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The Roma
population
regarding training
and employment

The key to
social integration





the socio-demographic makeup of the Spanish Roma population is somewhat different from that of the majority population:

- While the average age of the overall Spanish population is 39.5 and rising, that of the Roma population is 27.6, i.e. 12 years under the Spanish mean.
- 51,4% of the Roma population is under 25 while only 28.4% of the overall Spanish population can make the same claim.

In the over-16 age group there are some marked differences between the Roma community and the rest of the population when it comes to age structure and levels of training:

- The over-16 age group accounts for 69.9% of the Roma population (approximately 475,000 people).
- Gender differences are apparent as well. While young Spanish Roma women outnumber young men, as they grow older the balance shifts. The average age of Spanish women over 15 is 46.64 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.
- Another differentiating factor is academic background. Just over seven out of every ten Roma age 16 (71.2%) have failed to complete compulsory primary school studies. This low academic level is even more pronounced in the case of women (16% with no studies compared with 9% of men), among the elderly and in small towns.

“ Thanks to the Acceder Programme, today I am in charge of putting together the menus for over 300 students at the University of Valladolid ”

María del Carmen Jiménez Jiménez. Cook. Castile-Leon.

María is a married Roma woman who has gone to great lengths to find work. Thanks to her perseverance, she earned her drivers license three years ago. She was very keen on receiving training so as to gain access to greater work opportunities and three years ago enrolled in a chef's aid course organised by the FSG in Valladolid. At the end of the course, the company that taught it offered her a staff job in the kitchen office and a few months later, in recognition of her diligent work, she was offered a permanent post as a cook.





There are a number of characteristics typifying the situation of the Roma population in the labour market:

- The Roma population enters the labour market at an earlier age than the rest of the population and therefore has a longer working life.
- This age difference for first-time workers has negative repercussions on the level of education obtained by the Roma population. While 5 out of every 10 active Spaniards complete at least secondary education, not even 1 out of every 10 active Roma reaches this same educational level.
- 51.5% of working Roma has salaried positions as opposed to 81.6% of the overall Spanish population. Moreover, 48.5% of working Roma is self-employed while this same figure is only 18.3% for the overall population.



EMPLOYMENT STATUS	Spanish Population	Roma population
Population 16 and older	34,474,300	475,000
Activity rate %	56.1	69.3
Unemployment rate %	10.4	13.8
Employment rate %	50.3	59.7
Employed in industry %	18	4.7
Employed in services %	64.6	73.9
Temporary contracts %	30.9	70.9
Part-time workers %	8.5	42
% over 15 without primary-school studies	15.3	71.3

- Compared to the overall population, Roma's employment situation can be described as very precarious. For example, while 42% of salaried Roma workers have part-time jobs, this figure is only 8.5% for the general population. 71% of Roma workers have temporary work contracts compared to 31% for the Spanish labour market as a whole. 15% of Roma workers have no contract at all (only verbal agreements).

Special mention should be made of the potential the Roma population has for the labour market. All of these data show that, above all else, this labour force wants to work despite the precariousness and low-skilled tasks they undertake.

A social justice issue prevails when it comes to the Roma community and it is the responsibility of the public authorities to come up with specific measures to compensate for disadvantages and ensure equal opportunity.

Critical aspects in moving forward with the social inclusion of the Roma community:

- 1 - education and training;
- 2 - access to new technologies;
- 3 - underemployment in family businesses;
- 4 - tailored measures targeting advancement to gain access to the labour market;
- 5 - promotion of equal treatment and non-discrimination.

Types of employment

