

# **SPANISH AND MIGRANT ROMA POPULATION IN SPAIN EMPLOYMENT AND SOCIAL INCLUSION – 2011**

## **A Comparative study**







UNIUNEA EUROPEANĂ



GUVERNUL ROMÂNIEI  
MINISTERUL MUNCII, FAMILIEI  
ȘI PROTECȚIEI SOCIALE  
AMPOSDRU



Fondul Social European  
POSDRU 2007-2013



Instrumente Structurale  
2007-2013

## PROJECT'S IDENTIFICATION DATA

Project Title: EU INCLUSIVE – data transfer and exchange of good experiences regarding the inclusion of Roma population between Romania, Bulgaria, Italy and Spain

Identification Project Number: POSDRU/98/6.4/S/63841

Priority Axis 6: Promoting Social Inclusion

Major Field of Intervention 6.4: Transnational initiatives for an inclusive labor market

The project is implemented during the period between September 2010 and September 2012.

Total Project value is lei 9,337,116.25.

**EU INCLUSIVE** – data transfer and exchange of good experiences regarding the inclusion of Roma population between Romania, Bulgaria, Italy and Spain, is a joint transnational project, implemented in Romania by the Soros Foundation in partnership with the Open Society Institute – Sofia of Bulgaria, Fundación Secretariado Gitano of Spain and Fondazione Casa della Carità Angelo Abriani from Italy.

The objective of the project is to develop cooperation practices in the field of Roma inclusion in order to promote their inclusion in the European labor market and employment increased capacity among organizations dealing with Roma integration from Romania, Spain, Italy and Bulgaria by means of mutual transfer of comparative data and local experiences.

The project aims to carry out a diagnosis of the situation of the Roma integration on the labor market in all the 4 European countries and to transform the sociological information thus obtained in order to elaborate public policies with national and transnational application.

### We plan to:

- create an accurate comparative baseline database on Roma inclusion and employment in each of the 4 partner States;
- identify and promote successful practices identified in each of the partner countries to increase the relevance of the public policies in the field of Roma inclusion by valorization of such experiences ;
- analyse and use the recent European history of the Roma inclusion initiatives and to raise their presence on the labor market, with reference also to Roma migrants;
- develop a transnational long-term partnership between countries and organizations that work in Roma social inclusion field.





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## PARTNERS

**Soros Foundation (Romania)** ([www.soros.ro](http://www.soros.ro)) – our mission is to promote models for the development of a society based on freedom, responsibility and respect for diversity. Starting with 2003, we have implemented frame programmes intended to social inclusion, among which the “Decade of Roma Inclusion” Programme and the Integrated Community Development Programme, and we also carried out many sociological researches on the situation of Roma population in Romania, an important one being Roma Inclusion Barometer, as well as community development projects such as “My Roma Neighbor” Project and “The Nearly Center (Centrul de Aproape) - Rural Area and Social Economy in Romania (RURES)” Project.

**Open Society Institute-Sofia, Bulgaria** ([www.osi.bg](http://www.osi.bg)) – is a nonprofit nongovernmental organization founded in 1990, which has the mission: to promote, develop and support the values, attitudes and practices of an open society in Bulgaria; it is proposing public policies and debates on crucial issues for Bulgaria.

**Fundación Secretariado Gitano, Spain** ([www.gitanos.org](http://www.gitanos.org)) – is a cross-cultural social non-profit organization that provides Roma community development services throughout Spain and at the European level. It started its activity in the '60 and was set up as foundation in 2001. The mission of the Fundación Secretariado Gitano is the integral promotion of the Roma community based on respect and support of their cultural identity. FSG also is active in other EU countries: directs the EURoma Technical Secretariat together with more than 12 Member States and participates in projects in Romania.

**Fondazione Casa della Carità Angelo Abriani, Italy** ([www.casadellacarita.org](http://www.casadellacarita.org)) - is a non-profit foundation, with social and cultural purposes. It was created in 2002 with the mission to create opportunities for the inclusion of any people living in conditions of social and cultural marginalization: homeless, migrants, asylum, Roma people, supporting their access to rights, services, opportunities and resources.



## PRESENTATION

The availability of information and objective indicators, able to support the identification of situations and problems faced by our society's vulnerable groups, is a material requirement for knowing the reality of such groups, as well as for directing the policies and measures aimed at stimulating equality in employment and social inclusion. This is particularly relevant in the case of the Roma population in Europe: they account for over 10 million persons, most of whom are suffering from the highest degree of poverty, social marginalisation and discrimination of the continent.

Although Roma persons are in a significantly better situation in Spain than in European neighbouring countries, they remain the most vulnerable group, with the highest level of poverty and social marginalisation.

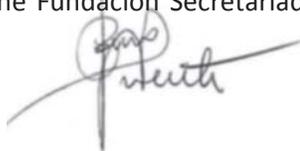
In 2004, the Fundación Secretariado Gitano (FSG) was aware of the lack of objective data regarding the employment situation of the Roma population in Spain. As such, in the context of the Multi-Regional Operational Programme "Fight Against Discrimination" 2000-2006 (ACCEDER programme) financed by the European Social Fund (ESF), the FSG conducted a study on the employment situation within the Roma community in Spain.

The methodology it used proved to be very innovative and of high value: it was based on the same indicators used by Spain's Economically Active Population Survey, enabling the objective and detailed measurement of the situation of the Roma population situation in the labour market in 2005 and allowing, in addition, a comparative analysis with the labour situation of the Spanish population as a whole.

Having completed the survey, the FSG considered the possibility of transferring this methodology to other EU member states, in order for the same type of indicators to be available in the European countries where the Roma issue is fundamental. The European Social Fund in Romania supported this initiative, whereby partners from Bulgaria, Italy and Romania are applying the methodology developed by the FSG in Spain. Such financing – supported by the Ministry of Health, Social Policy and Equality (through the income tax returns [IRPF] distributed to NGOs annually – referred to as IRPF session henceforth) – also offered the FSG the possibility to replicate this survey in 2011, enabling the development of a comparative analysis over time with the support of the rest of participating countries.

**Pedro Puente**

President of the Fundación Secretariado Gitano



*“European Experience of Inclusion and transfer of data on Roma inclusion in the labour market among Romania, Bulgaria, Italy and Spain”. Sectoral Operational Programme for Human Resources Development 2007-2013, EU-Inclusive SOPHRD/98/6.4/S/63841. Priority Axis 6 “Promoting Social Inclusion”. Area of Intervention 6.4 “Transnational initiatives for an inclusive labour market”, Romania. Co-financed by ESF and the Programme for Social Inclusion in diversity contexts - ACCEDER financed by the Ministry of Health, Social Policy and Equality (IRPF Session). Research study on Roma community, employment and inclusion in Spain, of Spanish Roma persons as well as of immigrant Roma persons from Eastern European countries (Romania and Bulgaria). The survey directed at the Spanish population and at the Romanian and Bulgarian Roma population.*

## INTRODUCTION

Since 2004, the Fundación Secretariado Gitano has been conducting various studies, the most significant being those aimed at knowing the social reality of the Spanish Roma population on the labour market.

The objective has not only been to be informed on the reality of this population, but, primarily to compare the results obtained and the overall situation of the entire Spanish population. This analytical exercise enables the identification of inequity situations and, therefore, constitutes a material element for redirecting and establishing public policies and intervention programmes developed to improve the living conditions of the Roma population and, ultimately, to give effectiveness to the opportunities for equal opportunities between the Roma population and the entire Spanish population.

At that time, the approach and the initiative carried out by the Fundación were very important because they served to clarifying the objective reality related to the Roma population's presence in the labour market, a reality on which only insufficient empirical work existed.

After the completion of the first survey on Roma employment in Spain, the Fundación continued to work on enriching its knowledge in this field. Such efforts resulted in successive studies conducted within various regions of Spain. Thus, comparative studies on Roma employment were carried out, comparing their situation with that of the overall Spanish population from the Madrid, Aragón, Castile and León, Asturias, Galicia and Andalusia regions.

Currently, the significance of this type of research remains fundamental, especially in the present European context, in which multilateral institutions are actively promoting the gathering of objective data regarding the situation of the Roma population, both at the national and European level.

The survey presented in this document has enabled the updating, five years after, of the data on the situation of the Roma population, which also allows the evolution of the situation over this period to be shown. It also enabled the comparison of this situation with that of the Spanish population in general. As an example, we are able to see how changes occurred in the

gender and age structure of the Roma population. The fact that the execution of the survey coincides with the economic crisis also allows us to analyse the data and measure the impact of the crisis on this population.

By comparison with the survey conducted in 2005, the innovation of this study consists in the establishment of certain new indicators related to social inclusion (through the inclusion of questions on situations of discrimination and the introduction of new questions about housing, among others). However, the main innovation was the application of the same methodology to discover the situation of Roma population from Eastern Europe that arrived in Spain during recent years. The aim was to obtain objective evidence on the reality of the foreign Roma population and to compare it with the situation of the Spanish Roma population, by using the same analytical tools. Therefore, this survey enables the public administrations and social entities which, like the FSG, are striving to achieve equality for the Roma population (both Spanish and from Eastern Europe) and social cohesion, to better focus their actions.

This survey is structured into three separate sections. The first section focuses on the situation of Roma population (its demographic characteristics and the main indicators related to its labour market situation). A specific chapter is included on the comparative analysis of current data and that of 2005, which identifies improvements and setbacks. The section on the Spanish Roma population is complemented by the analysis of certain aspects related to discrimination and social inclusion in general, with a particular emphasis on its housing component.

The second section is devoted to knowing the reality of the Roma population from Eastern European countries in Spain. Its structure is similar to that of the analysis of the Spanish Roma population (focusing on the socio-demographic characteristics of the population and its situation in the labour market). A specific chapter is added to analyse the migration trajectories of this population.

The third section develops a comparative analysis between the Spanish population as a whole, the Spanish Roma population and the Roma population from Eastern European countries, on the basis of the central indicators related to the labour market, discrimination and social inclusion and housing.

Following the analysis of the data obtained through the surveys, we wanted to put a face on the reality that this data reflects in a particular chapter titled “*Life Stories*”. Roma, Spanish and Eastern Europe women and men, teenagers and adults, economically active and inactive, employed and unemployed, employees and self-employed ... Their testimonies can help us better understand how each of these Roma persons is living and how it feels about integration on the labour market by each of its methods. With the help of such different life experiences, we will be able to address the obstacles faced by Roma persons when accessing employment as well as the elements contributing to facilitating and improving their insertion in the labour market.

The final result of this comprehensive and complex survey has fulfilled its proposed objectives: offering a large dataset permit outlining the social-labour reality of both Spanish Roma persons and of Roma from Eastern Europe living in our country.

## ANGLAL

Širdindoj le beršeça 2004 i Fundación Secretariado Gitano kerel but rodimata, anθar kaste so maj importantò sas kodola kaj kamline te dikhen i sociàlo realitèta la populaciaqi romani spanikani anθ-i butäqi diz.

O objektivo sasas thaj maj si 3e akana na nùmaj te prin3ärel pes i realitèta kadala populaciaqe, thaj i, anθ-o jekhto mòdo, i komparàcia e rezùltatenqe kidine la sitùaciaça generalò la populaciaqi spanikani sasti. Kadaja buti analitiko mukhel te arakhel pes le sitùacie kaj naj len barabaripen, thaj kadä, kerel pe jekh bazutni buti kaj te palemorientisarel thaj te kerel e pùblico politike thaj le programurä kaj kamen te laçharen o träjo le romenqo, thaj 3e k-o agor te kerel konkreti oportunitète te tiknären o sociàlo bibarabaripen maškar e romenqe populacia thaj i sasti populacia spanikani.

Sar kerenas von buti thaj i iniciativa lini katar i Fundación sasas atùnci but vastni vaš sasas kerdini jekh klarifikàcia anθar i sitùacia e romenqe kaj buti diz, jekh realitèta anθar e roma kaj sas kerdini 3e atùnci k-e nùmaj but tiknença stùdiurä pala le manušenqe ekspèrience.

Pala so sas kerdo o jekhto stùdiu anθar i sitùacia la butäqi diz le romenqe katar o Spanikano them, i Fundación geläv angle e rodimaça te barärel e butä kaj 3anen pes anθ-i kadaja rig. Jekh deklaràcia anθ-i kadaja rig si li reprezentisardi maj butenθar studiurä, jekh p-al avreste, kaj sas kerdine anθ-äl maj but komunitète kaj si len korkoro administràcia. Sasas kerdine studiurä komparàtive kaj dikhenas i populacia spanikani thaj i populacia e romenqe anθ-e jekh generalò nivelò anθar le Komunitète Madrid, Aragón, Castilla y León, Asturias, Galicia thaj Andaluza.

