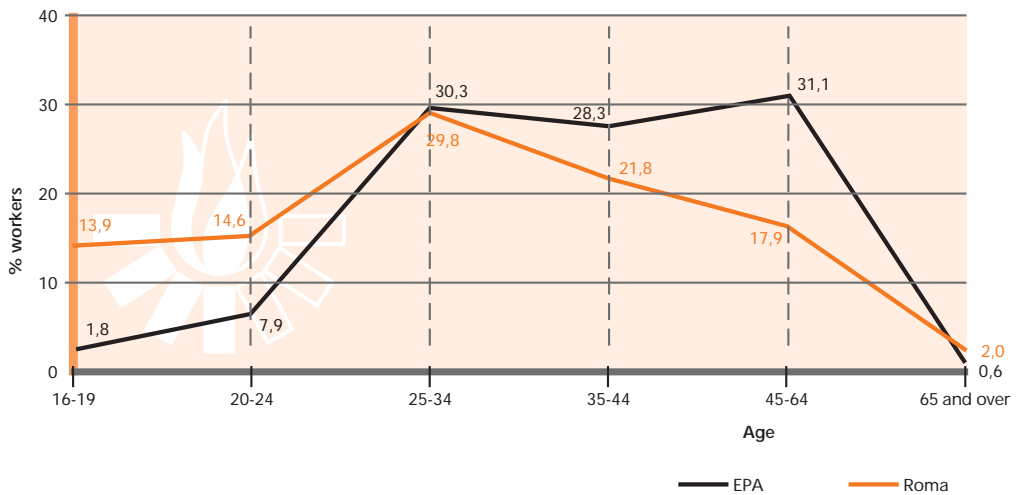
5.1 Gender and age of the working population

Before addressing the different aspects of the jobs undertaken by the employed sector of the Roma population (type of occupation, professional status, etc.), it is important to say a few words about the profile of this group, especially in terms of age.

58.8% of the employed Roma population are men and 41.2% are women. These proportions coincide with data concerning the overall Spanish population with 60.5% and 39.5% respectively.

However, noticeable differences can be found when we analyse occupation from the perspective of age.

Graph 5.1 Proportion of the working population by age (%)



One of the typical characteristics of the working Roma population, in contrast with the overall Spanish population, is its early incorporation into the labour market and the length of its working life.

Practically 14% of working Roma are under the age of 20 while for the rest of Spain only 1.8% are in this age bracket. Almost 3 out of every 10 working Roma are under the age of 25 while less than 10% of the overall working Spanish population is under 25.

Not only do these data indicate that we are talking about a very young population eager to enter the labour market at a young age, but also that they commence work at an age at which the rest of the population is preparing and training to enter the labour market with more skills. As we will see further on in this report, this aspect has a direct impact on the occupational situation of the Roma population.



5. Employed Roma Population

5.2 Employment, activity of the employing entity and professional situation

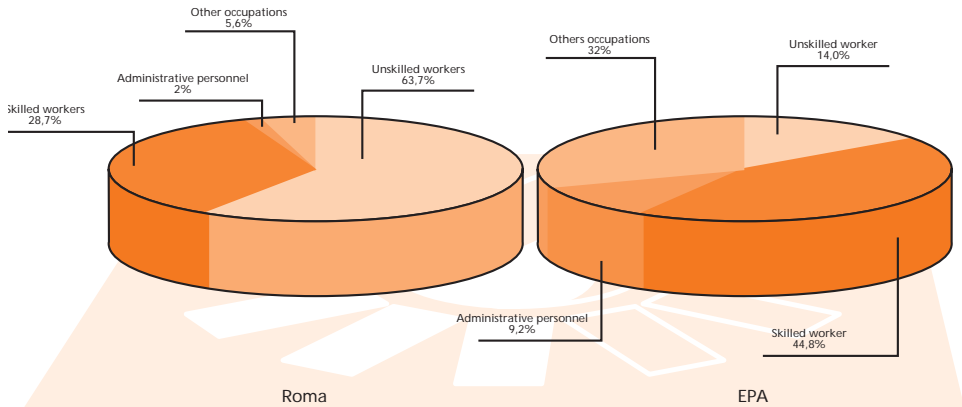
The following are the **ten main employment categories** of the working Roma population:

1	Mobile trading	34.2%
2	Cleaning (women)	10.0%
3	Collection	8.9%
4	Shop assistant (women)	7.1%
5	Scrap metal collection	5.4%
6	Bricklayer	4.2%
7	Bricklayer's assistant	3.6%
8	Intercultural mediator (women)	3.0%
9	Shop errand runner	1.7%
10	Waitress	1.3%

These are the most frequently mentioned jobs and account for a total of 79.4% of all of the jobs that emerged in the survey.

More than a third of all of those employed worked in the mobile trading sector and the long list of different jobs included a large number in the field of construction for men (bricklayer, labourer, form setter, plasterer, painter, etc.) and in the field of cleaning and services for women, generally low-skilled employment. If we group together all of the jobs mentioned, we can see how they break down according to qualification and compare them with the EPA figures.

Graph 5.2 Roma worker qualification and comparison with EPA data (%)



It is clear to see that Roma workers undertake activities requiring little qualification with practically two thirds engaging in these sorts of tasks while EPA data show that only 14% are unskilled labourers. On the opposite end of the spectrum, one third of all Spanish workers have high skill jobs while this is true of only 5.6% of working Roma.

Focusing exclusively on the Roma population, **unskilled Roma workers** are most prevalent in Madrid (77.8%) and in northwest Spain (70.3%), in small cities and among women, older workers and those with lower levels of education.

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Skilled workers (accounting for 28.7% of the working population) are most prevalent in Andalusia, the Basque Country and Navarre, in small towns and in big cities (33%) and among men, especially the youngest (under the age of 29).

Those not defined as manual labourers (entrepreneurs, professionals, technicians and administrative personnel) are most prevalent in Madrid and Catalonia, the most populated cities and, paradoxically, among Roma women and especially among jobholders between the ages of 25 and 29.

- ✓ The activity undertaken by the establishments where they work

The numerous specific jobs (over 120 different ones) held by the participants in our survey become a little bit more clear (but not much) when we define the “activity group to which the job belongs”. 80 very dispersed groups were cited.

The ten “most cited activities” were as follows:

Activities	%
1. Mobile trading	39.0
2. Construction	9.6
3. Agricultural sector	8.8
4. Own home	5.5
5. Cleaning services	5.4
6. Ironmongery	4.5
7. NGOs	4.2
8. Public administration	3.2
9. Hotel and restaurant	2.8
10. Fruit and vegetable auction	0.8
Total	83.8

Nearly 4 out of every 10 workers define their activity within the “mobile trading” sector which is not very regulated or standardised and which undoubtedly harbours a sector of underemployment. Nearly 3 out of every 10 workers is employed in construction (mostly labourers), the agricultural sector (pickers) and in cleaning and domestic services. Most employed persons, therefore, work in the services sector.

Grouping activities by sectors paints the following picture:

Table 5.2 Breakdown of employed persons among the overall Spanish population and the Roma population by productive sector and gender (%).

Sectors	Employed Spanish			Employed Roma population			Difference in totals
	Total	Men	Women	Total	Men	Women	
Agriculture and fishery	5,2	6,4	3,7	8,8	9,7	7,7	3,6
Industry	18	22,1	11,2	4,7	6,2	2,5	-13,3
Construction	12,1	19,9	1,7	10,6	17,9	0,3	-1,5
Services	64,7	51,6	83,4	75,9	66,2	89,6	11,2
Total	100	100	100	100	100	100	

Sources: EPA 4th quarter 2004. INE and FSG-EDIS survey of the Roma population

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According to the data expressed in this table, the active Roma population is apparently more involved in the tertiary and specifically the services sector than the overall Spanish population. However, the higher percentage employed in agriculture and the very low percentage (4.7%) employed in industry is very significant. Roma women play an important role in both cases with a greater presence in the former and a lesser presence in the latter.

An analysis of the relationship established between the type of activity (sector of production) and the type of job will help to gain better insight into the nature and characteristics of the employed sector of the Roma population. In this regard, the data are as follows:

Table 5.3 Jobholders by sectors of production broken down by professional situation (%)

No Activity	Type of occupation					Total
	Self employed	Cooperative member	Collaboration in family business	Salaried worker public sector	Salaried worker private sector	
Agriculture and fisheries	--	4,8	4,6	--	18,3	8,8
Industry	3,2	4,8	2,3	1,5	7,5	4,7
Construction	2,7	9,5	2,3	12,3	20,5	10,6
Services	94,1	81,0	90,8	86,2	53,7	75,9
Total	100,0	100,0	100,0	100,0	100,0	100,0
Base	(218)	(21)	(217)	(65)	(361)	(882)

The two situations with greatest relative weight are, on the one hand, “**self-employed**” and “**collaborators in family economic activity**” and on the other hand “**salaried workers in the private sector**”. As for the first occupational situation, almost all of the activity is in the services sector and regarding the second (private sector salaried workers), 46.3% (almost half) work in sectors other than the services sector.

✓ The professional situation of jobholders

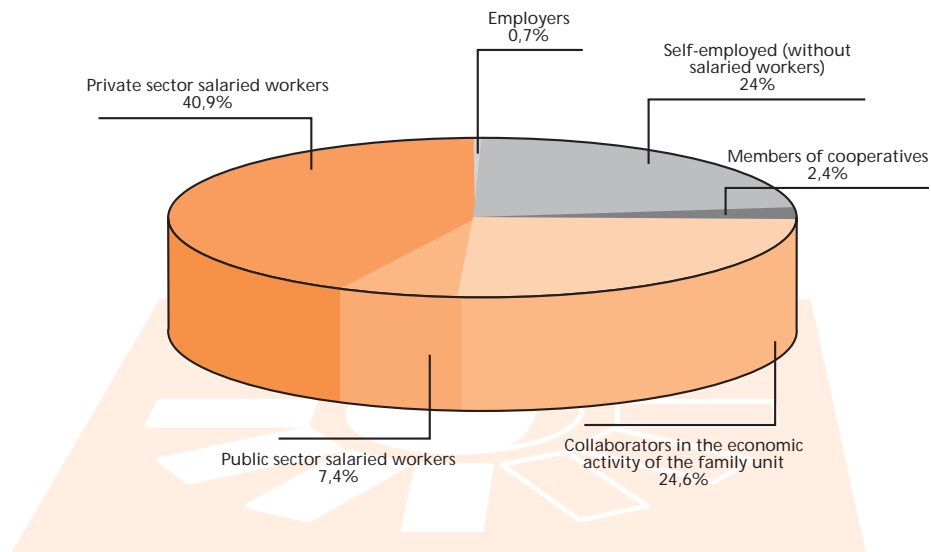
In other words, in one way or another the majority of the Roma “jobholders” are self-employed. They are self-employed, collaborators of self-employed entrepreneurs and, to a lesser degree, members of cooperatives or employees.