Akana, kadalenθar rodimata si sa kadä de importànte, maj but, anθ-o evropnikano kontèksto anθar kasqe institùcie mangel pes jekh aktivo kidimos dàtenqo kaj te avel len obiekiviteta anθ-i sitùacia e romenqe, vi k-o them nivelò, vi k-o evropnikano nivelò.

O stùdiu prezentisardo anθ-o kadava dokumènto mukhel pes te prin3anel pes thaj te dikhel pes akana, pala pan3 berša, e dàte kaj te sikaven amenqe sar vazdaræs pes i sitùacia e romenqe thaj sar voj paruvdæs pes anθ-e kadale berša. Sa anθ-o kodova vaxt maj mukhel pes te kerel pe jekh komparàcia maškar kadaja sitùacia thaj i sitùacia la populaciaqi spanikani. Misalæqe, daštäs te dikhas sar kerdine pe paruvimata maškar i populacia e romenqe pala o sèkso thaj o beršipen. Thaj vaš o stùdiu sas kerdino anθ-o but pharo ekonomikano kontèksto, daštäs te keras jekh analiza dàtenqe thaj te dikhas so kerdäv o kadava kontèksto la populaciaqe.

O nevipen kaj anel les kadava stùdiu anglal o stùdiu kerdino anθ-o berš 2005 si k-e andä pes anθ-e jekh than maj but butä kaj keren o sociàlo andripen (le puçhimata anθ-e le sitùacie dikriminàciaqe si komplèttime thaj anen pes aver neve, sar si kodola anθ-äl khera.) No, o šerutno nevipen sasas o istemlaipen sa kodolaqi mètodologia te dikhel pes i sitùacia la populaciaqi romani kaj aviläs katar i Distuni Evropa thaj si li akana anθ-o Spanikano them. O obiektivo sas te

prin3anel pes anθ-o jekh obiektivo čhand sa kodolença instrumenturã butãqi i realiteta anθ-i sitũacia la populaciaqe romani kaj nas thanesqe thaj laqi komparãcia la populaciaça romani katar o Spanikano them. Maj dur, kadava stũdiu mukhel te kerel pes jekh maj lačo čhand kerimasqo le aktiviteteqo, kerde katar i pũblico administrãcia thaj le sociãle institũcie, sar thaj o FSG kaj ingerel sea lesqi zor k-o andripen la populaciaqi romani (kodoja spanikani, thaj kodoja katar i distuni Evropa) thaj kodolesqe kaj si te zurãrel o sociãlo barbarbar.

O stũdiu si kerdino anθar trin riga. I jekhtho rig rodel i sitũacia la populaciaqi romani (o specifiko la populaciaqo anθ-o gin e manušenqo thaj le šerutne butã kaj sikaven i sitũacia la butãqi diz). Anel pes jekh kapitolo but importantò kaj kerel jekh analiza komparãtivo anθar e dãte katar o berš 2005 thaj amare gesesqe dãte, dikhindoq anθ-o kadava čhand lačharimata thaj lupunzimata. I rig kaj phenel anθ-i populacia romani spanikani si lačhardi la analizaça la diskriminãciaqi thaj o sociãlo andripen k-o generalò nivelò, but rodindoq o aspẽkto le khereqo.

E dujvar rig si la o res te dikhel i realiteta la populaciaqi romani anθ-o Spanikano them kaj avilãv katar i Distuni Evropa. O rodipen amãl la analizaça la populaciaqi romani (but sikavdindoq o spẽcifiko sociãlo thaj demografiko la populaciaqo thaj i sitũacia la butãqi diz). Anel pes jekh kapitolo but importantò kaj kerel jekh analiza anθ-ãl thana katar kadaja etnia kerdãs migracija.

Anθ-i trinvar rig kerel pes jekh analiza komparãtivo maškar i populacia spanikani, i populacia spanikani romani thaj e romenqe populacia katar i distuni Evropa, anθar butã kaj sikaven i buti diz, i diskriminãcia, o sociãlo andripen thaj o kher.

Kerindoq jekh analiza dãtenqe kaj sas kidine pala le pučhimata, kamlãm te dikhas i realiteta sar si li voj sikavdi athe anθ-i jekh kapitolo: *Trãjoqe paramisa*. 3uvlã thaj murša, roma spanikane thaj katar o Distuno, čhave thaj manuša bare, aktivã thaj biaktivã, kaj si len buti thaj bibutãqe, kaj si len love p-o čhon thaj kaj keren buti korkore... Lenqo trãjo daštil te žutisarel amen te xačaras sar sarsave 3ivden de anθ-o maškar kadale romenqo thaj so kamel vov katar i buti diz, orsar kerela pes kadaja buti. E žutipnaça kadalenqe ekspẽrience trãjosqe xačaras ame maj mišto so lupunzimata si len kana kamen te arakhen jekh than butãqo, thaj te arakhaça le butã kaj žutisaren thaj lačharen lenqo andripen anθ-i buti diz.

O rezultãto kadasqo baro stũdiu arakhadãv jekh angledinomos le obiektivurenqe kamle: but informãciakaj daštil te sikavel i realiteta sociãlo thaj profesiõnalo e romenqe katar o Spanikano them thaj katar i Distuni Evropa, kaj 3ivden anθ-o amaro them.

# 1. METHODOLOGY

## 1.1. Survey universe and sample of Spanish Roma population

### ***Survey area***

The study universe of this survey includes the Spanish Roma population, residing on the national territory, of 16 years old and over, 16 years old being the minimum legal age of employment.

In order to quantify the survey universe and to establish the survey sampling strategy, we have rested on the study entitled “Housing Map and Roma Community in Spain, 2007”. In the present study, the FSG approached and updated the research conducted in the early nineties, which had been the reference point of all previous studies, given the lack of data regarding the Roma population in Spain. We used another source of information, of great utility for our methodological approach: the “Sociological Survey of Roma Population Households” carried out by the *Centro de Investigaciones Sociológicas* (Centre for Sociological Research [CSR]) (CSR study no. 2664) at the end of 2006 and the beginning of 2007. Both studies were considered fundamental for the methodological development of the research conducted with the Spanish Roma population; the first survey for the definition of the study universe’s dimension, as well as for the sample distribution among Autonomous Communities (regional governments) and habitat dimensions, and the second survey being used to establish the percentage of the population aged 16 and over, as well as to determine the gender and age group distribution in the sample.

Thus, in order to quantify our reference universe, we used the estimates of the Spanish Roma population established by the Housing Map. According to this study, an estimated Roma population of 453,788 persons was living on the Spanish territory in 2007. On the basis of the age structure determined by the CSR in its own study of the same year, the Spanish Roma population of 16 years old and over accounts for 64.7% of the total Roma population, arriving at an estimated universe of a 292,450 persons.

### ***Sample***

For the purpose of this survey, the size of the sample was established at 1,500 persons, evenly distributed between the stratification variables, which would enable us to infer results with a  $\pm 2.53\%$  error margin. The variables used were the Autonomous Community, the size of the municipalities’ habitat, gender and age.

In relation to the sample distribution by Autonomous Community and different habitat sizes in the municipalities of residence, we used the disaggregated data on localities provided by the aforementioned “Housing Map” study. In addition, in order to guarantee an adequate sample dispersion of the interviewees in relation to gender and age, we chose to apply the gender and age structure resulting from the previous study carried out by the CSR in 2007.

We proceeded to a stratified, multi-stage sampling, based on a proportional allocation for the set of variables under consideration: gender, age, Autonomous Community, and size of the habitat in the municipality of residence. Finally, a total of 1,497 interviews were undertaken, reducing the designed theoretical sample to 3 units. These interviews, corresponding to the population of 16 years old and over, represented the basis for the analysis.

Furthermore, the field work included the realisation of a single interview per household, incorporating at the end of the questionnaire several basic social-demographic variables for all the members of the household in question: gender, age and employment situation. We thus obtained basic information on 5,879 Spanish Roma persons of all ages and on 4,218 persons of 16 years old and over.

The possibility of obtaining a gender and age structure of the interviewees that would be different from the resulting structure of the household members was taken into account. Consequently, the final data of the sample was slightly different from that of the household members, so the final exploitation of the data applied the corresponding weighting factors to balance the interviewee sample so that it would correspond to the one obtained from the household members.

## **1.2. Survey universe and sample of Roma population in the East**

### ***Survey universe***

In order to establish the sample and to calculate the corresponding margins of error, the survey universe must be quantified. Our reference universe will be the Roma population aged 16 and over, of Romanian or Bulgarian nationality.

In order to make an estimation of the universe, the proportion of this population obtained in the FOESSA survey of 2007 (0.28%) was taken into account. By applying this percentage to the entire population registered in Spain on 1 January 2007, an estimate is obtained, which quantifies the overall foreign Roma population. In order to determine the volume of this group of 16 years old and over, the 70.4% weight, obtained from the 2005 national study on Roma employment, was applied.

**Table 1.1. Survey estimate of Roma population from Eastern European countries**

Description	Information
population registered on the Municipal Register of Inhabitants in Spain as of January 1, 2007	45,200,737
Percentage of foreign Roma population (FOESSA 2007)	0.28
Total estimate of foreign Roma population	125,329
Percentage of population aged 16 and over, Occupational Survey – Spain (2005)	70.4
<b>Estimate of average foreign Roma population aged 16 and over</b>	<b>88,272</b>

### **Sample**

For the purpose of the survey of the immigrant Roma population, a strategic sampling was developed in the twelve cities where the FSG had identified Romanian and Bulgarian Roma groups, as well as in neighbouring municipalities. The reasons for developing this sampling approach included the difficulty in locating Romanian and Bulgarian Roma persons living in Spain, in the context of a lack of relevant studies and records in this respect. This is why we have opted for developing field work in the cities where the presence of potential interviewees had previously been known.

The initial sample included 360 persons, with disproportionate subsamples of 200 Romanian and 100 Bulgarian women and men. The final sample was of 361 persons, with an estimated margin of statistical error of +5.15%. Accordingly, 260 surveys were destined to Roma persons of Romanian nationality, with an estimated margin of error of  $\pm 6.07\%$ . With regard to the Bulgarian Roma population, 101 surveys were conducted, with a margin of error of  $\pm 9.79\%$ . Through the 361 interviews, one per household, basic information on the members of each household was gathered, amounting to 1,404 Roma from Eastern Europe, of which 1,028 Roma were from Romania and 376 from Bulgaria.

The sampling thus structured during the field work was subjected to a levelling and weighting process. To this end, first the sampling of the 1,404 cases collected in 361 households was balanced by applying the proportional distribution of all Romanian and Bulgarian foreigners residing in Spain, according to the Municipal Register of Inhabitants on January 1, 2011. According to this source, there is a total of 1,038,633 Bulgarian and Romanian persons residing in Spain, out of which 16.6% are from Bulgaria and 83.4% from Romania, this being the distribution applied as weighting. Subsequently, the 361 respondents sample was balanced by applying the gender and age structure of the weighted matrix with records of household members, the reference being those members of 16 years old and over.

A pre-testing of 10 persons, divided by age and gender, was carried out in order to cover various profiles which will be addressed in this research. Following this pre-testing, a series of changes were produced in the questionnaire in order to guarantee the quality of the collected data.

### **1.3. Field work**

With regard to the field work, a fundamental stage of every research of this type, and given the specific characteristics of the group to be studied, a series of strict rules were established in order to ensure the quality of the survey results. As a first element, it was decided that the interviewing agents should be Roma persons or persons in the entourage of Roma, and to this purpose the Acceder Programme of FSG was used to pre-select adequate candidates. In addition, the fieldwork with the Roma population from Eastern European countries was conducted with the support of FSG professionals specialised in the intervention with Roma persons from Eastern European countries, who acted as interviewing agents.

In addition to the work criteria and procedures that are usually conveyed to the interviewers that will conduct a survey, a series of specific and extremely important rules were also communicated to them, for the purpose of minimising possible critical situations and, thus, enabling the interviewers to carry out successfully their task. The most important rules were:

- Only a single complete interview could be conducted per household, and basic information on gender, age and the employment situation is collected from all family members.
- All interviewers participating in the data collection process had to distribute all the questionnaires evenly; that is, half of the interviews were to be conducted within the homes and half outside of them. Thus, several types of persons could be located, those usually at home or not.
- In both cases, the interviews were conducted during the entire day, between 10:00am and 7:00-8:00pm, seeking to distribute half of the questionnaires in the morning and the remaining part in the afternoon; this ensured the interviewing of working persons.
- In line with the former, the aforementioned criteria had to be taken into account from a gender perspective, because under normal circumstances the easiest persons to locate at home would be women.
- The interviews conducted outside the home could never be carried out in marketplaces or similar locations.

## PART I

### SPANISH ROMA POPULATION

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## 2. SPANISH ROMA POPULATION. CHARACTERISTICS

Before proceeding to analyse the figures regarding labour, it is important to establish the general characteristics of the Roma population residing in Spain and to compare them with the data of the previous study (2005).

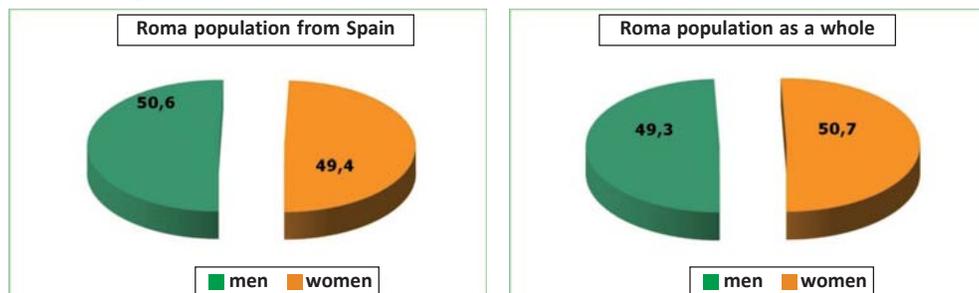
It is important to have comprehensive and detailed information on the Spanish Roma population, regarding certain key demographic aspects such as gender, age and education level. The gathering and analysis of this data enables the provision of significant information to persons that have the ability to plan and make decisions aimed at improving the situation of the Roma population.

In order to uncover this information, we shall take as a reference point the information provided by the individual interviewees, from a total 5,879 Roma women and men. Hereinafter, when referring to the population of 16 years old and over, we will only use the data collected from the 1,497 persons who responded to the survey.

### 2.1. General characteristics of the Spanish Roma population

We requested that the interviewees provide us certain relevant data on each individual he or she is living with: gender, age, employment situation at the time of the interview. On the basis of this information, we are able to have a clear idea of certain basic characteristics of Roma respondents, and to build a comprehensive statistical database.

Regarding the abovementioned, two aspects must be taken into account. First, the fact that the information provided refers to all persons living in the same household, irrespective of whether they are directly related or not. Secondly, the fact that the information collected is not first-hand information, except for that directly related to the respondents; the perception of the respondent was recorded because it has a special relevance for the employment situation. This said, we present below detailed data that enable us to know better the Roma women and men.

**Graph 2.1. Gender distribution of Spanish Roma population and general Spanish population, in percentages**

Spanish population as a whole: Source - NSI (National Statistics Institute), Municipal Register of Inhabitants (2011)

**Table 2.1. Age distribution of the Spanish Roma population and Spanish population as a whole, percentage by age group**

Age groups	Population Roma		Population Spanish in general	
Between 0 and 9 years	17.8	<b>48.8</b>	10.2	<b>25.2</b>
Between 10 and 19 years	20.1		9.4	
Between 20 and 24 years	10.9		5.5	
Between 25 and 29 years	8.5		6.9	
Between 30 and 44 years	21.4		25.5	
Between 45 and 54 years	11.8		14.4	
Between 55 and 64 years	5.6	<b>9.4</b>	10.9	<b>28.1</b>
Between 65 and 74 years	2.8		8.3	
75 years old and over	1.0		8.8	
Total	100.0		100.0	

Spanish population as a whole: Source - NSI (National Statistics Institute), Municipal Register of Inhabitants (2011)

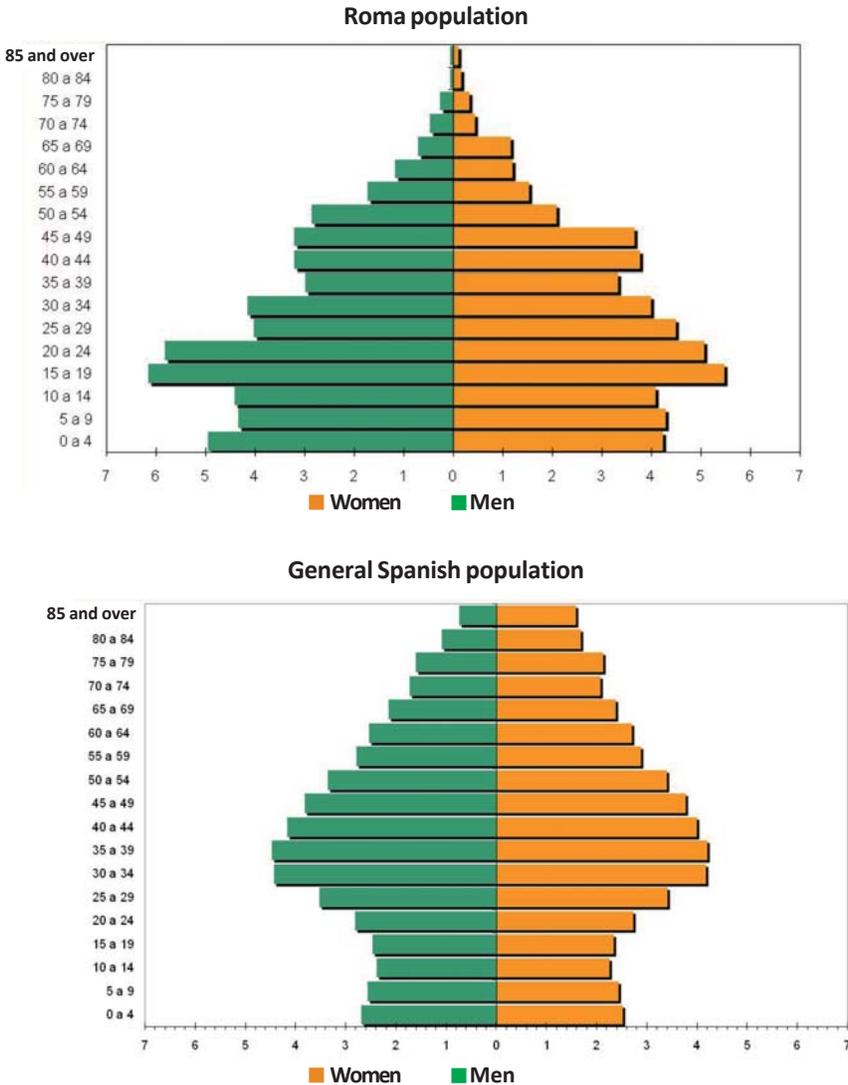
Both the graphs and the table allow us to observe certain differences between the age structures of the Spanish Roma population and of the Spanish population as a whole.

In the first place, and in contrast to the Spanish population as a whole, the percentage of Roma men is somewhat higher than the percentage of Roma women, respectively 50.6% and 49.4%.

Equally, clear differences can be observed in relation to the age structure. At first sight, we see the presence of a younger Roma population than the general population, taking into account the fact that 48.8% of Roma are 0 to 24 years old, while only 25.2% of the Spanish population is in this age group. Similarly, we can see that 9.4% of the Roma population is 55 years old and over, while the population

as a whole in Spain included in this age group amounts to 28.1%. And expectably, when calculating the average age of a population or another, these proportions are clearly reflected: the average age of Roma population is 28.1 years, and that of the general population is 41.3 years.

**Graph 2.2. Age pyramid of Roma population and age pyramid of the Spanish population as a whole (expressed in percentages)**



General Spanish population. Source: NSI (National Statistics Institute), Municipal Register of Inhabitants (2011)

**Table 2.2. Demographic indicators regarding the Spanish Roma population and the population as a whole in Spain**

Indicator	Explanation	General Spanish population	Roma population 2005	Roma population 2011
Femininity index	Number of women per 100 men	102.45	98.82	97.78
Average age	Average number of years per person	41.36	27.60	28.13
Proportion of children	Percentage of persons 14 years old and under	14.75	27.48	26.3
Proportion of youth	Percentage of persons between 15 and 29 years old	17.96	33.15	31.03
Proportion of elderly	Percentage of persons 65 years old and over	16.87	4.06	3.74
Youth index	Ratio of persons aged 14 and under to persons aged 65 and over	87.46	676.07	702.73
Ageing index	Ratio of persons aged 65 and over on persons to persons aged 14 and under	114.34	14.79	14.23
Global dependency ratio	Ratio of potentially inactive persons (14 years old and under, 65 years old and over) to potentially economically active persons (15 - 64 years old)	46.24	46.08	42.95
Youth dependency ratio	Ratio of persons aged 14 and under to persons between 15 and 64 years old	21.57	40.14	37.6
Old-age dependency ratio	Ratio of persons aged 65 and over to persons between 15 and 64 years old	24.67	5.94	5.35
Progressivity index	Ratio of persons between 0 and 4 years old to persons between 5 and 9 years old	106.44	90.89	106.51
Replacement index	Ratio of persons between 15 and 39 years old to persons between 40 and 64 years old	107.16	222.57	185.95

*General Spanish population. Source: NSI (National Statistics Institute), Municipal Register of Inhabitants (2011)*

The differences between one category and the other are obvious. The weight of Roma youth is clearly observable in the population pyramid, given its broad base, by comparison with the pyramid representing the general Spanish population. The peaks of both pyramids are different as well, showing the limited weight of older persons among the Roma population.

If we are to compare the population pyramids of Roma in 2005 and 2011, we will see an increase in births, a decline in the population between 5 and 29 years old, and an increase in the 40 to 65 age group.

Starting from the information provided by interviewees, we are able to provide figures and indicators that will clarify certain aspects related to the target population of the present research, its differences with the general Spanish population and its evolution during recent years. Five key elements must be highlighted:

- **Men outnumber women in the Roma population.** As the femininity index shows, among the general Spanish population there are about 102 women to 100 men, that is, more women than men. In contrast, in the case of the Spanish Roma population this relation is inverted, for there are only 97.7 women to 100 men.
- **The Spanish Roma population is younger than the general population in Spain, but it has tended to age in recent years.** Perhaps the most obvious and notable difference between the Roma population and the general population in Spain is found in the age variable. In this regard, there is a difference of about twelve years between the average age of the Spanish Roma population (28.13 years) and of the general Spanish population (41.36 years).
- **The existence of a higher rate of infant dependency than of old-age dependency in the Roma population, although both rates are decreasing.** The existence of a population characterised by high youth and low aging indexes directly affects the dependence levels. Thus, the youth dependency ratio (37.6%) is significantly higher than the old-age dependency ratio (5.35%) in the Roma population. In the case of general population, this ratio is inverted, namely, the old-age dependency rate (24.7%) is higher by 3.1 percentage points than the youth dependency rate.
- **There is a higher replacement rate in the Roma population than in the general Spanish population. However, the replacement rate has declined in the Roma population.** A higher youth index, in conjunction with a low average age, generates a high replacement index. Thus, while the entire Spanish population has a replacement index of 107.16, the Roma's index reaches 185.95. Despite this substantial difference, the Roma's replacement index has decreased by more than 36 points since 2005 (222.57 points). This decline is due to the expansion of the 40 to 65 age group among the Roma population in the last six years.
- **The birth rate of the Roma population is increasing.** Despite the fact that the replacement rate of Roma population has decreased in the last six years, an increase in the birth rate can be noticed. This is also manifest in the Roma population's progressivity rate (a similar development to the general population), whereby there are 106.5 children aged 4 and under to 100 children aged 5 to 9, which indicates that there have been more births among Roma in recent years.

Assuming that the trends related to the aforementioned indicators are sustained, it is possible to develop a demographic projection that highlights two phenomena: the population will undergo an aging process involving an increase in the proportion of elderly, which will be accompanied by an increase in the youth rate. These two phenomena, showing an increase of the proportion of the population at the two age extremes, which will generate an increase in the level of both infant and old-age dependency: thus, the global dependency index of the Spanish Roma population is set to increase.

As implied at the beginning of this section, this chapter focuses on a third aspect. Each interviewee was asked for information regarding her/his occupational situation of the other persons living in her/his household. The percentage distribution is illustrated in Table 2.3.

**Table 2.3. Current occupation of the Spanish Roma population, based on the subjective perception expressed by the interviewee.**

Occupation	%
Employed under a contract of indeterminate duration	3.8
Employed under temporary contract	4.1
Self-employed	8.6
Collaboration in family-owned business	8.4
Unemployed, previously employed	15.9
Unemployed, in search of his/her first job	3.5
Studying and working	0.8
Student	24.6
Pensioner	3.8
Beneficiary of another type of pension	3.0
Permanent work incapacity	1.2
Housekeeping	13.4
Child under school age	6.3
Child not enrolled in any school	0.3
Employed without labour contract	2.4
<b>Total</b>	<b>100.0</b>

It must be mentioned that a more detailed and in-depth analysis of these data on employment situation will be drafted in the following chapters, which shall approach crossings with other variables in order to discover certain relations. A comparative analysis will also be applied to the differences between official figures, based on the criteria monitored by the Economically Active Population Survey, and on the employment situation of respondents.

However, we feel it is convenient to include a first assessment provided by the schematics of the occupational structure related to the entire Spanish Roma population, according to the information collected from all members of a household. The first information to be observed are those illustrating that over a

quarter of persons (28.1%) are in employment, 19.4 % are unemployed, with 52.5% constituting the economically inactive population, including persons of 16 years old and over and minors of 15 years old or under.