It is not hard to imagine the size, activity, importance and productivity of the vast majority of the so-called family unit businesses or activities and it can even be assumed that calling them “businesses” is going a bit overboard because they bear little resemblance to what the majority understand by this term.

At least half, if not the majority, of these so-called posts generated by these alleged businesses are really nothing more than covert unemployment, underemployment or a way to survive with a very low standard of living.

The following data refer to the professional situation of the employed Roma population.

Graph 5.3 Professional situations of the employed Roma population.



We have already made some general comments regarding these data but a closer look at the high percentage of jobholders in what here is referred to as **“collaboration in the economic activity of the family unit”** (24.6% of the total, approximately 70,000 jobholders) will show that the majority of these are people who are at best **underemployed** if not really inactive or unemployed.

Of this group only 29.8% work full time; 59.7% would like to work more hours and change activity although 83.3% have not taken part in any sort of labour training course (e.g. in order to improve their situation) and only 15.3% have a permanent work contract. In 24.1% of the cases the contract is “verbal” and does not exist at all in 42.6% of the cases.

All of these factors characterising this sector of Roma population jobholders support the thesis which we have been suggesting: this occupational situation is largely one of inactivity or unemployment. If the computation were made in another way and not according to the strict criteria of the INE in its EPA (difficult to apply to a large proportion of the Roma population given the reality in which they live), the global figures concerning unemployment, inactivity and employment would change. A simple comparison of the labour situations of the majority of the population with those of the Roma group does not appear to be very appropriate because the meaning of terms varies and, in some specific aspects, is not even remotely analogous.

The sector which we have been referring to (collaborators in the family “business”) is more numerous among the Roma communities of Madrid and northwestern Spain and is less prevalent along the Mediterranean coast, Catalonia and Andalusia. These “collaborators” are mostly young (both sons and daughters) and single, and women outnumber men; the only occupational category where this is the case because in all of the rest men outnumber women by a large margin.

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5.3. Work contracts or labour relationship

Of the total number of Roma working as “salaried employees”, only 15.9% have a **permanent labour contract**. This piece of information is also very significant.

The salaried labour situation is as follows:

Table 5.4 Types of labour contracts among salaried workers

Types of contracts	%
Open-ended	
Permanent	15,9
Discontinuous fixed term contract	12,1
Temporary	
apprenticeship, training or intern	6,6
seasonal	16,9
covering a trial period	1,1
covering the absence of another worker	2,1
for a specific job or service	26,4
verbal	14,8
other	1,6
does not know what type of contract	2,5
Total	100,0

At first glance, three important bits of information can be extracted from the table:

Contracts:	
Fixed: permanent or discontinuous:	28.0%
Temporary:	57.2%
Verbal, no contract:	14.8%

The table shows that an important proportion of jobholders (15%) have a “peculiar” contractual situation for want of a better word – no contract whatsoever governing the labour relationship.

The rest can be divided into two blocks with a clear predominance of temporary contracts (especially those for a specific job or service) and of the fixed contracts, over 40% are fixed discontinuous.

This description brings us a bit closer to the precarious labour reality facing Roma jobholders. This precariousness translates into a group of salaried workers with a **fixed-term contract rate of 70% compared with an overall 30.9% rate for salaried workers throughout all of Spain, i.e. 40 points less.**

This precariousness in the labour market takes a larger toll in the case of women, those residing in small cities, those over the age of 65 (who, by the way, account for 1.9% of jobholders) and those between the ages of 55 and 64, widows and widowers and especially the functionally or totally illiterate.

The survey has provided us with more concrete information regarding those with temporary contracts. **What explanation is there for this rate of temporary contracts?**

Two thirds of those affected claim that they have a temporary contract “because they were unable to get a permanent one” (66.0%).

A quarter (25.2%) “are unaware of the reason” and the rest (8.8%) say that it is because “they do not want permanent employment” or “other reasons”.

Of those who were “unable to find a permanent job” most now either have a contract for a specific job, or a verbal or seasonal contract. 64.8% of the temporary contract holders who have not found a better job are under the age of 34 and have not completed their primary school studies.

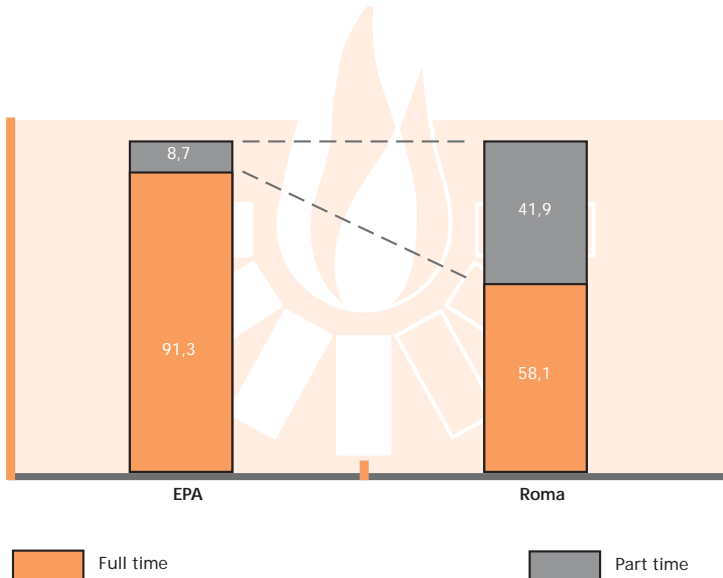


5.4. Type of working day and working hours of the employed

Among the “employed” Roma population, only 58% work “full time”. The rest (42%) work only part time, a few hours, half-days, etc.

This is a very relevant piece of information and confirms what we have been stating throughout this chapter: the fact that 4 out of every 10 jobholders does not have or does not work a standard schedule brings us once again to the conclusion that this population has a “peculiar” sort of employment and is not comparable with what is normally understood by employed population. This assertion is reinforced if we compare these data with those of the Spanish population as a whole.

Graph 5.4 Type of working day of the employed Spanish and Roma populations (%)



According to EPA statistics, 91.3% of Spanish workers work full time; 33.2 percentage points higher than the proportion of full-time Roma workers.



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This disproportion remains intact when we focus exclusively on the working day of unskilled workers. 8 out of 10 unskilled workers throughout Spain work full time while only 5 out of every 10 unskilled Roma workers can say the same.

The following reasons were given by part-time Roma workers to explain this labour situation:

Table 5.5 Reasons for part-time work (%)

Reasons	Roma	EPA
• The type of work (activity) does not require full-time employment	40,5	38,0
• Unable to find a full-time job	24,5	18,1
• Family obligations make it impossible (taking care of dependant family members)	13,2	9,8
• Taking part in training courses	6,6	5,5
• Does not want to work full time	4,4	9,0
• Illness	1,1	0,5
• Other	8,8	19,1
• Does not know	0,9	---
Total	100,0	100,0

The reasons are complementary in 65% of the cases: unable to find a full-time job and does not require full-time employment. These proportions do not differ significantly from the EPA results (18.1% in the first case and 38% in the second).

The vast majority of those who say “family obligations” keep them from working full time are women (93.8%) and the rest of the reasons feature low percentages and have little overall impact on the statistics.

The vast majority of part-time workers (87.6%) do not have a fixed permanent contract for the part-time work they do but rather have other types of contracts such as verbal or have no contract at all. Only 12.4% have a permanent contract.

Number of hours worked by jobholders

If a normal work week is considered 8-hour days from Monday to Friday (more common among the Spanish working population), on average Roma jobholders work fewer hours:

Average number of hours per week	33
Average number of hour per day	6.6

38.9% work fewer that 30 hours per week (less than 6 hours per day) and only a fifth (19.4%) work more than 40 hours. Full-time workers work an average of 40.7 hours per week but the rest work an average of 20 hours or less per week. (4 hours = part time). Remember that only 58% work full time while the rest work part time.

The following is a breakdown of Roma workers according to the number of weekly hours worked and gender:



Table 5.6 Hours worked by Roma jobholders according to gender (%)

Hours per week	Men	Women	Total
Less than 10	5,6	16,2	10,0
From 10 to 20	11,2	18,6	14,3
From 20 to 30	11,9	20,3	15,4
From 30 to 40	47,2	32,3	41,1
Over 40	24,1	12,6	19,1
Total	100,0	100,0	100,0
Average hours/week	36,1	28,4	33,1

The majority of the men work more than 30 hours per week (71.3%). Just the opposite is true in the case of working women; 55.1% work less than 30 hours per week.

Working more or fewer hours, age, place of residence and not even academic level can be considered as decisive variables but the relevant fact here is that a quarter of Roma workers (24.3%) work fewer than 4 hours per day on average and this is closely related to the type of job (collaboration in family economic activity), the type of contract, etc., and once again bears witness to the labour potential of the Roma community (together with the precariousness and underemployment characterising their labour activities).

What is the opinion of those who work such few hours? In general, **do Roma jobholders today want to work more hours or are they content with the situation as it stands?**

To begin with, **the majority do not want to work more hours than they are already working** (55.9%) while **44.1% would like a longer work day**. Thus we have two nearly equal halves naturally conditioned by the hours they work. The vast majority of those who work fewer than 30 hours would like to work more (90%).

Generally speaking, women and young people would like to work more hours than they are currently working.

There is a more important fact, however: 44.1% (\pm 126,260 Roma workers) would like to work more hours than they are currently working or, stated in another way, they consider themselves “semi-employed” or “underemployed”.

Table 5.7 What are the reasons that jobholders would like to work more hours according to gender?

	Men	Women	Total
• Because they want a different job	57,7	62,3	59,8
• Because they want an additional job	9,4	5,8	7,8
• They want more hours at their present job	17,9	20,0	18,8
• Any of the above options	15,0	11,9	13,6
Total	100,0	100,0	100,0

Note: 1.8% of the workers would like a reduction in their current work hours and would be willing to accept a proportional cut in salary.



5. Employed Roma Population

6 out of every 10 would like “a different job with more hours” and a significant percentage would like more hours at their present jobs. Data show that work today is scarce or very scarce for this sector of the working population.

A final issue related to this aspect is the number of hours that the interviewees would like to work.

As stated above, Roma jobholders work an average of 33 hours per week. On average, they would like to work more hours per week - 36.2 hours to be precise (3 more hours). The situation is as follows:

Table 5.8 Hours that jobholders are currently working and the number of hours they would like to work (%)

Hours	Currently working	Want to work	Difference
Less than 10	10,0	2,9	-7,1
Between 10 and 20	14,3	5,5	-8,8
Between 20 and 30	15,4	13,2	-2,2
Between 30 and 40	41,1	70,3	+29,2
Over 40	19,1	8,1	-11,0
Total	100,0	100,0	

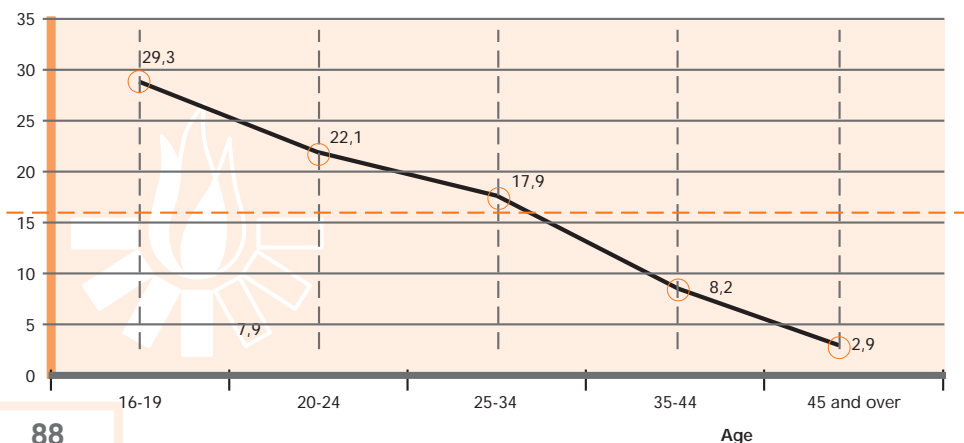
The differences are plain to see. 78.4% of all jobholders would like to work more than 30 hours per week but only 60.2% are currently in that position. 24.3% (nearly one fourth) work fewer than 20 hours per week and only 8.4% are content with that situation.

5.5. Studies and labour training

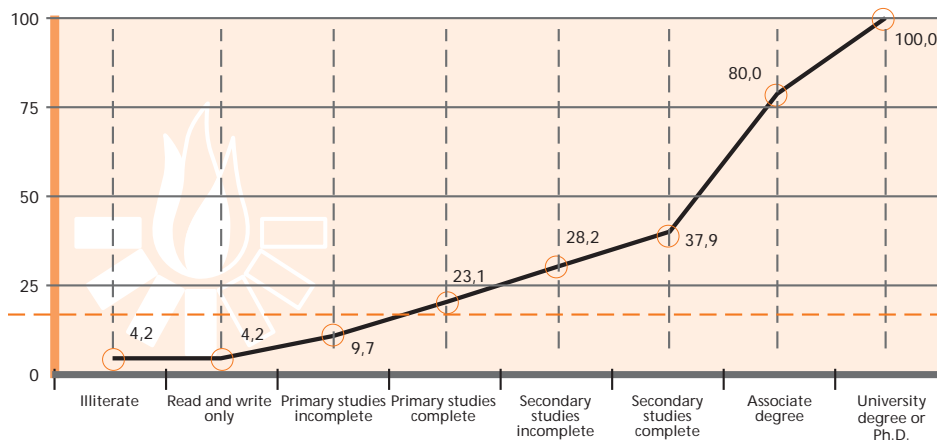
Only 15% of the “jobholders” or employed persons (approximately 42,500) “**have taken part in studies or some form of training over the last six months**”. This greater or lesser degree of training activity has to do with three main variables: gender, age and studies completed up to that moment.

In terms of gender, more women (17.6%) take courses or participate in training programmes than men (13.1%).

In terms of age, there is a greater tendency among young people and those with the highest academic qualifications show the greatest interest. The following graphs illustrate this very clearly.



Graph 5.6 Proportion of jobholders who have undertaken studies in the last six months by age bracket (average = 15)



These illustrative data show that one of the principal problems underlying the precarious labour situation of the Roma community is precisely their lack of labour market skills and the degree of competitiveness prevailing in our society. However, there is a glimmer of hope (albeit weak) in the case of women, youth and those with the highest levels of academic training who will end up being the most integrated into the labour market.

The following table takes a closer look at this small sector which participates in labour training or other sorts of courses:

Table 5.9 Type of studies undertaken by jobholders who participated in some sort of course over the last six months

	%
Vocational training	66,7
Standard scholastic studies	4,5
Scholastic vocational studies	9,1
University studies	9,1
Other	10,6
Total	100,0


The table shows that two thirds of the beneficiaries took part in **vocational training courses**. The vast majority (81.8%) of the students were under the age of 34 and 58.4% were men. Most of these courses are taken in the most populated cities.

The rest of the training activities (courses) are mainly scholastic vocational training, primary, secondary or university studies.

What sector or educational material do these courses focus on? Survey data indicated the following:

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Table 5.10 Types of material studied by Roma undertaking courses



	%	
Standard scholastic material	14,1	
Vocational training		
Construction	15,6	
Marketing	11,1	
Social action	9,6	
Health-care	7,4	55,5
Teaching	5,2	
Mechanics and electronics	4,4	
Gardening	2,2	
Other	30,4	
Total	100,0	

More than half study course material related with the trade they practice or would like to practice with a special accent on **construction, marketing and social action**.

By gender, male students (52.3% of the total) participate mainly in courses focusing on construction (90.5%), gardening (66.7%) and scholastic studies (61.1%). Women predominate in the rest of the courses.

Half of the students are Roma jobholders under the age of 24 and if we include the 25 to 34 age bracket we account for 84.5% of all students.

Most of these are **classroom courses** (63.8%) meaning that the students physically attend classes or employ a **mixed system** (classroom instruction and internship work in companies) accounting for 23.8%.

The rest do "internships in companies"	3,8%
Do "distance learning" courses	2,8%
Study "on their own"	0,8%
Or study in some other way	5,4%

Classroom courses are the predominant form of study for standard scholastic learning, health-care courses, teaching and social action and the mixed course system (classroom instruction and work at companies) is the modus operandi in almost all training related to trades.

In the view of the interviewees, the following are the main objectives of the instruction received via these courses:



Tabla 5.11. Principales objetivos de los cursos seguidos

	%	
Initial professional preparation	35,0	
To "foster employment"	16,1	
Ongoing Voc Training to:		
Upgrade knowledge	13,9	28,4
Prepare for a promotion	8,0	
Prepare for a change in activity	6,5	
Personal interest	11,7	
Other	8,8	
Total	100,0	


The number one motive or objective for taking these courses is "initial professional preparation" (especially among young people) and ongoing vocational training courses to upgrade knowledge.



6

The unemployed Roma population

6. The unemployed Roma population



As was mentioned earlier on, to initiate the discussion two facts should be established regarding unemployment among Spanish Roma. First of all, and bearing in mind the INE's (National Employment Institute) current criteria, of the approximately 475,000 Roma age 16 and over, 9.6% are unemployed and this translates into 45,600 unemployed Roma in Spain. Thus, the unemployment rate of the entire Roma population is 13.8%, almost 3.5 points higher than the rate of the Spanish population as a whole. However, if we consider the perception that the Roma people have of their own members, the unemployment rate rises to 21.4% meaning that approximately 65,500 Spanish Roma would be out of work.

At this point, and based on these figures, four considerations need to be made when referring to unemployment among the Roma population.

- First of all, and in contrast with widespread belief, unemployment among the Roma population is only slightly higher than that of the rest of the population if EPA criteria are applied, and is much lower than that of other social groups in Spain and, at the same time, the potential of Roma with regard to their incorporation into the labour market and a standard job post should be borne in mind.
- Second of all, this fact is even more noteworthy considering that the Roma are still operating from a position of disadvantage which, if applied to other social groups, would logically account for a much higher unemployment rate. This disadvantage manifests itself in the form of a much lower academic level vis-à-vis the rest of the population (71.2% of the Roma population are completely or functionally illiterate while this figure stands at 15.3% in the case of the non-Roma population⁶).
- Thirdly, the high activity rate (close to 70% of Roma age 16 and above) and the low unemployment rate are the result of the enormous effort made by the Roma people to advance and work no matter what overcoming huge obstacles and impediments which, we insist, would spell true labour exclusion and dependence in the case of other social groups.
- Having said this, however, neither the INE criteria nor the activity and unemployment rates show the enormous qualitative difference between the characteristics of the jobs taken by a large percentage of the Roma population and the labour characteristics of the rest of the Spanish population as was pointed out in the preceding chapter. These differences are apparent in “social standardisation”, legal regularity, social coverage, stability of family income... In other words, the Roma people are survivors and make a greater effort to work than other groups but on a still very uneven playing field vis-à-vis the rest of the Spanish population.

This consideration now leads us to take a look at the characteristics of the unemployed Roma population, dividing the content into four sections: Free time vs. “busy” time; situation one year ago; the need for training; and the subjective perception of the cause of unemployment.

6.1. Characteristics of the unemployed Roma population

First of all, the Autonomous Communities where the highest number of unemployed Roma reside are, in this order, Andalusia, Castilla-La Mancha, Valencia, Catalonia and Castilla y León. This will serve as an orientation in terms of geographical priorities in this field. The following table presents the complete breakdown:

⁶ 2001 census data. See chapter 2 of this report.

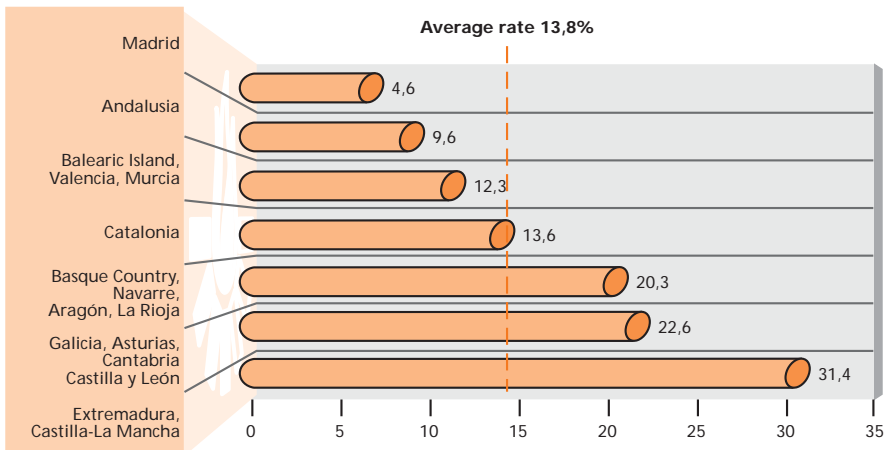


Table 6.1 Breakdown of unemployed Roma and EPA by Autonomous Community (%)

Autonomous Community	Roma	EPA
Andalusia	27,1	26,5
Castilla-La Mancha	16	4,1
Valencia	10,9	11
Catalonia	10,1	15,8
Castilla y León	8,4	5,6
La Rioja	5,7	0,3
Madrid	5,1	9,9
Murcia	3,3	3
Extremadura	2,8	3,9
Asturias	2,8	2,2
Navarre	1,6	0,7
Balearic Island	1,6	1,9
Galicia	1,4	7,7
Aragón	1,4	1,6
Basque Country	1,3	4,6
Cantabria	0,4	1,4
Total	100	100

However, this does not give us an idea of unemployment rates – and thus the proportion of unemployed persons vis-à-vis the active population – in each Autonomous Community. According to our grouping of Communities, the three areas where we find the highest unemployment rates are, in this order, Extremadura-Castilla la Mancha (31%); northwest Spain (22.6%); and the Basque Country, Navarre and Aragon (20.3%). We would also point out that Andalusia, the Mediterranean coast and Madrid are the areas with the lowest unemployment rates although they are home to a larger gross number of unemployed persons.