Only 3.8% of all Roma residing in Spain are employed based on a continuous contract of employment, 4.1% are working based on a temporary contract of employment and 2.4% have no contract of employment.

## 2.2. Roma population aged 16 and over

At this point, we will focus our attention on analysing the characteristics of Roma population with age of 16 and over. This is our reference segment to establish the employment and occupation situation.

### 2.2.1. Gender and age structure

The data provided by this survey show that the age structures and the education or training levels are two variables with a high influence on other aspects of Roma population. If we are to compare these two variables with the entire Spanish population we will notice outstanding differences.

**Table 2.4. Age structure of Spanish Roma population and general Spanish population of 16 years old and over, by age and gender groups**

Age groups	General Spanish population (Municipal Register of Inhabitants 2011)			Roma population 2011		
	Men	Women	Total	Men	Women	Total
Between 16 and 19 years	4.9	4.4	4.6	14.0	13.0	13.5
Between 20 and 24 years	6.8	6.3	6.6	16.3	14.1	15.2
Between 25 and 29 years	8.5	7.9	8.2	11.2	12.5	11.9
Between 30 and 44 years	31.7	28.8	30.2	29.0	30.8	29.9
Between 45 and 54 years	17.4	16.7	17.0	17.0	16.0	16.5
Between 55 and 64 years	12.9	13.0	13.0	8.1	7.6	7.9
Between 65 and 74 years	9.4	10.3	9.9	3.3	4.4	3.9
75 years old and over	8.3	12.6	10.5	1.1	1.7	1.4
Total	100.0	100.0	100.0	100.0	100.0	100.0

If we are to independently analyse each population group, we will find that the differences between men and women are not that obvious.

Another very different aspect we shall find if we are to compare the volume of one population or another per various age segments. In this case, similar to when we compare the two populations as a whole, the highest level of youth is seen in Roma persons, men and women: almost four out of ten Roma persons are between 16 and 29 years old, while a little over two out of ten in the general Spanish population can be included in this age segment.

With regard to the highest age segments, we can also see differences between one population and the other. The percentage of Spanish population of 65 years old and over is four times higher than the percentage of Roma population, taking into account that 20.4% of the population of Spain is over 64 years old and only 5.3% in the case of Roma population.

Analysing these figures it seems that the “ethnicity” variable has a higher weight and influence than the “gender” variable when establishing the configuration of age structuring.

### 2.2.2. Level of education

Let us review now the levels of education graduated by Roma population of over 16 years old. If we carry out a comparative analysis of how Roma population is distributed depending on the education level, in 2005 and 6 years after, we will find significant differences indicating a new trend in the reference population.

**Table 2.5. Maximum level of studies of the Spanish Roma population aged 16 and over, 2005 and 2011**

Level of education	Roma population			
	Year 2005 (*)		Year 2011	
Illiterate	13.1	71.2	8.7	59.3
No education	58.1		50.7	
Complete primary education (schooling graduate)	15.1		18.8	
Incomplete secondary education	7.3		11.9	
Complete secondary education (Mandatory secondary education, high school graduate, Medium training cycle)	5.3		7.4	
Diploma or higher education level	1.1		2.6	
Total	100.0		100.0	

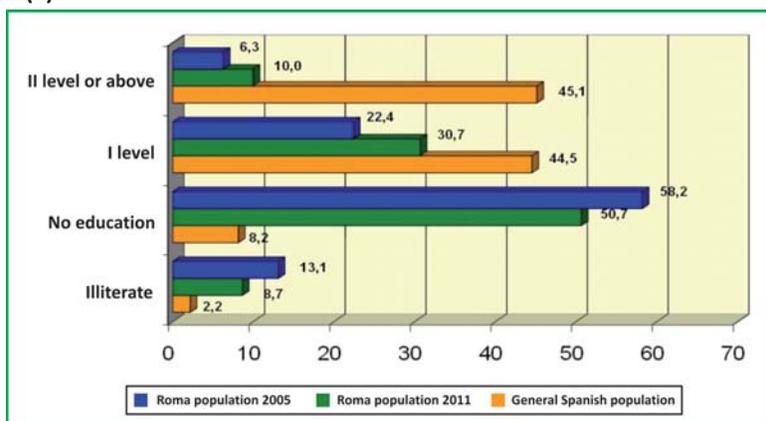
(\*): *Occupational situation and Spanish Roma population. Year 2005. Fundación Secretariado Gitano*

This image is mainly rather negative but it is undergoing an improvement considering that out of ten Roma persons, six were fully or partially illiterate in 2011; however, this figure has dropped by 11% since 2005.

Although 91.4% of the Roma population aged 16 and over in Spain entered the educational system, at any of its levels, 81.4% abandon it before completing their secondary education.

The following graph, 2.3, illustrates the high differences between the analysed population groups in terms of graduated education levels:

**Graph 2.3. Maximum level of education completed by the Spanish Roma population aged 16 and over, in 2005 and 2011, compared with the same data regarding the general Spanish population (\*)**



(\*) National Statistics Institute. Economically Active Population Survey. 2<sup>nd</sup> Quarter of 2011

This graph shows the differences between the two population groups: the Spanish Roma population (in 2005 and 2011) and the general Spanish population aged 16 and over.

The categories of our questionnaire were grouped to be assimilated with the education levels of the National Statistics Institute, depending on the degree: the “no education” category includes the persons who do not know to write and read, as well as those who have not graduated primary education; the “Level I” category includes the persons who completed primary education and with incomplete secondary education; and the rest of the education levels are included in “Level II or above” category.

The first major difference noticed is that the Roma population (2011) has an illiterate rate that exceeds four times that of the entire Spanish population. The differences are even deeper in the segment of persons with no studies, where Roma population outnumbers five times the Spanish population, namely 51%, by comparison to the general Spanish population (8.2%).

In the case of the other two levels, the ratio changes. The proportions of the general Spanish population are higher than those of the Roma population for 2011, both in terms of Level I and Level II and above; there are differences reaching up to respectively 13.8 and 35.1 percentage points in favour of the general Spanish population.

Despite such high differences between Roma population (2011) and the general Spanish population, an already mentioned aspect must be underlined: the evolution of Roma population from 2005 in terms of all education levels. In the last six years,

illiterate rate has dropped by 4.4 percentage points, the number of population with no education dropped by 7.5 percentage points, the population which completed the Level I education has increased by 8.3 per cent and, finally, the number of persons who graduated Level II increased by up to 3.7 per cent, reaching 10%.

**Table 2.6. Level of studies completed by Spanish Roma population, aged 16 and over, in relation to various research variables (%)**

		Graduated education level*				
		Illiterate	No education	Level I	Level II or above	Total
<b>Gender</b>	Men	8.6	52.2	30.5	8.7	100.0
	Women	8.8	49.2	30.9	11.2	100.0
<b>Age</b>	Between 16 and 24 years	7.2	51.2	31.9	9.8	100.0
	Between 25 and 34 years	11.5	57.0	24.3	7.1	100.0
	Between 35 and 44 years	8.8	44.2	36.2	10.8	100.0
	Between 45 years and over	7.2	48.2	32.4	12.2	100.0
	<b>TOTAL</b>	<b>8.6</b>	<b>50.7</b>	<b>30.7</b>	<b>10.0</b>	<b>100.0</b>
<b>Habitat size</b>	Up to 10,000 inhabitants	7.7	49.0	31.6	11.7	100.0
	Between 10,000 and 25,000 inhabitants	8.9	47.9	32.0	11.2	100.0
	Between 25,001 and 50,000 inhabitants	9.9	54.1	28.5	7.6	100.0
	Between 50,001 and 100,000 inhabitants	5.9	58.5	26.6	9.0	100.0
	Between 100,001 and 250,000 inhabitants	11.0	49.2	28.6	11.3	100.0
	Over 250,000 inhabitants	7.9	49.2	34.2	8.7	100.0
	<b>TOTAL</b>	<b>8.6</b>	<b>50.7</b>	<b>30.7</b>	<b>10.0</b>	<b>100.0</b>

\*Persons who do not know to write and read and those who have not completed the elementary education cycle are included in "No education" column. The persons who finished the primary education cycle but have not completed the secondary one are included in "Level I" column.

Regarding the education level reached, no significant differences between men and women of Roma population of 16 years old and over are observable. However, it is worth highlighting in relation to persons without studies, that Roma men outweigh Roma women by 3 percentage points aged 16 and over. In cases where secondary education was completed, it is women that outweigh men by 2.5 percentage points.

Regarding age, the most important information relates to the fact that older persons, 35 years old and over, graduated higher education levels than the younger persons. Roma persons of 45 years old and over thus have the highest percentage of Level II and above graduation. There is no doubt that the age group of 25-34 years is characterised by the lowest level of education, but we have not the elements required to express a hypothesis supporting this reality.

### **2.2.3. Marital status, religion and number of children**

This sub-chapter is approaching other aspects according to which Roma population shows differentiating elements by comparison with the general Spanish population. As we shall see, the differentiating element of a younger Roma population is more obvious in terms of marital status and number of children.

**Table 2.7. Marital status of Spanish Roma population aged 16 and over, for 2005 and 2011 (%)**

Marital status	Roma population	
	Year 2005	Year 2011
Not married	28.6	26.7
Married	60.8	58.2
Widow/widower	4.6	4.6
Separated. Divorced	2.9	4.8
Another type of union	3.2	5.7
Total	100.0	100.0

The information included in this table seem to indicate a certain change in Roma population customs, seeing a certain increase in the number of not so regular situation, like divorce, separation or other types of unions to the detriment of other types of marital status (not married and married).

**Table 2.8. Marital status of Spanish Roma population aged 16 and over and marital status of the population as a whole residing in Spain (%)**

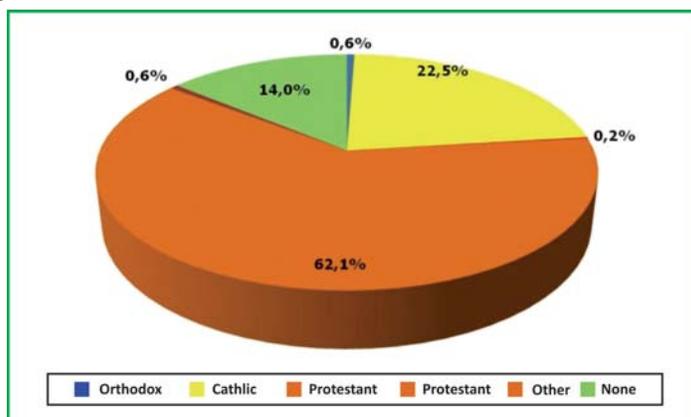
	Roma population	General population 2009
Single	32.4	31.8
Married	58.2	56.7
Widow/widower	4.6	7.4
Separated. Divorced	4.8	4.1
Total	100	100

(\*): In the case of Roma population, the "single" category includes the category of another type of union - Source: 2009 Assessment of Life Cycle for the Population of Spain

To compare the situation of the Roma population with that of the general Spanish population, we established the category of single persons and the category of another type of union in the case of Roma persons – men and women – due to the fact that this was the only method of comparing these data with those made available by the official statistics in Spain, which take into account only the legal marital status. Although both populations have certain very different characteristics (average age or education level), the percentages related to the marital status are somewhat similar; only the category of widow/widower shows a certain difference taking into account the general Spanish population exceeds by three percentage points the Roma population, no doubt, due to a higher presence of older population.

Another aspect we focused on was the religious option. The first information that must be underlined relates to the fact that 14% of Spanish Roma population of 16 years old and over has no religious option. Let us examine the following graph:

**Graph 2.4. Distribution of Roma population aged 16 and over, according to religious beliefs, in percentages**



The evangelical religion, with a percentage of 62.1%, is the most common religious option of Roma persons, with a substantial gap to the next option, the catholic religion of 22.5% followers; both options amounting to about 85% of Roma population, men and women. All other options, except the category with no religious option (14%), are very little accepted, always amounting to 1% followers.

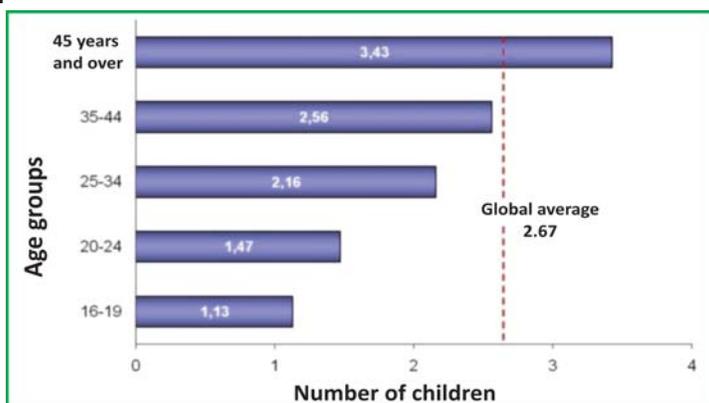
We conclude this paragraph of the sub-chapter by analysing the number of children, declared by the respondents of our survey. For this purpose, we have taken into account only Roma persons aged 16 and over with children, who represent two thirds of the total.