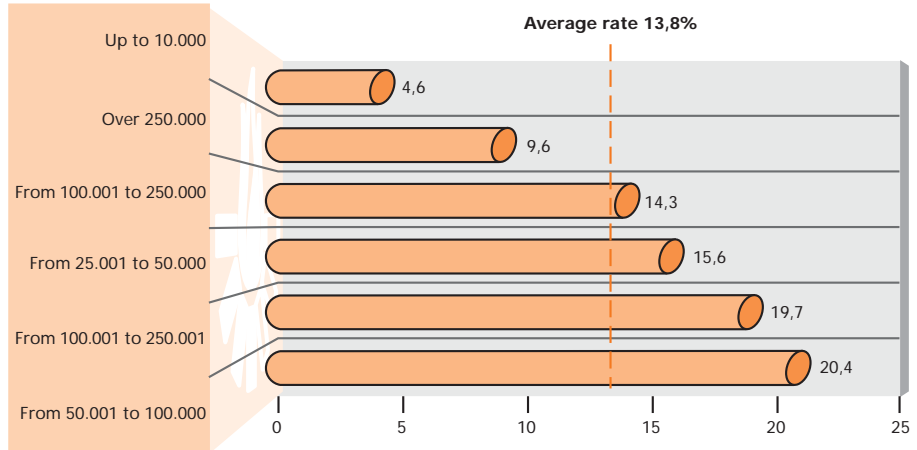
Graph 6.1 Unemployment rates by geographical zone (%)



6. The unemployed Roma population

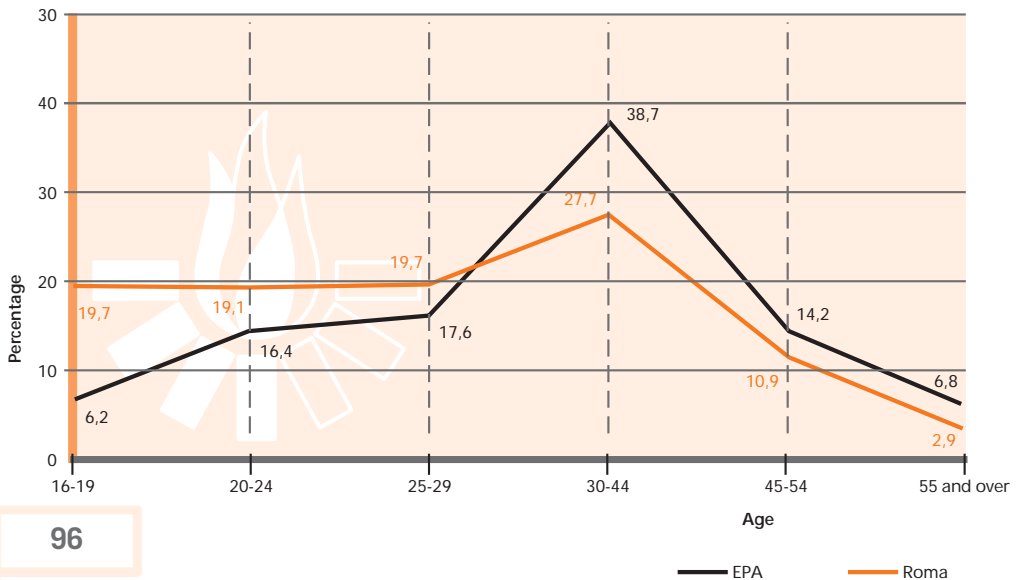
In terms of the size of the municipality where unemployed Roma reside, we would say that they are found mostly in larger cities of over 50,000 inhabitants and in towns of between 10,001 and 25,000 inhabitants, although unemployment rates are higher in semi-urban environments (between 10,000 and 100,000 inhabitants) than they are in urban settings of over 100,000 inhabitants. In any case, the rate is especially low in the most rural areas.

Graph 6.2 Unemployment rates according to the size of the municipality of residence (%)



As for gender, unemployed Roma are divided rather equally (49.5% Men and 50.5% women) although there are differences between Autonomous Communities. It can thus be said that unemployment is mainly masculine (we are not comparing male/female unemployment rates but rather the gender makeup of unemployment) in Andalusia, Galicia, Asturias, Cantabria and Castilla y León. In contrast, it is mainly feminine in Madrid, Basque Country, Navarre and Aragon, Cata-lonia and Balearic Islands, Valencia and Murcia. And is divided evenly in Extremadura and Castilla-La Mancha.

Graph 6.3 Breakdown of Roma and non-Roma unemployed persons by age groups (%)



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As for age, Roma unemployment tends to focus on the young: 38.8% of unemployed Roma are under the age of 25 and 70.9% are under 34. A comparison of these data with those of the EPA shows that the unemployment rate among the non-Roma population under the age of 25 stands at 22.6% (16.2 percentage points less). This is another indication of the early incorporation of the Roma population into the labour market.



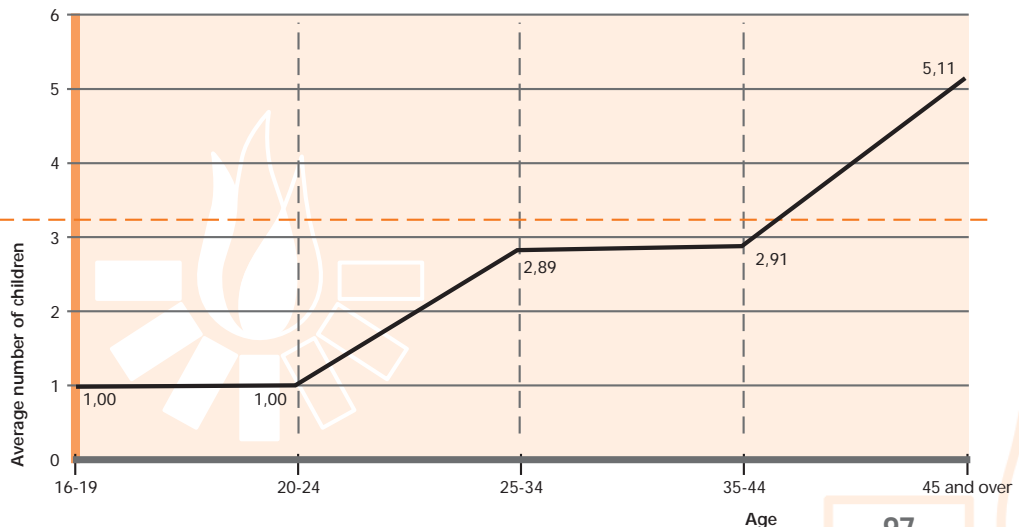
A geographical breakdown of unemployment among youth (under age 25) shows rates of 57.2% in Madrid and 53.6% in Extremadura/Castilla-La Mancha. If we broaden the range up to age 34, the Community of Madrid accounts for 85.8% of the unemployed Roma in this age bracket.

Moreover, this “young” unemployment (up to age 34) is higher among women (76.4% of unemployed Roma women are under age 35) than among men (66.2% of unemployed Roma men are under age 35).

As is well known, the problem with this sort of unemployment is that it precludes the possibility and expectation of what could be considered a “standard” income and level of activity. This is even more true if we consider that nearly 60% of unemployed persons are married (55.2%) or are in a stable relationship (4.6%) compared with 45.3% of the rest of the Spanish population according to EPA figures and this percentage coincides perfectly with that of unemployed Roma with children. This means that they are in need of a stable source of income to live and support their families. The proportion of unemployed Roma with children increases from the average 60% to 71.4% and 71.8% respectively in the Basque Country-Navarre-Aragon and in Andalusia.

It is also important to take stock of the number of unemployed persons with family responsibilities and the number of dependent children they have because this will give us an indication of the seriousness of the situation. Nearly **6 out of every 10 unemployed persons have at least one child** and of this group, 54.6% have between 2 and 3 children, the average being 3.14. However, in light of the cultural characteristics and age of this part of the population, the question could be raised of whether the number of children appearing here is stable or whether, in contrast, the number is tending to increase over time irregardless of the unemployment situation of their parents. This gradual increase in the number of children as age increases is borne out by the data appearing in the following graph.

Graph 6.4 Average number of children under the responsibility of unemployed Roma according to age groups (overall average = 3.14)



6. The unemployed Roma population

Andalusia, Extremadura/Castilla-La Mancha and northwest Spain are the areas that stand out in respect of the number of children under the responsibility of unemployed Roma.

Low academic level is a constant irregardless of the Roma group analysed. **Of the unemployed, 72.1% are either completely (6.4%) or functionally (65.7%) illiterate.** Naturally, these data differ from unemployment figures collected by the EPA. Among the non-Roma population, only 4.9% are either completely or functionally illiterate.

These situations clearly vary depending upon geographical area. Thus, the number of completely illiterate persons reaches 14.3% in the Community of Madrid, closely followed by Extremadura/Castilla-La Mancha and northwest Spain with rates of 11.1% and 10.5% respectively. As for global figures, Basque Country-Navarre-Aragon is the area where the academic level of the unemployed Roma population is the lowest with an 84% illiteracy rate (complete and functional).

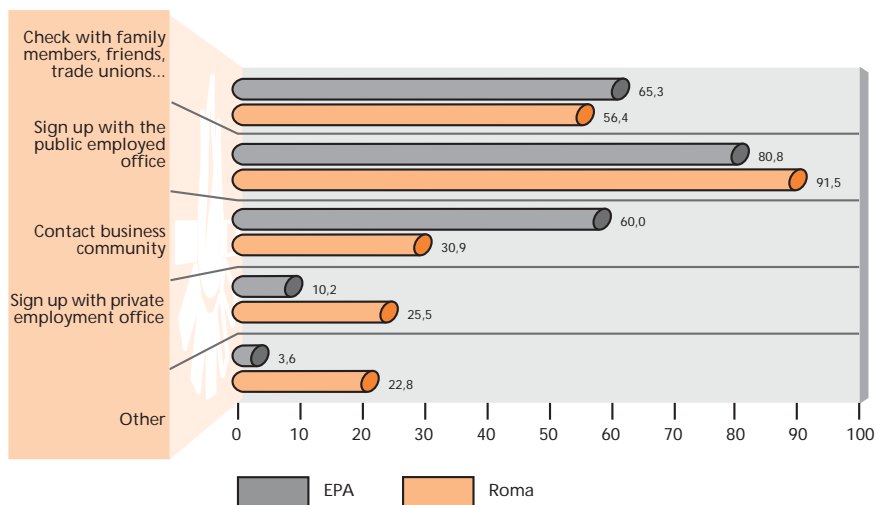
In general terms, the academic level is lower in towns of up to 10,000 inhabitants and tends to rise in proportion with the size of the cities and towns where they reside. Even so, the complete or functional illiteracy rate reaches the 82.3% level in cities of between 25,001 and 50,000 inhabitants.