In 2005, Roma population over 15 years old had an average of 3.18 children. In 2011, the average of children dropped to 2.66. On a closer look (table 2.8), we can find certain differences between these two periods of time. On the one hand we notice a significant increase (6 per cent) in Roma persons with one child. The proportions of persons with 2 or 3 children have increased as well, but slower. At the same time, a decrease by up to 3.7, 2.3 and 5.3 percentage points is recorded among Roma persons with respectively four, five and six or more children. More specifically, the information available is showing a trend among Roma persons to have less children, which corresponds to the previously mentioned decrease of the average number of children.

**Table 2.9. Distribution of Spanish Roma population aged 16 and over and with children, depending on the number of children, in percentages**

	Roma population	
	Year 2005	Year 2011
One	17.3	23.5
Two	27.7	31.4
Three	20.3	21.7
Four	15.4	11.7
Five	8.5	6.2
Six or more	10.8	5.5
Total	100.0	100.0

**Graph 2.5. Average number of children in Spanish Roma population aged 16 and over, by age group**



The graph clearly shows a significant correlation between the age of the father and mother and the number of children among the Spanish Roma population, the number of children proportionally increasing together with the parents age.

Although it would be logical for older persons to have more children, if only because of the time available to take the decision to have more children, this

reasoning is insufficient to explain the generational differences. The graph shows us that the older population, 45 years old and over, directly affects the average number of children for the entire Spanish Roma population (of 2.67), given that this age group alone provides an average value of 3.43 children. The rest of the cohorts do not equal the overall average.

#### **2.2.4. Health status and disability**

We conclude this overview of the main characteristics of Roma population of 16 years old and over by analysing the answers given in relation to the health condition, as well as to the impact of disability on this population.

**Table 2.10. Health status of Spanish Roma persons aged 16 and over (in percentages), and proportion of Spanish Roma persons suffering from a disability or chronic disease, in percentages**

<b>Health status</b>	<b>%</b>
Very rickety. Very ill	3.4
Rickety. Ill	3.6
Medium (minor impairments)	17.4
Good or very good	75.7
<b>Disability or chronic diseases</b>	
Total incapacitating disability	2.1
Work incapacitating disability	2.8
Disability without incapacitation	2.5
Total incapacitating chronic disease	1.0
Work incapacitating chronic disease	1.8
Chronic disease without incapacitation	3.7

Low average age of Roma population impacts the recorded health condition. Only 7% of Spanish Roma of over 15 years old assess their own health condition as rickety or very rickety, while most of them declare they feel good or very good (75.7%).

In fact, if we compare these data with those made available by the National Health Survey of 2006 regarding the general Spanish population of same age, the persons in a bad or very bad health condition outnumber the others (8.7%), while the persons in good or very good condition amount to 66.5% (- 10 percentage points).

Regarding the disabilities or chronic diseases, 7.4% of Roma population of 16 years old and over suffers from a disability, and a lower percentage (6.5%) suffers from a chronic disease. On the other hand, it must be underlined that 2.8% of the Roma population suffers from a work incapacitating disability and 1.8% suffer from a work incapacitating disease.

## Chapter summary

### Characteristics of the Spanish Roma population as a whole:

- ✓ Among the Roma population, in contrast to the general population, there are more men (50.6%) than women (49.4%).
- ✓ The Roma population is younger than the general Spanish population, but it has been getting older in recent years.
- ✓ The average age of the Roma population is 28.1 years in comparison with 41.36 years for the general population.
- ✓ There is a greater proportion of youth dependency (37.6%) than of elderly dependency (5.3%) among the Roma population. With regard to the Spanish population as a whole, the relationship is inverse (dependency rate of the elderly is 24.7%).
- ✓ The birth rate of the Spanish Roma is increasing. An increase in progressivity index between 2005 (90.8%) and 2011 (106.5%).

### Characteristics of the Spanish Roma population aged 16 and over:

- ✓ 4 out of every 10 Spanish Roma is 16 to 29 years old, while among the Spanish population this age group does not reach 2 out of every 10.
- ✓ 6 out of 10 Roma do not complete their primary studies (71.2% in 2005).
- ✓ Furthermore, those persons who completed their secondary or higher education represent 10% (6.4% in 2005) of the Roma population, compared to 45% of the Spanish population as a whole.
- ✓ The illiteracy rate is four times higher among the Roma population than among the Spanish population as a whole.
- ✓ One third of the Roma older than 16 (32.1%) do not have children. Among those who are parents, the majority (31.4%) have two children.

- ✓ The new Roma parents, the youngest, already have a different idea of having children. The average number of children has decreased. In 2005, it was 3.18 and by 2011 it had declined to 2.66.
- ✓ Only 7% of the Roma population aged 16 and over considers its health status to be bad or very bad; on the contrary, three quarters manifest that they feel good or very good. Among the Spanish population as a whole, 66.5% express a good or very good health (-10 percentage points).
- ✓ 2.8% of the Roma population aged 16 and over has an invalidating disability for work, and 1.8% have a chronic disease that also proves invalidating for work.

### **3. SPANISH ROMA POPULATION AND THE LABOUR MARKET**

In the following pages we will try to provide, clearly, accurately and methodically, certain information regarding the overall image of the labour market in Spain, in terms of a comparison between Roma population and the general Spanish society. To this end, we processed information from the Economically Active Population Survey – second quarter of 2011 and the statistics from the survey conducted during 2011 on Roma population of 16 years old and over.

#### **3.1 The population related to the economic activity: main indicators**

In the beginning of this sub-chapter, we developed an estimation of the Spanish Roma population of 17 years old and over, per age group, related to the economic activity, in order to obtain an estimate opinion on the total volume of persons object of this research. This assessment was calculated by applying the percentage distribution resulted from the survey, obtaining an average estimate of 325,366 Roma persons of 16 years old and over. This calculation used the data regarding the total population residing in Spain, included in the work “Map of Housing and Roma Community in Spain for 2007”, resulting 453,788 persons. The percentage of 71.7% of population of 16 years old and over, provided by the survey carried out within this research, was applied to the previously mentioned figure, therefore obtaining the number of 325,366 persons of 16 years old and over. This is the information used for the following estimates.

As such, it is safe to say that Roma persons not registered in the labour market amount to about 100,900, that is, the economically inactive persons, while Roma persons employed or actively in search of a job (economically active persons) amount to 224,500.

Depending on age segments, the persons younger than 25 years old amount to 26% of the population of 16 years old and over, being distributed as 31.6% economically inactive persons and 68.4% economically active

persons. The age segment between 25 and 44 years includes 44% of Roma population of 16 years old and over, 19.8% economically inactive and 80.2% economically active. In the age segment of 45 years old and over – ages when, individuals usually retire from the labour market – we see a percentage of 52.7% which continues to be economically active by comparison to 47.3% of economically inactive persons.

**Table 3.1. Spanish Roma age groups in relation to the economic activity (16 years old and over, economically inactive and active)**

	Population aged 16 and over	Economically inactive population	Economically active population
<b>TOTAL</b>	<b>325,366</b>	<b>100,863</b>	<b>224,503</b>
Between 16 and 19 years	38,176	14,967	23,209
Between 20 and 24 years	46,202	11,713	34,489
Between 25 and 34 years	88,283	18,654	69,628
Between 35 and 44 years	56,397	9,978	46,419
45 years and over	96,308	45,551	50,757

In addition, the following table illustrates an estimate of potentially active Roma persons in Spain, amounting to 63,500. According to the criteria of Economically Active Population Survey, this volume of persons remains inactive although the reasons for which such persons are not registered in the labour market place them in the category of potentially active persons. This occurs when such persons had not actively searched a job due to one of the following reasons:

- They think they will not find a job.
- They think there is no job for them.
- They do not know where to go in order to find a job.
- They are limited based on certain regulations regarding employment.
- They wait to be employed.

The motives for not searching a job, invoked by the interviewees makes them a potential to be added on the labour market (on the economic activity) and, thus, the potentially economically active persons reach about 287,900.

The motives for not searching a job, invoked by the interviewees makes them a potential to be added on the labour market (on the economic activity) and, thus, the potentially economically active persons reach about 287,900.

**Table 3.2. Spanish Roma population age groups in relation to the economic activity (potentially active and potential of active persons)**

	Potentially active	Potential of active persons
<b>TOTAL</b>	<b>63,446</b>	<b>287,949</b>
Between 16 and 19 years	8,134	31,343
Between 20 and 24 years	17,895	52,384
Between 25 and 34 years	14,641	84,269
Between 35 and 44 years	12,201	58,620
45 years and over	10,574	61,331

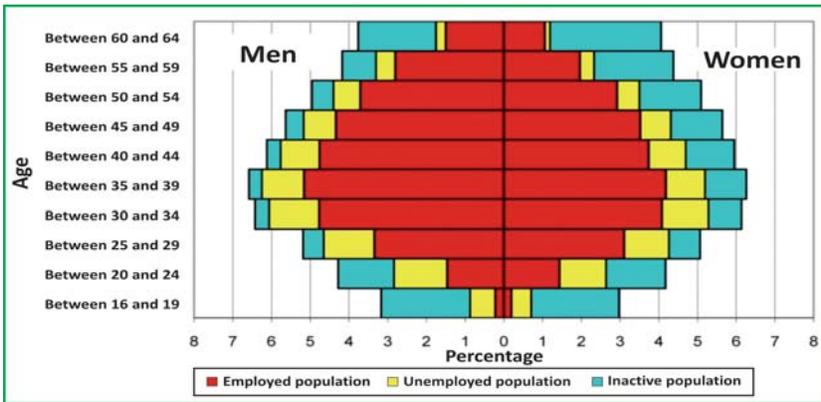
During this survey, a volume of 142,727 employed persons and 81,775 unemployed persons was estimated, illustrated by the following table.

**Table 3.3. Roma population estimate depending on its relation with the economic activity (employed and unemployed)**

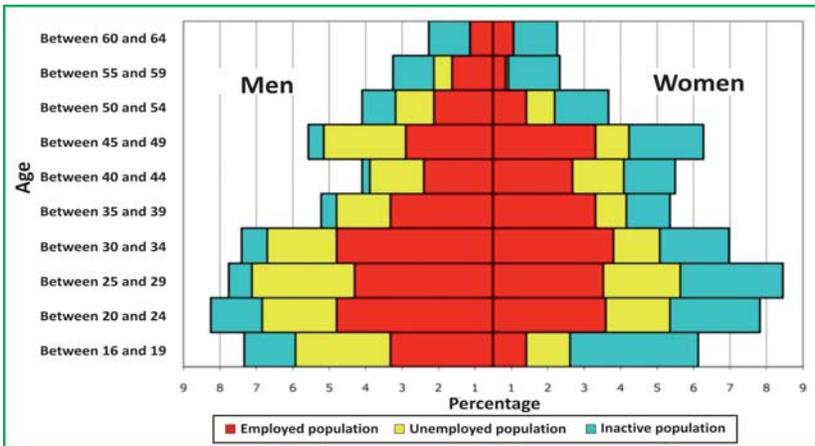
	Employed population	Unemployed population
<b>TOTAL</b>	<b>142,727</b>	<b>81,775</b>
Between 16 and 19 years	11,496	11,713
Between 20 and 24 years	22,776	11,713
Between 25 and 34 years	44,684	24,945
Between 35 and 44 years	30,151	16,268
45 years and over	33,621	17,136

After identifying and describing the absolute figures, specifically the total volume of analysed Roma population, the two demographic structures are compared: Roma population and general Spanish population. The following graphs describe the pyramids of Roma population and Spanish population with the legal age for employment, providing a few significant differences in the age structure due to the fact that, taking into account the mentioned aspects, Roma population percentage is higher in terms of younger age segments.

**Graph 3.1. Age pyramid of general Spanish population aged 16 to 64, in relation to the economic activity. Economically Active Population Survey (EPA) II quarter of 2011**



**Graph 3.2. Age pyramid of Spanish Roma population aged 16 to 64, in relation to the economic activity.**



The pyramid of general Spanish population is supported by a small basis (16-19 years age segment) where the professional inactivity is highlighted, showing two major boosts in activity (employment and unemployment), one on the 20-24 years age segment and the other on the 25-29 years age segment. This leads to the conclusion that Spanish population employment on labour market takes places, usually, between the age of 25 and 29. At the same time, unemployment is proportionally accentuated in these age segments.

The highest number of economically active persons is that included in the age segment of 25 and 59, while the employment situation prevails by comparison

with unemployment and inactivity situations in all age groups, this age segment being the one where the population, usually, carries out its professional life. Starting with the age of 60, economic inactivity is, again, predominant since this age represents the end of the professional carrier, finalized by retirement.