Naturally, the complete and functional illiteracy rate rises with age going from 48.2% in the case of the under 20 population and reaching 95.2% among unemployed Roma age 45 and over.

6.2. Employment search techniques

This was an interesting part of our research. According to EPA criteria, one must be actively seeking employment in order to be considered unemployed. The following graph illustrates the search techniques used by unemployed Roma.

Graph 6.5 Employment search techniques used by the unemployed Roma population compared with EPA data (%)



The sum of the percentages expressed in the graph exceeds 100 because each unemployed person may have used more than one employment search technique. In the case of unemployed Roma, each one used on average 2.2 different techniques.

The **main employment search technique** was that of **signing up with a public employment office**. 9 out of every 10 made use of this method and 45% of these did not limit themselves to simply going through the motions of registering but also maintained contact with the office over the four weeks prior to the interview.

The next most frequent employment search technique was consultation with family members, friends and other institutions or social agents (trade unions, associations, etc.) and was used by 56.4% of the unemployed Roma. A somewhat lower but still significant proportion made direct contact with entrepreneurs (30.9%) or signed up with a private employment agency (25.5%).

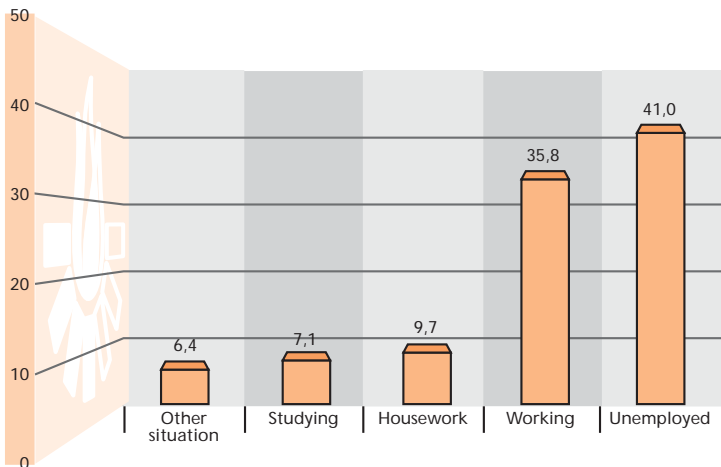
Thus, the most significant differences in employment search techniques with respect to the rest of the Spanish population are as follows:

- The overall Spanish population turns more frequently family, friends, trade unions, etc. than the Roma population.
- The overall Spanish population makes more generalised use of public employment offices.
- The same holds true for direct contact with entrepreneurs with twice the number of the overall Spanish population using this method.
- In contrast, unemployed Roma sign up more frequently with private employment offices.
- And finally, the Roma population turns much more frequently (more than ten times more frequently than the rest of the Spanish population) to other employment search techniques.


6.3. Employment status one year ago

It is very important to observe how an important percentage of unemployed Roma (41%) were in the same situation one year ago while approximately a third (35.8%) had a job. To a much lesser extent they did housework (9.7%) were studying or receiving training of some sort (7.1%) or were in the “other situations” category (6.4%).

Graph 6.6 Employment status of currently unemployed persons one year ago



6. The unemployed Roma population



We have already seen how the complete and functional illiteracy rates are still very high among the unemployed Roma population. That being as it is, we would point out in this section the difference in academic level between those who were working one year ago and those who were unemployed. The complete/functional illiteracy rate among those who were working was 66% while that rate was 84.5% in the case of those who were unemployed one year ago.

There are also gender differences between those employed and unemployed one year ago: the majority of those working one year ago were men (66%) while those who were unemployed were mostly women (57%). The above figures seem to denote a **direct relationship between long-term unemployment and a low or null academic level**.

As for city size, those who were working one year ago were concentrated in urban centres (over 250,000 inhabitants), i.e. provincial capital cities or industrial cities. Nevertheless, unemployment is also especially prevalent in large towns (between 50,001 and 250,000 inhabitants).

In the case of the unemployed Roma who were working one year ago (36%), we posed two further questions: what was the activity of the establishment where they worked and what was their labour situation one year ago.

The principal activities of those who were working one year ago were:

- ✓ Construction
- ✓ Agricultural activities
- ✓ Hotel and restaurant work
- ✓ Mobile trading and
- ✓ Commercial activities

These activities are rank ordered according to the number of times they were mentioned (from most to fewest). The area of construction alone accounted for a fifth of the responses.

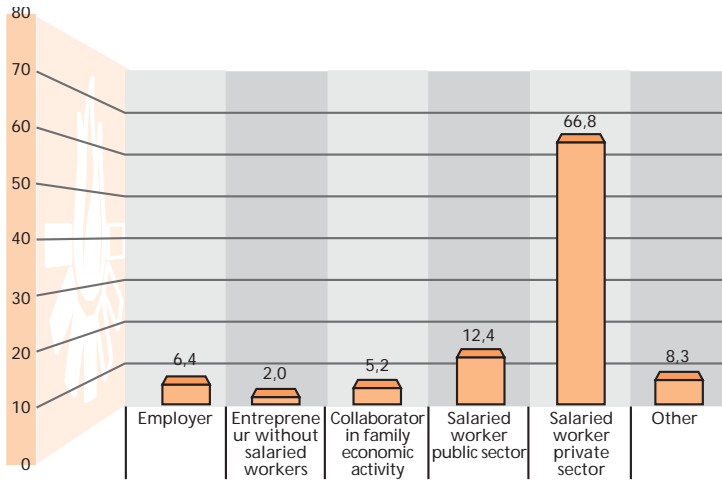
The rest of the activities, dispersed and not very representative, were related to housing services (heavy industry and metallurgical construction, bricklayer assistant, air conditioning installer, security, etc.); commercial activity and hotel and restaurant work (shop assistants, trade, decoration, etc.); sales and deliveries (sale of animal feed, furniture delivery, general delivery, store unloading, etc.); cleaning services (hotel cleaning, street cleaners, domestic cleaning, etc.); and craft activities (gardeners, dress-making, varnishing, etc.).

Regarding the professional situation one year ago (Graph 6.7), 66.8% worked in the private sector as salaried workers. Only 12% were salaried workers in the public sector and the rest of the situations were not representative.

The situation changes, however, if we look at differences according to academic levels. In this regard, 80% of those who were salaried workers in the public sector are completely or functionally illiterate while the illiteracy rate among those who were working in the private sector was under 64%. We would also point out that the majority of those working one year ago who are completely illiterate worked as collaborators in family economic activities while the majority of the functionally illiterate were salaried workers in the private sector.



Gráfico 6.7. Situación profesional de los que hace un año estaban trabajando (%)



We would also point out that of those who were working as salaried workers in the public sector, the majority are 45 and over while 60.6% of those who were working in the private sector were between 20 and 34 years of age. Important gender differences can also be observed between the two situations: those who one year ago were entrepreneurs, with or without salaried workers, are mostly men, the same being true of those who were salaried workers in the private sector while most of those who collaborated in activities were women. There was an even gender split regarding those who worked in the public sector.

As for geographical environment, the professional situations of Roma who were working one year ago breaks down as follows: entrepreneurs with salaried workers, those who collaborated in family activities and those who worked in the private sector mostly live in large or very large cities (over 50,000 inhabitants) while entrepreneurs without salaried workers and those who worked in the public sector tended to concentrate in smaller municipalities (between 10,001 and 25,000 inhabitants).

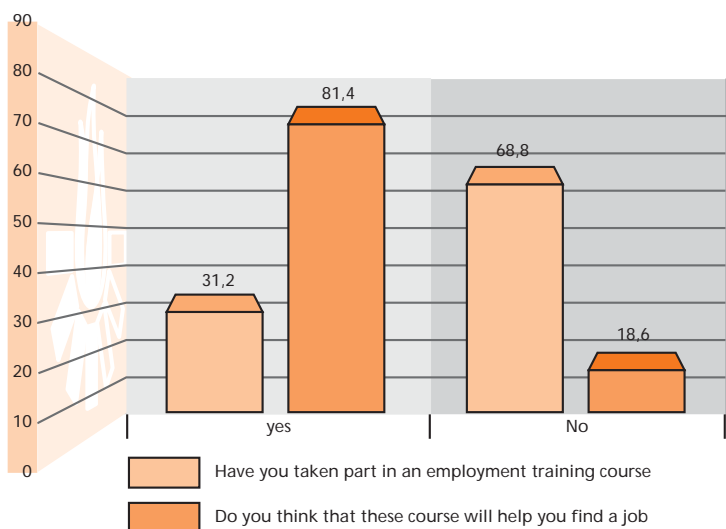
6.4. Subjective perception of the usefulness of training

This section revolves around two issues: whether or not a training course was taken focusing on an activity or occupation; and whether the interviewee felt that participation in a training course would help him/her find a job.



6. The unemployed Roma population

Gráfico 6.8. Percepción de la utilidad de la formación de cara a encontrar algún trabajo (%)



As we can see, only 31% of unemployed Roma have taken part in a training course focusing on an activity or occupation. All things considered, this proportion is more than acceptable given that just over 11% of the non-Roma unemployed (EPA) have taken courses for the purpose of increasing their chances of finding a job. In contrast, 81.4% of unemployed Roma believe that taking part in these courses will help them find employment. Moreover, of the nearly one third who have taken some course, 86% state that the training helped them to find a job.

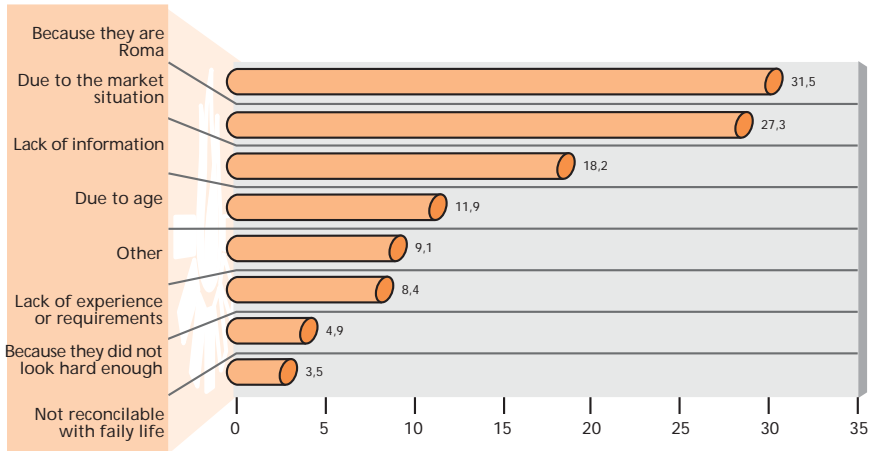
Among those who have taken courses to increase their employability, the complete/functional illiteracy rate declines to 56.9% (compared with 80% in the case of those who have not taken part in any course), they are mostly single and there are slightly more women (53.3%) than men (46.7%). The majority of those taking these courses live in municipalities of over 250,000 inhabitants. And finally, in terms of geographical locations, the highest proportion of unemployed Roma who have taken some sort of employability enhancing course are from Madrid (57.1%), Extremadura-Castilla-La Mancha, and northwest Spain where the highest proportion of unemployed Roma reside.

Generally speaking, perception of the usefulness of these courses (whether they believe that they help in finding employment or not) varies according to age: belief is higher among the young than the old and among women more than men. Also, belief in the usefulness of these courses in finding employment is greater in municipalities of 100,000 or more inhabitants.

6.5. Subjective perception of the cause of unemployment

The following graph represents the most important responses to the question of what the interviewees thought were the reasons for their unemployment.

Graph 6.9 Their perception of why they cannot find work and are unemployed



31% of the Roma population believe that they are unemployed because “they are Roma”, i.e. due to mistrust, prejudice, racism, etc.; 27% attribute their situation to the situation of the labour market (no work, only temporary work is available, unemployment is high); 18% of the unemployed Roma believe that it is due to a lack of training. These are the three main reasons given by the interviewees.

To a lesser degree they also attributed their situation to their age, i.e. either too old or too young (12%); to lack of experience or for not meeting the requirements for certain job posts – basically a driving license (8%); to not having searched hard enough (5%); and to the incompatibility between work and family responsibilities or lack of time (3.5%).

In the “other causes” category we have those who do not know (3%); those who attribute their situation to bad luck (2%); to being a woman – on top of labour market access conditions for women in general (1%); or to competition (and the downward pressure on salaries) from immigrants for certain job posts (1%).

The rest of the reasons given are individual and their relative weight is below 0.7% of the unemployed Roma. The following are some of the reasons expressed: for being handicapped or having a disability; for living in a certain neighbourhood; “because I’m fat”; for just having finished training; because they “don’t want to give me a chance”; because of their “current situation” without further specification; due to being in prison; because expectations do not coincide with job offers; due to lack of assistance in becoming self-employed; because no offers were attractive enough to renounce government assistance; and because it is difficult to find “something related to the field of entertainment”.

6.6. “Free time” – “busy time”

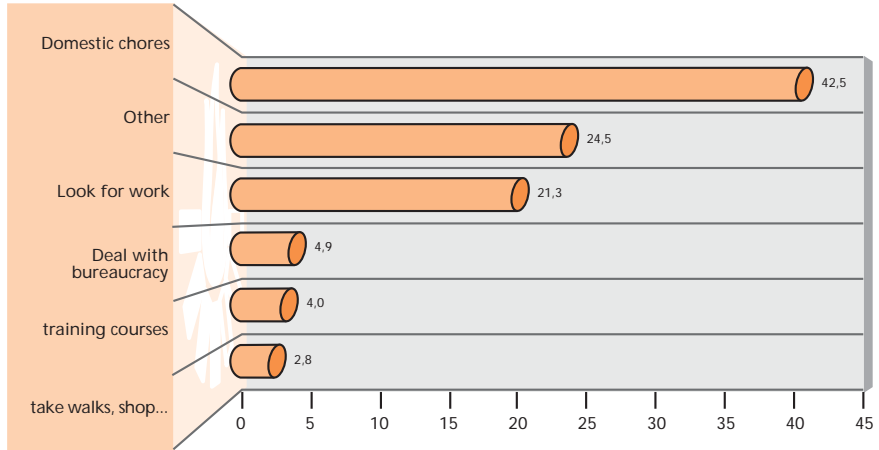
Two questions were posed to unemployed persons to find out what they did in their “busy time”.

We first asked the interviewees how many hours of “free time” they had had the previous day. We must bear in mind that, given that we are talking about unemployed persons, the very concept of “free time” (as well as “busy time”) has specific connotations and characteristics which do not coincide with those of the rest of the population, i.e. those who are not unemployed.

6. The unemployed Roma population

The average amount of “free time” was 7.31 hours and the two major responses were, in this order, 6 and 5 hours of “free” time. As we can observe, this “free time” is equivalent to nearly a full working day and the issue becomes one of finding out how that time is used. Thus, what did these people do the rest of the time?

Graph 6.10 How was “busy time” used (%)



The majority of unemployed Roma stated that they took care of “domestic chores” (cleaning, taking care of family members, etc.) and naturally 7 out of every 10 who gave this response were women. Considerably fewer, a fourth and a fifth of the unemployed Roma population, declared respectively that they did “other things” and “looked for work”. A small number said they took care of “bureaucratic red tape”, took part in “training courses” or “took walks, went shopping” etc. Surprisingly, the few who claimed that they were taking part in a course were women.



7

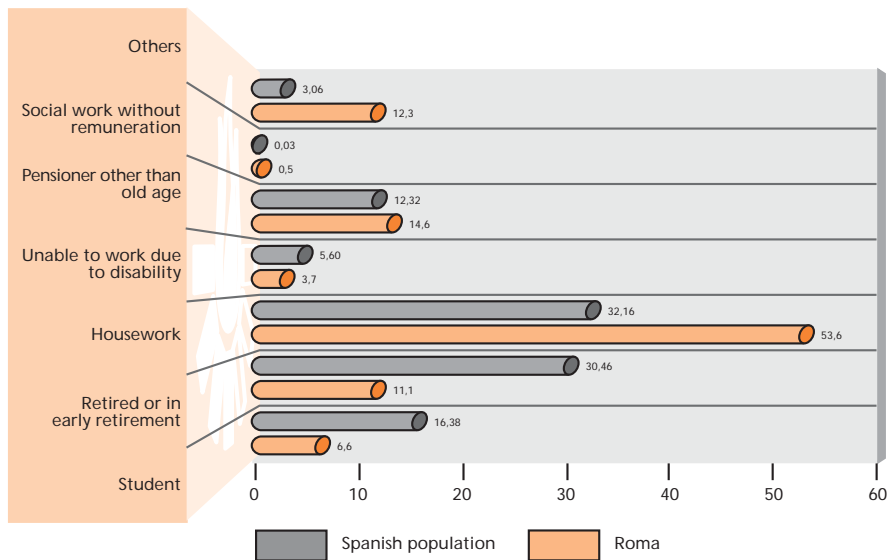
Inactive Roma population

7. Inactive Roma population

Just as in earlier chapters in the analysis of other aspects, here again we can establish two facts regarding the inactivity of Spanish Roma. First of all, and bearing in mind the INE's current criteria, of the approximately 475,000 Roma age 16 and over, **30.7% are classified as "inactive"** which translates into **146,000 inactive Roma** throughout Spain. However, if we consider the perception that the Roma people have of their own members, the inactivity rate would rise to 35.5% of the population age 16 and over and this would mean over 168,000 inactive Roma in Spain.

However, we should first take a look at the differences between the situations of inactivity between the Roma population and the rest of the country's inactive population.

Graph 7.1 Comparison of Roma inactivity with that of the rest of the inactive Spanish population (%)



Important differences can be found in terms of the makeup of the Roma and non-Roma inactive populations. Among the Roma we find a higher proportion of housewives and beneficiaries of minimum income and diverse support schemes other than old age pensioners or early retirees while among the inactive members of the Spanish population there is a comparatively larger proportion of students, old age pensioners and early retirees.

What is obviously behind these figures is the peculiar demographic structure of the Roma population: a very low average age which is naturally associated with a very low proportion of elderly members. This fact, considered jointly with the extremely low number of students over the age of 15, is behind the data set out in the preceding graph.

From the start we should highlight something that was already alluded to in the introduction of this report. The concept of "economic inactivity" used by the INE and other official institutions is, at the very least, debatable given that it "conceals" (does not register or recognise as "economic activity"), for example, the work done by housewives which is the largest group of "inactive persons" among both the Roma and non-Roma populations. Moreover, there is an extensive bibliographical base which insists

ROMA POPULATION AND EMPLOYMENT

that this criterion actually conceals a significant percentage of the nation's GDP and should be addressed as “submerged economic activity” rather than “inactivity”.

We would also highlight the fact that, despite the above consideration, the Roma inactivity rate (30.7%) is substantially below that of the non-Roma population which stands at 43.9%. This means that inactive Roma, in line with INE criteria, are 13 percentage points below the inactivity rate of the rest of the Spanish population.

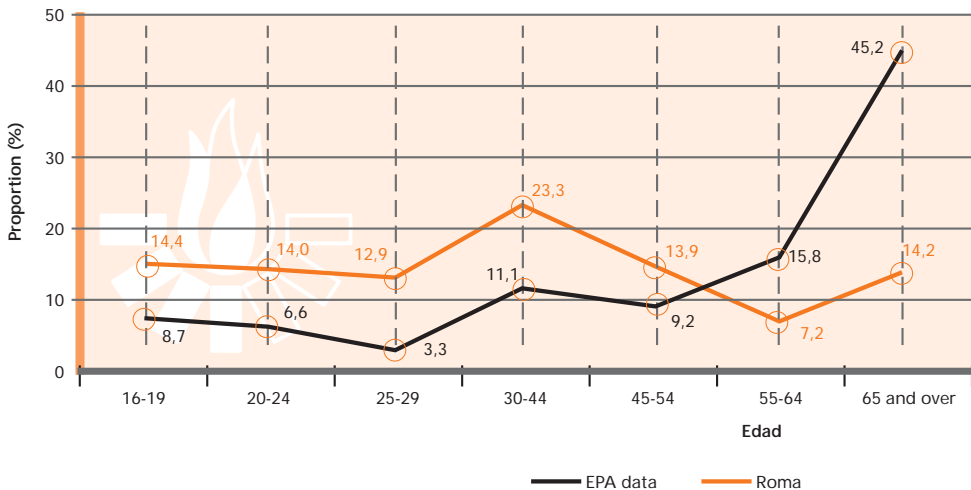
In any case, and given that inactive Roma are mostly those who take responsibility for household chores, it should come as no surprise that 70.1% of inactive Roma are women while 64.3% of the non-Roma inactive population are women.

All things considered, the most significant data are reflected in graph 7.2 which is a comparison between the data showing inactive persons according to the EPA and those of our survey of the Roma population.

In all of the age brackets up to age 54, there are a relatively greater number of inactive Roma than those reflected by the EPA for the rest of the Spanish population. Especially noteworthy is the fact that the proportion of inactive Roma below 25 years of age (28.4%) is 13 points above the same figure for the rest of the inactive Spanish population and of that proportion, only 21.4% are students compared with a 90% student rate among the rest of the inactive Spanish population under the age of 25. In our case we are referring mostly to young women dedicating their time to household chores.