Depending on gender, we can see a similar description to the one developed for men and women. However, we must mention that professional inactivity is more accentuated in women, since women employment on labour market, specifically women engagement in the economic activity, is more recent, namely, in the last quarter of the 20<sup>th</sup> century.

Contrary to the above, Roma population does not illustrate the above mentioned values. Graph 3.2 shows a full engagement in the economic activity starting from the basis of the pyramid (16 - 19 years age segment), especially in the case of men, engagement which is maintained up to older ages than those considered for the general population. As such, we can say that professional life of Roma population is more comprehensive than that of the general Spanish population, starting at the age of 16 and ending at about the age of 60.

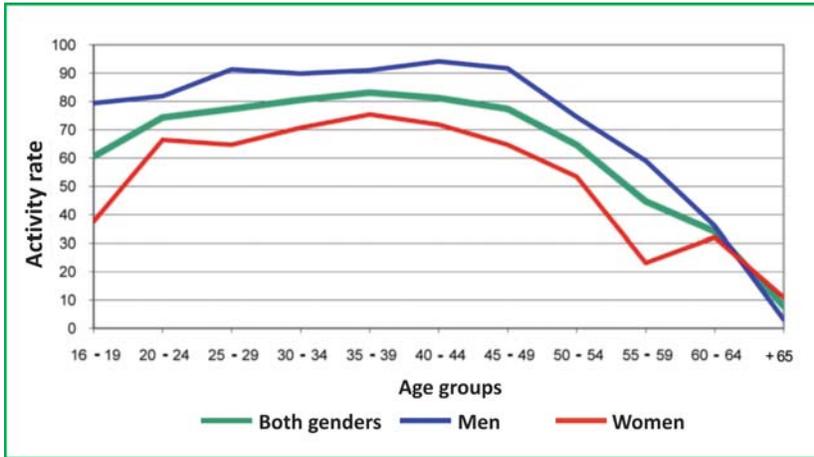
Regarding the distribution per gender, Roma population trend is similar to that of the other residents of Spain, a better professional activity being noticed in women. But, in Roma women with the age between 16 and 29 years, the economic inactivity is predominant and it starts to decrease mostly in women with the age between 35 and 49 years.

All the aspects described by now are clearly illustrated by the activity curves of the following graphs. These graphs show the activity rates per age groups, indicating an increase of this index for the rest of the Spanish population included in the 16 and 24 years age segment, with the highest rates between the ages of 25 - 59 years, and slowly decreasing for the following age segments.

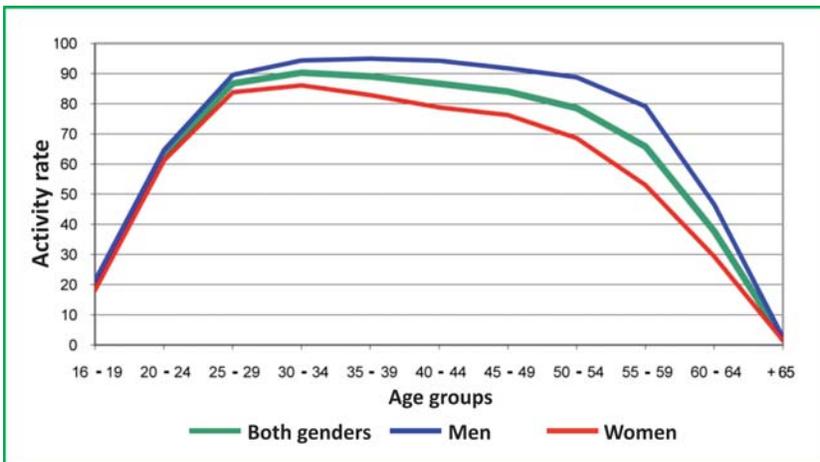
However, if we notice the curves related to Roma population we will see that these are starting with activity rates of about 60% on the 16 – 19 years age group, in comparison to 20% in the case of general Spanish population. This indicator slowly increases up to the 25 - 29 years age group, from where the activity rate is maintained until the age of 45 – 50. From this age on, the activity rate is rapidly decreasing.

**Graph 3.3. Activity curve by gender and age group**

*A) Roma population*



*B) General Spanish population*



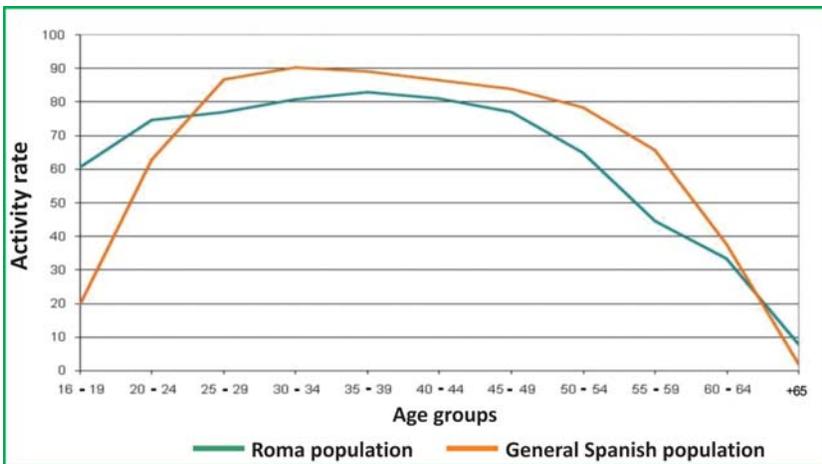
With regard to the activity rate and the potential activity rate, the following graph shows the differences between Roma population and the general population residing in Spain. The activity rate of Roma population is of 68.9%, and the potential activity rate is of 74.1% (a difference of 5.2 percentage points), while in the case of the general Spanish population these indicators are 60.1%, 61.7% respectively (a difference of 1.6 percentage points).

The fact that Roma activity rate is higher than the activity rate of the general Spanish population can be explained, inter alia, by Roma employment on the labour market at young ages, as previously shown.

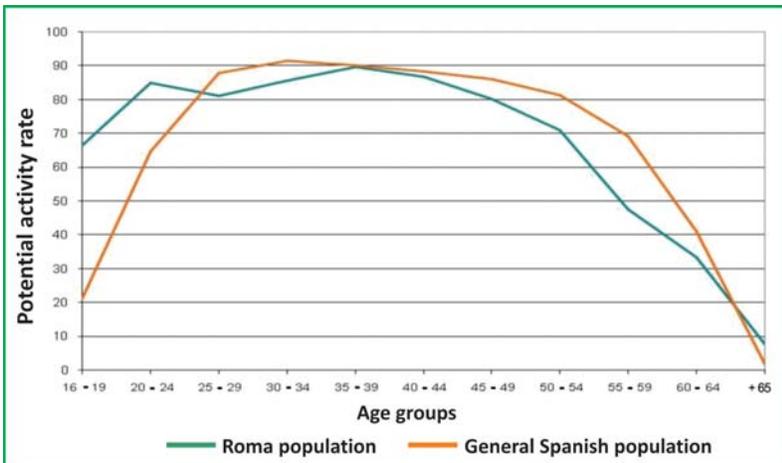
In addition, at all ages when, individuals usually remain engaged in the economic activity, this rate is higher for the general Spanish population as shown in graph 3.4. It illustrates that the activity rate, as well as the potential activity rate, is higher for the Spanish population between the ages of 25 and 54. Actually, the activity rate is of 86.2% for the Spanish population as a whole aged 25 to 54, and of 21.9% for Spanish persons aged 54 and over, while in the case or Roma population this rate is of 78.1% and 26.9% respectively.

**Graph 3.4. Activity curve and potential activity curve for the Spanish Roma population and for the general Spanish population, by age groups**

*A) Activity curve*



*B) Potential activity curve*



**Table 3.4. Activity rates by gender and age**

	General Spanish population	Roma population	Difference
<b>Both genders</b>	<b>60.1</b>	<b>68.9</b>	<b>8.8</b>
Under 25 years	45.1	68.1	23
Between 25 and 54 years	86.2	78.1	-8.1
55 years and over	21.9	26.9	5
<b>Men</b>	<b>67.4</b>	<b>80.0</b>	<b>12.6</b>
Under 25 years	46.6	81.1	34.5
Between 25 and 54 years	92.5	89.6	-2.9
55 years and over	28.5	34.7	6.2
<b>Women</b>	<b>53.1</b>	<b>57.9</b>	<b>4.8</b>
Under 25 years	43.5	53.6	10.1
Between 25 and 54 years	79.7	67.4	-12.3
55 years and over	16.4	19.6	3.2

**Table 3.5. Potential activity rates by gender and age**

	General Spanish population	Roma population	Difference
<b>Both genders</b>	<b>61.7</b>	<b>74.1</b>	<b>12.4</b>
Under 25 years	46.7	76.3	29.6
Between 25 and 54 years	87.8	83.0	-4.8
55 years and over	23.2	28.0	4.8
<b>Men</b>	<b>68.6</b>	<b>83.5</b>	<b>14.9</b>
Under 25 years	48.4	88.3	39.9
Between 25 and 54 years	93.5	91.9	-1.6
55 years and over	29.6	35.7	6.1
<b>Women</b>	<b>55.1</b>	<b>64.7</b>	<b>9.6</b>
Under 25 years	45.0	62.8	17.8
Between 25 and 54 years	81.9	74.4	-7.5
55 years and over	18.0	20.6	2.6

The difference between Roma population and the rest of the population residing in Spain consists of a higher consistency of the second category with regard to the training required to enter the labour market, taking into account that the inactivity in general Spanish population until the age of 25 is explained by the graduation of certain education level which enables employment of qualified jobs or, at least, more chances in entering the labour market. In the case of Roma population, this phenomenon is interpreted in the opposite way, most of Roma persons entering the labour market at the age of 16, being already prepared for this.

With regard to the gender, the above described analysis is repeated, as in table 3.4. Among men, the activity rate of the population with age under 25 years

is higher by 35 percentage points among Roma men. On the age segment of 25 - 54 years, the activity rate is higher in the general Spanish population, namely 92.5%, while in Roma population this rate is of 89.6%. On the other hand, for persons of 55 years old and over, the activity rate of Roma men is calculated at 34.7% by comparison to 28.5% of the general male population.

In the case of Roma women, we see a trend according to which the global rate of Roma woman with the age under 25 years is of 53.6% (10.1 percentage points higher than in the case of Spanish women), and of 67.4% for the 25 - 54 years age group (by 12 percentage points lower than in the case of Spanish women of same age group). In addition, for persons of 55 years old and over this rate is of 19.6% in the case of Roma women and of 16.4% in the case of Spanish women, by 3.2% higher in favour of Roma women.

In terms of unemployment rate and employment rate, the situation resumes (see tables 3.6 and 3.7). With regard to the employment rate, 43.8% of Spanish Roma of 16 years old and over is employed, while for the rest of this country's population this percentage is of 47.6%, which shows a difference of 3.8 percentage points.

However, this variation can be put into context if we analyse the rates in relation to age groups. In the case of persons with the age under 25 years, the employment rate in Roma population is higher by 16.3 per cent, while in the case of persons with the age between 25 - 54 years, this rate is higher by 19.8 percentage points for the Spanish population. With regard to persons of 55 years old and over, again this rate is higher for Roma population.

**Table 3.6. Employment rates by gender and age**

	General Spanish population	Roma population	Difference
<b>Both genders</b>	<b>47.6</b>	<b>43.8</b>	<b>-3.8</b>
Under 25 years	24.3	40.6	16.3
Between 25 and 54 years	69.5	49.6	-19.9
55 years and over	18.9	22.8	3.9
<b>Men</b>	<b>53.6</b>	<b>49.3</b>	<b>-4.3</b>
Under 25 years	24.1	49.0	24.9
Between 25 and 54 years	75.1	54.3	-20.8
55 years and over	24.5	27.6	3.1
<b>Women</b>	<b>41.8</b>	<b>38.4</b>	<b>-3.4</b>
Under 25 years	24.4	31.1	6.7
Between 25 and 54 years	63.7	45.2	-18.5
55 years and over	14.3	18.6	4.3

**Table 3.7. Unemployment rates by gender and age**

	General Spanish population	Roma population	Difference
<b>Both genders</b>	<b>20.9</b>	<b>36.4</b>	<b>15.5</b>
Under 25 years	46.1	40.4	-5.7
Between 25 and 54 years	19.4	36.5	17.1
55 years and over	13.5	15.4	1.9
<b>Men</b>	<b>20.6</b>	<b>38.4</b>	<b>17.8</b>
Under 25 years	48.2	39.5	-8.7
Between 25 and 54 years	18.9	39.4	20.5
55 years and over	14.0	20.6	6.6
<b>Women</b>	<b>21.3</b>	<b>33.7</b>	<b>12.4</b>
Under 25 years	43.8	41.8	-2.0
Between 25 and 54 years	20.0	32.9	12.9
55 years and over	12.8	5.3	-7.5

Finally, in terms of unemployment rate, 36.4% of the active Spanish Roma population is unemployed, while in the case of this country's citizens, the percentage decreases to 20.9%. More specifically, the unemployment rate of the Roma population is higher by 15.5 percentage points than in the case of the other citizens of Spain. This disparity is more accentuated in the male population, where the Roma unemployment rate is 17.8 percent higher (20.6% by comparison to 38.4%) than in the female population, with an indicator of 12.4 percentage points higher in favour of Roma women (21.3% by comparison to 33.7%).