On the other end of the spectrum, however, we find that the inactive Spanish population is far greater among those age 54 and over: 6 out of every 10 are in that age bracket. In that same age group we find only 21.4% of the inactive Roma. In both groups the prevalence of “retirees” and “household chores” is very similar; accounting for approximately 50% and 25% respectively.

Graph 7.2 Breakdown of the inactive Roma and non-Roma populations according to age groups (%)



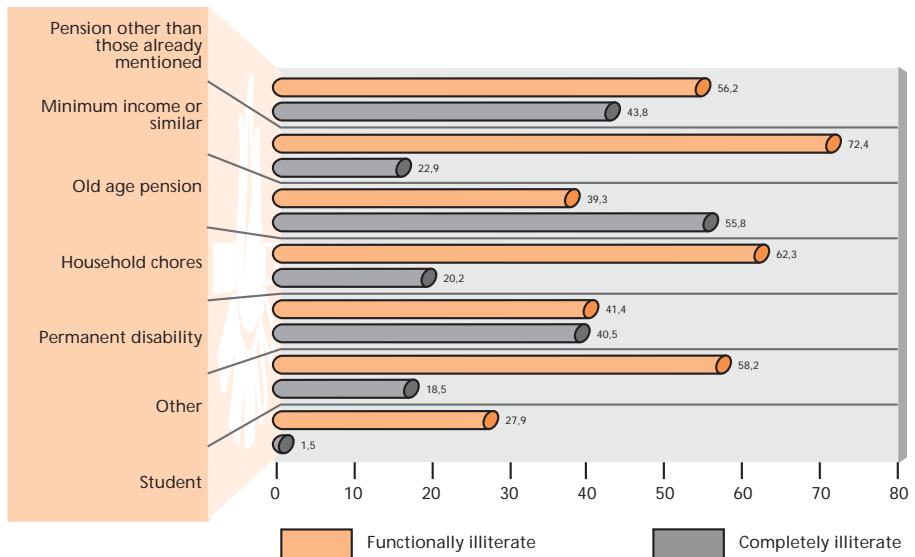
7. Inactive Roma population

The most numerous group of inactive Roma is in the 30-44 age bracket and nearly three fourths of these are women and naturally the majority work as housewives.

71.6% of inactive persons have children under their charge. 84.1% of the students, 69.2% of old age pensioners and 100% of those who do social work without remuneration have four or more children. In contrast, 82% of those taking responsibility for household chores, 89.4% of those suffering permanent disability, 72.8% of the beneficiaries of minimum income or similar assistance and 73.6% of pension recipients other than minimum salary and old age, have between one and four children.

With regard to state of health, the inactive have much poorer health than the rest of the Roma population and of course than the rest of the Spanish population as well. Thus, 44.4% of old age pensioners; 7.8% of those taking charge of household chores; 61.3% of the permanently disabled; 20.1% of recipients of minimum income or similar assistance; and 44.7% of pension recipients other than those already mentioned, suffer from poor or very poor health (ill or very ill).

Graph 7.3 Complete/functional illiteracy rate for each one of the inactivity categories (%)



Complete and functional illiteracy rates among the inactive Roma are also very significant to such a degree that 100% of those who receive a pension other than a retirement or minimum income pension are completely or functionally illiterate. The same is true of 95.3% of the beneficiaries of minimum income assistance or similar schemes; 95.1% of those receiving a retirement pension; 82.5% of those who take responsibility for household chores; 81.9% of the permanently disabled; 76.7% of inactive persons in other situations; and is even true of nearly 30% of students age 16 and over.

If we compare these values with those of the rest of the inactive Spanish population we find that 5.9% of this latter group is completely illiterate while **25% of the inactive Roma fall into this category.**

As might be expected, **70% of all "inactive" Roma are women.** They are the ones who, in 98.6% of the cases, take charge of household chores and in 77.4% of the cases do non-remunerated social work.

Men, on the other hand, are the ones who receive retirement pensions, those who suffer permanent disabilities and those who are found in “other situations”.

In terms of place of residence, 48.2% of the inactive Roma live in cities with over 100,000 inhabitants, especially students (61.2%) and recipients of minimum income or similar assistance (57.0%).

Turning to Autonomous Communities, the first thing we would point out is that in all parts of Spain, housewives account for the major proportion of “inactive” persons, i.e. those who take responsibility for household chores and their proportion of the total number of inactive persons is highest in Catalonia (64.5%), Extremadura and Castilla-La Mancha (58.6%) and Madrid (57.9%). The proportion of students is highest in the Basque Country, Navarre, Aragon and La Rioja (9.1% of the total number of inactive persons in each Community or group), in Madrid (8.8%) and in Andalusia (7.7%).

The proportion of retirement pension recipients is highest in the Balearic Islands, Valencia and Murcia (14.5%) and in Madrid (14.0%). The permanently disabled are most prevalent in the Balearic Islands, Valencia and Murcia (8.1%) and in Extremadura and Castilla-La Mancha (6.9%). Recipients of minimum income or similar assistance are most prevalent in the Basque Country, Navarre, Aragon and La Rioja (14.7%) and in Catalonia (12.9%). Recipients of pensions other than those above are most numerous in Andalusia (14.4%). And lastly, those engaging in non-remunerated social work are mostly concentrated in Extremadura and Castilla-La Mancha (2.8%) and in the Basque Country, Navarre, Aragon and La Rioja (2.4%).





8

Do the Roma people feel discriminated against?

8. Do the Roma people feel discriminated against?

A final question was included at the end of the survey so that we could gain some insight into the subjective perception of the interviewees as regards possible discrimination on the job or at school. The question was posed as follows: "Have you ever felt discriminated against for being Roma when seeking work, at work or at the centre where you are/were studying?" The question allows for multiple answers given that an interviewee may have identified with more than one of the above circumstances.

The results obtained were interesting and are set out in the following table:

Table 8.1 Have you ever felt discriminated against in any of the following circumstances?

	N	% of responses	Cases	
No, never	819	45,0	54,6	
Yes, when seeking employment	535	29,4	35,6	45,4
Yes, at the workplace	287	15,7	19,1	
Yes, where I study/studied	180	9,9	12,0	
Total responses	1.821	100,0	121,3	

Nearly half of the interviewees (45.4%) at some point felt discriminated against either while seeking employment, at the workplace or at their place of study. Of these, practically 8 out of 10 felt marginalised while looking for work. These proportions indicate that approximately 215,000 Roma have suffered marginalisation in one of the aforementioned circumstances.

The total reflected in the preceding table shows the figure 1,821 given that the 681 interviewees who claimed that they felt discriminated against gave an average of 1.47 responses to the question. In other words, 17% of those asked said that they felt marginalised in at least two of the circumstances posed in the question and nearly 5% felt marginalised in at least three.

By far, it is in the search for employment where Roma feel most severely marginalised and this becomes clear upon analysing this aspect in relation with other variables of analysis. The following table indicates the greater or lesser incidence of marginalisation depending upon different situations:

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Table 8.2 Proportion of the population that felt marginalised according to different personal situations

		Never	Work(1)	Studies(2)
Gender	Men	51,5	60,2	12,9
	Women	57,9	49,5	11,2
Residence	25-50 thous inhab.	45,8	73,5	19,0
	Less than 10 thous inhab.	69,1	39,4	10,8
Age	From 16 to 19	62,4	35,9	19,1
	From 25 to 34	46,8	63,9	13,5
Studies	Illiterate	62,8	50,5	3,8
	No studies	49,5	59,8	12,9
	Primary or further	61,3	46,3	14,1
Occup. Sit.	Employed	53,3	57,1	12,7
	Unemployed	36,2	83,2	15,2
	Inactive	62,8	41,4	9,8
Recent search	Have looked for work in the last four weeks	38,7	77,8	15,0
Qualification	Unskilled labourer	49,2	62,7	12,1
	Skilled labourer	62,7	46,1	13,8
Average Roma		54,6	45,1	12,0

(1): Proportion of Roma who suffered marginalisation when seeking employment or at the workplace

(2): Proportion of Roma who suffered marginalisation where they study or studied

By far, those who felt most marginalised were those who are currently unemployed and, of course, when looking for work. A surprising **83% of those out of work felt discriminated against** – the majority (three quarters) when looking for a job.

This figure is further bolstered by others: men between the ages of 25 and 34 (age bracket encompassing the highest proportion of unemployed persons) feel or have felt more marginalised; those who were looking for work during the previous month (given that we are talking about recent sufferers of discrimination); as well as unskilled labourers.

In addition to the above, those residing in medium-sized cities of between 25 and 50 thousand inhabitants have also felt a greater degree of discrimination along with those with a low academic level and the functionally illiterate.





9

Summary and conclusions

9. Summary and conclusions

To conclude, we would like to highlight certain aspects of the survey applied to the Spanish Roma population age 16 and above which we consider to be of fundamental importance.

With a view to facilitating comprehension, we will follow the same structure used throughout this report, commencing our summary with the basic data defining the target population (gender, age, academic level, etc.) because it is our view that familiarity with these parameters is essential in gaining an understanding of the rest of the aspects studied. We will then take a look at the most relevant figures regarding Roma employment and occupational situations.

Characteristics of the population

The Spanish Roma population age 16 and over accounts for 69.9% of the total Roma population which, in absolute terms, comes out to approximately 475,000. The following aspects provide a general characterisation of this group from a socio-demographic point of view:

- Men (344,000) outnumber women (336,000) by a small margin.
- There are two specific characteristics or aspects which especially differentiate the Roma population from the rest of the Spanish population, especially within the context of employment and occupation: age structure and level of academic studies.
- As concerns the former, we would stress that: nearly half of the Roma population over the age of 15 is under 30 which means that the mean age of this group is 34.8. In contrast, one third of the overall Spanish population is age 55 and over and the mean age is 45.4.
- Among the Roma population the proportion of women is higher at younger ages but men outnumber women as they get older. The situation is the exact opposite among the rest of the Spanish population.
- The academic level of the Roma population has a profound effect on all aspects of employment and occupation as we have seen throughout this entire report and is one of the most relevant factors giving rise to the present situation.
- Just over 7 out of every 10 Roma over the age of 15 is completely or functionally illiterate. In absolute terms we are talking about approximately 340,000 Roma and of these, close to a fifth are completely illiterate.
- There are 4.6 times more absolute and functional illiterate from among the Roma population compared with the rest of the Spanish population according to the INE 2001 census, and if we consider only the completely illiterate we see that the proportion is even greater, the Roma population having 5.2 times more cases than the Spanish population at large.
- The low academic level in general and the illiteracy rate in particular are very closely related and are even more prevalent in the case of women, the elderly and, therefore, among those with the worst health and likewise among those residing in small towns with relatively fewer inhabitants.
- In addition to being younger, Roma marry at an earlier age than the general Spanish population: there are 3.6% more single people among the overall Spanish population than among the Roma.
- Our survey confirms the traditional notion that Roma families have more children than the rest of the population. Two thirds of the Roma population over the age of 15 affirm that they have at least one child (approximately 313,000) and have an average of 3.18 children which is 1.24 per-

centage points higher than the figure purported by the 2001 Census for Spanish families with children.