At the same time, when breaking down this indicator per age groups, a few differences must be emphasized. Thus, the unemployment rate for persons with age under 25 years is lower than in the case of Roma persons, 40.4%, as opposed to 46.1% in the case of Spanish citizens (a difference of 5.7 percentage points), a situation seen both in men (with a difference of 8.7 percentage points), and in women (with a difference of 2 points). In the age segment most inclined to employment (25 – 54 years), Roma population shows a higher unemployment rate by 17.1 percentage points (36.5% by comparison to 19.4%), situation valid both for men and for women, with an indicator higher by respectively 20.5 and 12.9 percentage points. At the same time, with regard to the persons of 55 years old and over, the Roma unemployment rate is similar to the total unemployment rate, although the unemployment rate in Roma persons is higher by 2 percentage points, with more unemployed men (6.6 percent higher) than women (lower by 7.5 percentage points).

A value which must be further analysed is the difference between the youth unemployment rate in Roma population and in the general Spanish population, in the case of the former, this rate being lower by 5.7 per cent. Early admission on the labour market is the basis for understanding this phenomenon. In such situation, we must mention that this difference in the youth unemployment rate could indicate

Roma population orientation towards the “secondary market”, respectively towards less qualified jobs requiring the lowest level of education and training and which Roma population is willing to occupy or already occupies them due to the inertia of its own professional dynamics, like, for instance, family support. On their side, the Spanish youth as a whole comprises a much better trained population and with a better economic support network ensured by their families, are betting on an employment opportunity much closer and oriented towards the primary market (a market characterised by qualified paid activity), without going on too difficult and uncertain jobs, thus having more chances to become unemployed. In support of the above mentioned, we must mention that almost half of Roma occupations are directed towards the itinerant marketing, an unpopular occupation among the Spanish population.

### 3.2 Main characteristics of the population and its position on the labour market

After we explained the main indicators of the labour market and the differences that exist between Spanish Roma population and the general Spanish population, this sub-chapter describes both populations and their position on the labour market. For starters, we must reassert that Roma population is younger than the general Spanish population (see table 3.8), 26% of Roma being included in the age segment of 16 and 24 years, by comparison to 11.1% in the case of the general Spanish population. This is precisely why this fact is replicated when distinguishing the population in relation to the economic activity. 25.8% of the active Roma population is 25 years old or less, while in the case of the general Spanish population this percentage is of 8.3% (table 3.10). The same thing is applicable to the inactive population, namely 26.5% and 15.2% (table 3.9).

**Table 3.8. Distribution of the population aged 16 and over by gender and age groups, in percentages (Totals: x 1.000)**

	General Spanish population	Roma population	Difference for 2011	Difference for 2005
<b>Both genders total</b>	<b>38,481.2</b>	<b>325.4</b>		
Between 16 and 19 years	4.6	11.8	7.2	9.4
Between 20 and 24 years	6.5	14.2	7.7	7.0
Between 25 and 54 years	55.5	61.1	5.6	5.5
55 years and over	33.4	12.9	-20.5	-21.9
<b>Men total</b>	<b>18,794.7</b>	<b>162.0</b>		
Between 16 and 19 years	4.8	13.0	8.2	8.5
Between 20 and 24 years	6.7	14.7	8.0	6.0
Between 25 and 54 years	57.5	59.2	1.7	3.9
55 years and over	30.9	13.1	-17.8	-18.5
<b>Women total</b>	<b>19,686.5</b>	<b>163.3</b>		
Between 16 and 19 years	4.4	10.6	6.2	10.0
Between 20 and 24 years	6.2	13.8	7.6	8.2
Between 25 and 54 years	53.5	62.7	9.2	7.0
55 years and over	35.8	12.9	-22.9	-25.2

Thus, depending on age, the differences between Roma population and the Spanish population as a whole are extremely significant. With regard to economically inactive persons in Spain, the highest volume is seen in the age segment of 55 years and over (65.5%), while in the case of Roma population the segment of 25 - 54 years (43.1%) is prevalent. Regarding the professional activity, we must mention that the volume specific to the 25 – 54 age segment is prevalent in both populations. As such, we see that 69.2% of active Roma population is included in this age segment, this percentage being exceeded by 10 percentage points in the case of the general active Spanish population, which reaches 79.5%.

**Table 3.9. Distribution of inactive population by gender and age groups, in percentages (Totals: x 1.000)**

	General Spanish population	Roma population	Difference for 2011	Difference for 2005
<b>Both genders total</b>	<b>15,344.5</b>	<b>100.9</b>		
Between 16 and 19 years	9.2	14.9	5.7	5.6
Between 20 and 24 years	6.0	11.6	5.6	7.5
Between 25 and 54 years	19.3	43.1	23.8	26.4
55 years and over	65.5	30.4	-35.1	-39.5
<b>Men total</b>	<b>6,119.8</b>	<b>32.3</b>		
Between 16 and 19 years	11.7	13.3	1.6	1.9
Between 20 and 24 years	7.3	13.3	6.0	2.6
Between 25 and 54 years	13.2	30.7	17.5	27.1
55 years and over	67.8	42.7	-25.1	-31.6
<b>Women total</b>	<b>9,224.7</b>	<b>68.5</b>		
Between 16 and 19 years	7.6	15.8	8.2	7.5
Between 20 and 24 years	5.2	11.0	5.8	9.9
Between 25 and 54 years	23.3	48.6	25.3	24.9
55 years and over	63.9	24.6	-39.3	-42.3

**Table 3.10. Distribution of active population by gender and age groups, in percentages (Totals: x 1.000)**

	General Spanish population	Roma population	Difference for 2011	Difference for 2005
<b>Both genders total</b>	<b>23,136.7</b>	<b>224.5</b>		
Between 16 and 19 years	1.5	10.4	8.9	12.3
Between 20 and 24 years	6.8	15.4	8.6	6.4
Between 25 and 54 years	79.5	69.2	-10.3	-14.2
55 years and over	12.2	5.0	-7.2	-4.5
<b>Men total</b>	<b>12,675.0</b>	<b>129.7</b>		
Between 16 and 19 years	1.5	12.9	11.4	11.6
Between 20 and 24 years	6.5	15.1	8.6	6.7
Between 25 and 54 years	78.9	66.3	-12.6	-11.9
55 years and over	13.1	5.7	-7.4	-6.4
<b>Women total</b>	<b>10,461.8</b>	<b>94.8</b>		
Between 16 and 19 years	1.5	6.9	5.4	12.9
Between 20 and 24 years	7.2	15.8	8.6	6.1
Between 25 and 54 years	80.2	73.0	-7.2	-17.3
55 years and over	11.1	4.3	-6.8	-1.8

Moreover, when characterizing occupation and unemployment, the volume of young Roma persons is significant. Thus, 24.1% of employed persons and 28.6% of unemployed persons, among the Roma in Spain, are under the age of 25, while in the case of the general Spanish population these figures are of 5.6%, respectively 18.3%. This indicator regarding the youth, measured as specific volume of the population with the age under 25, is higher in the Roma community, with a difference of 18.5% in terms of employment and of 10.3 in terms of unemployment.

Also, while 81.1% of employed persons in Spain are included in the age segment of 25 – 54, in the case of Roma persons this percentage drops to 69.2%, showing a difference of almost 12 percentage points. Regarding unemployment, it must be said that 69.2% of the Spanish Roma persons who are unemployed are included in the age segment of 25 and 54 years, while in the case of the general Spanish population, the unemployment rate reaches 73.8%.

**Table 3.11. Distribution of employed population by gender and age groups, in percentages (Totals: x 1.000)**

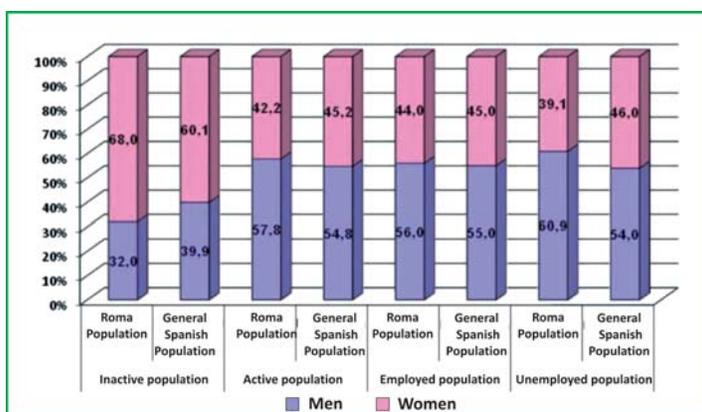
	General Spanish population	Roma population	Difference for 2011	Difference for 2005
<b>Both genders total</b>	<b>18,303.0</b>	<b>142.7</b>		
Between 16 and 19 years	0.7	8.1	7.4	11.9
Between 20 and 24 years	4.9	16.0	11.1	6.7
Between 25 and 54 years	81.1	69.2	-11.8	-14.2
55 years and over	13.3	6.7	-6.6	-4.4
<b>Men total</b>	<b>10,066.8</b>	<b>79.9</b>		
Between 16 and 19 years	0.7	10.9	10.2	11.3
Between 20 and 24 years	4.5	16.6	12.0	7.0
Between 25 and 54 years	80.6	65.2	-15.4	-12.3
55 years and over	14.1	7.3	-6.8	-6.0
<b>Women total</b>	<b>8,236.2</b>	<b>62.8</b>		
Between 16 and 19 years	0.7	4.5	3.8	12.9
Between 20 and 24 years	5.5	15.2	9.8	6.2
Between 25 and 54 years	81.5	74.0	-7.5	-17.1
55 years and over	12.3	6.2	-6.0	-2.0

**Table 3.12. Distribution of unemployed population by gender and age groups, in percentages (Totals: x 1.000)**

	General Spanish population	Roma population	Difference for 2011	Difference for 2005
<b>Both genders total</b>	<b>4,833.7</b>	<b>81.8</b>		
Between 16 and 19 years	4.5	14.3	9.8	13.2
Between 20 and 24 years	13.8	14.3	0.5	3.1
Between 25 and 54 years	73.8	69.2	-4.6	-12.3
55 years and over	7.9	2.1	-5.8	-4.0
<b>Men total</b>	<b>2,608.1</b>	<b>49.8</b>		
Between 16 and 19 years	4.8	16.2	11.4	12.0
Between 20 and 24 years	14.0	12.7	-1.3	1.0
Between 25 and 54 years	72.4	68.1	-4.3	-4.6
55 years and over	8.9	3.1	-5.8	-8.4
<b>Women total</b>	<b>2,225.6</b>	<b>32.0</b>		
Between 16 and 19 years	4.3	11.5	7.2	12.9
Between 20 and 24 years	13.6	16.9	3.3	5.1
Between 25 and 54 years	75.4	70.9	-4.5	-17.8
55 years and over	6.7	0.7	-6.0	-0.3

Graph 3.5 shows that there are, in relation to gender, differences in the structure of both populations, whether inactive persons, active persons, employed persons or unemployed persons, as well as similar situations in the case of Roma population as well as in the case of the general Spanish population. For both categories of population, women prevail as inactive persons. In fact, 68% of the inactive Roma population consists of women, by comparison to 60.1% in the case of Spanish women. Similarly, of the total active Roma, 57.8% are men. With regard to the general Spanish population, where of the total active persons, 54.8% are men, this percentage slightly increasing to 55% in case of employed persons. At the same time, there are differences in the unemployed population. On the one hand, 46% of the total unemployed Spanish population consists of women and women's representation in the case of the unemployed Roma population reaches 39.1% of the total.

**Graph 3.5. Population distribution by gender, in relation to the economic activity**



Another aspect, significant for analysing and understanding the differences existing on the labour market between the general Spanish population and Roma population, consists of observing the level of achieved training (table 3.13). In addition to the mentioned differences related to the age variable, the education issue, or in other words, the lowest level of education of the Roma population, is another element of cleavage from the whole of Spanish society.

In fact, out of the active Spanish Roma population, 60.9% are illiterate or with no studies and only 9.3% achieved a level of schooling in the secondary or upper education, while 57.6% of the active Spanish population has finalized, at least, the studies related to secondary education and only 2.6% are illiterates or have not graduated the first level of studies.