- Having children is very closely related to two variables which, in turn, are closely intertwined and have a significant influence on employment: age and academic level. Higher age implies a lower academic level and both of these factors imply a higher number of children. Those age 45 and over have an average of 4.4 children and illiterate persons an average of 4.7.



The occupational status of the Roma population. The active members.

The main objective of this research was to gain greater insight into the current situation of the Roma people in respect of the job or occupation they had at the time of the interview.

As was mentioned in the chapter addressing methodology, the survey was conducted on 1,500 Spanish Roma over the age of 15. A questionnaire was used to collect a sufficient volume of information to get an overall idea of the employment situation and then to draw a comparison with the same data on the Spanish population as a whole. For comparison purposes, the fourth quarter results of the Active Population Survey published on a regular basis by the INE were used.

The major figures taken from our survey have been placed alongside those from the EPA study on the overall Spanish population in the following table:

	Spanish Population	Roma Population
Population age 16 and over (x 1,000)	34.474,3	475,0
Activity rate	56,1	69,3
Unemployment rate	10,4	13,8
Employment rate	50,3	59,7
% employed in industry	18,0	4,7
% employed in services	64,6	75,9
% of temporary contracts	30,9	70,9
% of part-time workers	8,5	42,0

All of our survey figures set out in the table above were obtained by applying the same criteria used by the INE in its EPA to the target Roma population to identify the number of active persons (both employed and unemployed) and the proportion of inactive persons.

However, as was indicated in earlier chapters, some of the data furnished through our study lead us to pose some questions. In this connection, it would not appear that the words occupation and employed (in a labour context) should be interpreted in one single sense or applied to the same degree to the entire Spanish population and to the Roma population.

Analysis of the data indicates that, to a large degree, we are talking about two different realities because the Roma sector referred to as “employed” is much less so (lower “degree” of employment) than the employed sector of the rest of the Spanish population.

The types of occupation envisaged by the EPA in its data shed some light on our assertion. Some types are applicable to both employed populations such as fixed and temporary salaried workers and even self-employed persons. However other types, especially the one referring to “collaboration in family economic activity” has a different sociological connotation and 24.1% of the allegedly employed Roma population finds itself in this situation of “covert unemployment”, which, for the most part, is •



9. Summary and conclusions

The working life of the Roma population is longer: The Roma tend to start work at age 16 and retire at age 64 while the rest of the Spanish population begins at age 25 and retires at 59.

- The Roma population joins the labour market at an early age and this is reflected in a 69.4% activity rate in the 16 to 19 age bracket. In contrast, the rest of the Spanish population eases into the labour market between the ages of 16 and 25.
- Departure from the labour market is abrupt in the case of the Roma population given that activity rates remain relatively high up to the age of 60 and fall off sharply as of age 65. In the case of the rest of the Spanish population, departure from the labour market is gradual as reflected in the smooth fall of the activity rate curve starting at age 60.
- The age differences detected in the process of incorporation into the labour market are due to the greater accent that the overall Spanish population places on labour skills training: while 8 out of every 10 Spaniards completes secondary studies or higher, a similar proportion of the Roma population (84.6%) does not get past or even complete their primary school studies.
- Similarly, unemployment affects the Roma population to a greater extent than it does the overall Spanish population with a global rate of 13.8% compared with 10.4% for the non-Roma population. This gap becomes larger as we move up through age groups. For example, the Roma unemployment rate for the under 25 group is 17.8% compared with 21.3% for the rest of the Spanish population but in the case of those over the age of 25, it is 12% compared with 9% for the overall population.
- Roma employment is characterised by instability at the workplace. 51.5% of employed Roma are salaried workers compared with 82% for the rest of the Spanish population (a difference of over 30 points). Moreover, 42% of salaried Roma workers work part time (this rate is 8.5% for the non-Roma population) and 71% have temporary contracts compared with 31% for the rest of Spain.
- There are 3.5 times fewer fixed salaried workers among the Roma population vis-à-vis the rest of the Spanish population. However, there are 141% more sporadic Roma workers.
- However, there are 141% more sporadic Roma workers.
- 48.5% of working Roma are self-employed (almost half) while this same rate for the overall Spanish population stands at only 18.3%.
- Of the self-employed Roma workers, half are in the category of “collaboration in family economic activity” which, in the best of cases, is poorly “standardised”.
- Roma workers tend to work in marginal, low-skill sorts of activities generically included under the heading of services.
- 15% of Roma workers have no contract (only verbal agreements) and only a similar proportion (16%) have fixed permanent contracts.
- Only 58.5% work full time and the average number of hours worked (based on a 5-day work week) is 6.6. 42% of Roma workers work less than 4 hours per day.
- And lastly, only 15% of Roma workers make an effort to hone their labour skills and young people and women are more prone to this sort of training.

- In contrast to what occurs in the overall Spanish population, the largest proportion of unemployed Roma is in the lower age brackets: one fifth of unemployed Roma is under the age of 20.
- Of unemployed Roma persons, 72% are completely or functionally illiterate while among the non-Roma population that rate is in the vicinity of 5%.
- Four out of every ten Roma who are unemployed today, found themselves in that same position one year ago. This latter group is characterised by an 85% illiteracy rate (functional/complete).
- Eight out of every ten unemployed Roma feel that a training course would make it easier to find a job. This figure rises to 86% in the opinion of those who have actually participated in a course.



The inactive Roma population

The inactive Roma population accounts for 30.7% of all Roma over the age of 15 which, in absolute terms, translates into approximately 146,000 individuals. When referring to this population, we must once again take stock of its structural characteristics and peculiar demographic distribution: very low average age associated with a low proportion of elderly persons. If this latter bit of information is considered alongside the low number of students age 16 and over, we get an overall picture of the relative weight of the inactive population vis-à-vis the overall population.

We would highlight the following data concerning this group:

- Just over half (54%) take responsibility for household chores compared with 32% in the case of the rest of the Spanish population. The next largest group among the Roma population are the recipients of pensions other than retirement (14%).
- Only 11% of inactive Roma are retired while in the rest of Spain this group accounts for 30% of the inactive population. The case of students is similar, the latter accounting for only 7% of the inactive Roma population compared with 16% of the overall inactive population
- For the most part, inactive Roma are relatively young. Nearly three out of every ten are under the age of 25 and of these, only 21% are students; in this same age bracket in the rest of Spain students account for 90%. However, the over 54 age group accounts for only slightly more than 20% of the inactive Roma compared with 60% for the rest of Spain.

Having taken a quick overview of the most salient data most clearly describing the occupational situation of the Roma population, it would now be worthwhile to underscore some conclusions which can be extracted from the foregoing analysis and which are underlying each one of the reflections and figures expressed herein:

- 1°. We would stress the potential that the Roma population has for the labour market. All of the data point to this workforce which, above all, wants to work.
- 2°. This aspect is reinforced by the predisposition that this population has to work despite the high degree of instability and low skill requirements of the work they undertake.
- 3°. A high degree of underemployment, instability, fixed-term contracts and even covert unemployment in the case of those who figure as employed in “family economic activity” is observed among the working population.
- 4°. There is a strong link between low qualification, underemployment and unemployment. The high illiteracy rate and the lack of skills training to increase employment opportunities are

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two key elements to be considered in analysing the situation of the Roma population in respect of labour issues.

Roma employment from the perspective of gender

This report has focused on the most salient aspects from the perspective of gender; in any case, we feel that it would be worthwhile to briefly list some of the most relevant and differentiating data between Roma men and women.

	Roma population	
	Men	Women
Pop. age 16 and over (x 1,000)	233,7	241,3
Activity rate	80,89	58,01
Unemployment rate	11,89	16,29
Employment rate	71,27	48,56
% employed in industry	6,2	2,5
% employed in services	66,2	89,6
% of temporary contracts	65,8	77,9
% of part-time workers	32,21	55,87

- As for gender, the Roma pattern is similar to that in Spain in general with a lower activity and employment rate for women. In contrast, the unemployment rate and proportion of temporary contracts and part-time employment is higher in the case of women.
- While inactivity predominates among Roma women between the ages of 16 and 29, this trend begins to shift between the ages of 35 and 49.
- 53.5% of the Roma population claims to be inactive in order to take care of domestic responsibilities compared with 32.5% in the case of the overall Spanish population.
- 2.8% of Roma men take responsibility for household chores compared with 75.9% of Roma women.
- 24.6% of inactive men are retired compared with 5% of women.
- 93.8% of Roma women working part-time claim “family obligations” as the main impediment standing in the way to full-time employment.
- The majority of the men work more than 30 hours per week (71.3%). Just the opposite is true in the case of working women; 55.1% work less than 30 hours per week.
- More women (17.6%) take courses or participate in training programmes than men (13.1%).

Perception of discrimination

As a follow-up to all of the topics dealt with in the research, we took the initiative of surveying the possible effect of “being Roma” in the daily lives of the interviewees from a completely subjective perspective. We asked them if they ever felt discriminated against for being Roma in their places of work or study or while seeking employment.

The answers obtained were conclusive. Discriminatory attitudes towards the Roma population seem to still be alive among many sectors of society given that 45.4% of those surveyed stated that at certain times they feel discriminated against. This proportion translates into 215,000 Roma who say they have suffered directly from discrimination.

The fact that practically 80% of these Roma felt marginalised while seeking employment is particularly relevant. Another fact needs to be highlighted in this connection: one third of the unemployed Roma spontaneously stated that they were unemployed because they were Roma.

Another indication of discrimination is the proportion of Roma who have felt marginalised in different contexts and at different times: 5% (approximately 24,000) said that they felt discriminated against where they studied or are still studying and also when they were looking for a job and in the workplace once they found one.

The following groups have felt especially discriminated against:

- Men when seeking employment or in their workplace (60%).
- 19% of the young people between 16 and 19 where they study or used to study.
- Unemployed persons when they were working or seeking employment (83%).
- 63% of all unskilled labourers when seeking work or at the workplace, and
- 78% of those who were looking for work during the previous four weeks, either during the search process or at their former workplace.

And to conclude, we would simply like to express the wish of this research team that this work which is now coming to a close helps, first of all, to gain insight with first-hand data and figures into the real employment and occupational situation of the Roma population – an important group of human beings deeply rooted in our country. Second of all, it is our desire that, with these data in hand, we all work so that the Roma people gain full access to the labour market, irregardless of their condition. In order to accomplish this goal, work must be done in the area of training to give this population the minimum preparation and qualification required in today's competitive world.

And lastly, we would stress an aspect that we consider of the essence. Action requires planning and in order to design a plan we need information. In other words, it is very important to continue undertaking research which enables us to gain greater and deeper insight into the Roma population. That is the best way to define guidelines for work with this group to favour their advancement and social integration.