These differences become obvious when observing the distributions in relation to occupation and unemployment: 61.3% of the working Roma population and 60.2% of the unemployed Spanish Roma population are illiterate or without

studies, while 61.4% of the Spanish working population as a whole and 43.1% of the Spanish unemployed population have completed secondary or high education.

Thus, initial training for employment, translated by these data regarding the level of education, becomes a major and fundamental issue for the equity on the labour market. It is clear that the poor training of Roma persons leads to employment on uncertain jobs, characterised by the three “p”: “pretentious”, “perilous” and “precarious”. This precariousness relates not only to the temporary nature of such jobs but to the fact that such jobs pertain to sectors sensitive under economic recession, as the current situation.

**Table 3.13. Distribution of active, employed and unemployed populations, by level of training achieved, expressed in degrees (Total: x 1.000)**

	General Spanish population	Roma population	Difference for 2011	Difference for 2005
<b>Active population</b>	<b>23,136.7</b>	<b>224.5</b>		
Illiterates	0.4	10.1	9.7	7.3
No education	2.2	50.8	48.6	56.0
Level 1	39.8	29.8	-10.0	7.4
Level 2 and above	57.6	9.3	-48.3	-70.7
<b>Employed population</b>	<b>18,303.0</b>	<b>142.7</b>		
Illiterates	0.2	8.1	7.9	7.6
No education	1.8	53.2	51.4	54.9
Level 1	36.6	28.8	-7.8	8.4
Level 2 and above	61.4	9.9	-51.5	-71.0
<b>Unemployed population</b>	<b>4,833.7</b>	<b>81.8</b>		
Illiterates	1.2	13.5	12.3	5.3
No education	3.8	46.7	42.9	62.8
Level 1	51.9	31.6	-20.3	0.2
Level 2 and above	43.1	8.2	-34.9	-68.2

*(\*)“No Education” column includes the persons who do not know to write and read, as well as those who have not graduated the elementary education cycle. “Level 1” column includes the persons who graduated primary education cycle but have not finalized the secondary education cycle.*

Before concluding with regard to the high figures of active population, it is interesting to mention certain data related to the employed population. Thus, we will focus our attention on the production sector where Roma population employment is directed, as well as on the various occupations of this population and its professional situation. In the following paragraphs, relevant figures regarding the working hours and employment contract type are presented.

Starting with the production sector, the first aspect that needs to be underlined is the fact that 91.5% of employed Spanish Roma population works in the services sector, in the general Spanish population this figure being of 74.1%. Moreover, taking into account the percentage distribution for each age group, no major variations are noticed, both in Roma persons and in the general Spanish population, but a clear homogeneity.

**Table 3.14. Distribution of employed persons by age group and the economic sector, in percentages (Total: x 1.000)**

	Total (thousands)	Agriculture	Industry	Construction	Services
<b>Roma population</b>	<b>142.7</b>	<b>1.9</b>	<b>2.0</b>	<b>4.6</b>	<b>91.5</b>
Between 16 and 19 years	10.9	0.0	0.0	3.8	96.2
Between 20 and 24 years	21.9	1.0	1.9	3.9	93.2
Between 25 and 54 years	101.3	2.4	2.4	4.7	90.5
55 years and over	8.6	0.0	0.0	4.5	95.5
<b>General population</b>	<b>18,303.0</b>	<b>4.0</b>	<b>14.1</b>	<b>7.8</b>	<b>74.1</b>
Between 16 and 19 years	741.2	7.6	8.5	7.0	76.8
Between 20 and 24 years	2,577.7	3.5	10.7	6.9	78.9
Between 25 and 54 years	1,430.2	3.7	14.4	8.1	73.8
55 years and over	13,553.9	6.0	13.6	6.6	73.8

It is obvious that both populations go towards very different activity sectors. Particularizing the production sectors, we can see that in Roma population, 61.3% of the employed persons are trade oriented, while in the general Spanish population this percentage is of only 16% (with a difference of 45.3 percentage points). More precisely, for 46.1% the occupation is oriented towards a certain type of trade, itinerant sale or street sale. The next sector with the highest rate of employed Roma is represented by the “administrative activities and ancillary services” – 8.4%, followed by the construction sector - 4.6%.

**Table 3.15. distribution of employed persons by sectors of activity, in percentages (NACE-2009)**

	Roma population	General Spanish population	Difference
Agriculture, breeding, forestry and fishing	1.9	4.0	-2.1
Industry	2.0	14.0	-12.0
Construction	4.6	7.8	-3.2
Wholesale and retail trading	61.3	16.0	45.3
Transport and storage	1.1	4.8	-3.7
Hotel industry	4.4	7.8	-3.4
Information and communication	0.0	2.8	-2.8
Financial and insurance activities	0.0	2.5	-2.5
Professional, scientific and technical activities	0.0	0.5	-0.5
Administrative activities and ancillary services	8.4	4.5	3.9
Public Administration and Defence; mandatory social securities	1.2	5.0	-3.8
Education	3.6	7.9	-4.3
Healthcare and social services activities	2.7	6.6	-3.9
Artistic, recreational and fitness activities	3.6	7.7	-4.1
Other services	2.2	1.7	0.5
Activities of households as domestic personnel	3.0	2.1	0.9
Activities of extraterritorial organizations and entities	0.0	4.0	-4.0
<b>Total</b>	<b>100</b>	<b>100</b>	

With regard to the activity carried out by employed Roma population, and in relation to the sectors of activity provided by these persons, two occupations appear. On one hand, 59.3% of Roma population consists of “providers of restaurant services, personal services, protection services and shop assistants”, with 37.6 percentage points higher than the percentage of 21.7% related to the general Spanish population. On the other hand, 22.2% provide “basic occupations”, this being the category with the lowest level of qualification, with 8.8 percentage points above 13.4% related to the general Spanish population. Thus, in terms of occupation, the employment of Roma persons goes towards the most precarious jobs which do not require much education, mainly not due to the production activities but due to the type of the work provided. As evidence, the fact that 46.3% of Roma occupations is that of street vendors.

**Table 3.16. Distribution of employed persons by occupation, in percentages (CNO-2011)**

	Roma population	General Spanish population	Difference
Military occupations	0.0	0.6	-0.6
Directors and managers	1.6	5.0	-3.4
Science experts and professionals and intellectuals	6.7	16.0	-9.3
Experts; consultancy professionals	2.5	10.4	-7.9
Accounting, administrative personnel and other office staff	1.2	10.0	-8.8
Restaurant services workers, personal services workers, protection services workers and shop assistants	59.3	21.7	37.6
Skilled workers in agriculture, breeding, forestry and fishing	1.8	2.6	-0.8
Craftsmen and skilled workers in production and construction	3.2	12.4	-9.2
Installation and equipment operators and assemblers	1.4	7.9	-6.5
Basic occupations	22.2	13.4	8.8
<b>Total</b>	<b>100</b>	<b>100</b>	

With regard to working hours, we must highlight the differences between Roma population and the general Spanish population, like the fact that Roma population is employed on the most precarious labour market. Thus, while the part time work rate reaches 42.3% in employed Roma population, for the general Spanish population this figure is of 14.1%. This indicator increases in the case of women in both populations, considering that the part time work rate for Roma women is of 50.2% and of 23.9% Spanish women. In the case of men, this rate decreases to 36.1% for Roma men, and 6.1% for Spanish men.

There is no doubt that the accentuation of part time work among Roma community is due to the high percentage of persons working as family support, because this type of activity is more sporadic than working in a paid job or in another type of professional situations.

**Table 3.17. Percentage distribution of employed persons according to type of working day and rate of part time employment by gender, in percentages (Totals: x 1.000)**

	Full time	Part time	Rate of part time employment (%)
<b>Roma population</b>	<b>82.4</b>	<b>60.4</b>	<b>42.3</b>
Men	61.9	47.7	36.1
Women	38.1	52.3	50.2
<b>General Spanish population</b>	<b>15,715.0</b>	<b>2,588.0</b>	<b>14.1</b>
Men	60.1	23.8	6.1
Women	39.9	76.2	23.9

In fact, 1 out of 4 employed Roma persons are activating as family support, namely 26% as opposed to 0.8% in the case of general Spanish population, according to the results of the EPA. In return, we can see that self-employment in Roma population reaches a percentage of 34.7%, with 24.5 percentage points higher than the national level figure of 10.2%. These two situations are typical for Roma population, namely the fact that 6 out of 10 are working as self-employed or family supports, a phenomenon we wish to briefly present.

**Table 3.18. Percentage distribution of employed persons according to their professional situation**

	Roma population	General Spanish population
Employer	0.3	5.2
Self-employee	34.7	10.2
Member of a cooperative	0.5	0.2
Family support	26.0	0.8
Public sector employee	3.9	17.6
Private sector employee	34.5	66.0
Another situation	0.1	0.0
<b>Total</b>	<b>100</b>	<b>100</b>

The following table shows the percentage distribution of employed Roma population, as well as the persons working as “family support” and those self-employed, depending on the variables of gender, age and education level. For such purpose, we must mention that the figures included in the internal analysis related to the capacity of “family support” must be approached with consideration in terms of statistics because their sampling basis is of 170 cases.

As it can be seen, the category of “family support” includes mostly women, in a percentage of 50.8% as opposed to 44% total percentage for the employed Roma population, in addition being mainly a young population since 47% of the persons in this professional situation are between the age of 6 and 24 years, a figure which contrasts with the 24% for the total employed Roma of this age

segment. Thus, the average age of those working as “family support” is of 29.2 years, meaning by 5.4 years less than the average of 34.6 years recorded for all Roma occupations. In the case of education level, the structure is similar to the one seen in the general employed population, apparently due to a lower incidence of illiterates, compensated by a higher number of persons who did not complete any level of education. In addition, the activity of “family support” is focused especially on the commercial sector (94%), more precisely on itinerant street selling (78%), as well as on vendors and merchants (85%). In other words, the percentage of 78% persons working as family supports are, actually, street vendors.

With regard to the activity of “self-employed”, we can see a profile very different from the one previously described. This is a male occupation, amounting to 68.6% as opposed to 56% corresponding to the total Roma occupations, carried out by persons with an average age of 38.1 years, namely by 3.5 years above the average age related to the general employment. Also, this activity is characterised by a somewhat higher education level than the one seen for the entire Roma employment, since 43.1% persons have graduated, at least, the first level of education, as opposed to 38.7% for the total employment. Like in the case of “family support”, the activity of “self-employed” is focused on trade (86%), namely on itinerant sale (71%), as well as on the occupations of vendor and merchant (78%). Thus, the percentage of 71% of self-employed Roma represents street vendors.

**Table 3.19. Distribution of persons employed as family support and of entire employed population according to several variables, in percentages**

	Family support	Self-employed	Employed Roma population
<b>Gender</b>			
Men	49.2	68.6	56.0
Women	50.8	31.4	44.0
<b>Age</b>			
16-24 years	47.0	13.1	24.0
25-54 years	47.9	76.2	69.2
55 years and over	5.1	10.7	6.8
<b>Education level</b>			
Illiterates	5.4	7.7	8.1
No education	55.5	49.3	53.2
Level I	28.4	29.6	28.7
level II and above	10.8	13.5	10.0
<b>Total</b>	<b>100</b>	<b>100</b>	<b>100</b>

At the same time, the high percentage of self-employed Roma population, especially as “family support” or “self-employed”, is reflected by a low remuneration rate. The remuneration rate of Roma population is very different from that of the

general Spanish population, since in the case of the first category this rate is of 38.4%, and in the case of the second category the rate is 83.6%. This huge difference is one of the main distinctive characteristics of the employment situation of the Roma population, taking into account the fact that paid employment usually involves a significant portion of social protection (unemployment, pension, medical leave etc.) and work related rights (working hours, wage, paid leave etc.). However, self-employment is usually distant from the concepts of social protection and work related rights, mainly in case of Roma population obviously employed in uncertain and precarious labour market segment.

But, in the case of Roma population, paid jobs are also characterised by uncertainty and precariousness. Thus, in terms of temporary work, figures show a higher percentage of Roma persons working on a wage. The temporary work rate related to the general Spanish population amounts to 25.5%, while 53.4% of the salaried Spanish Roma population is employed based on fixed term contract of employment.

Temporary work is a distinctive characteristic of employed youth, both among the Roma population as well as among the Spanish population as a whole. More than half of the young Roma employed in the private sector are working in precarious conditions. The figures show that 65.2% of Roma employees under the age of 25 are working based on temporary collaboration, this indicator dropping to 60.7% in the case of the general Spanish population. Only 23.2% of the employees in Spain with the age of 25 years and over have a temporary job. This percentage increases to 50.7% for the employed Roma community with the age above 25 years.

**Table 3.20. Percentage distribution per age of employees depending on the employment contract type and the temporary work rate (Total = x 1.000)**

	Employees	Workers employed under a contract of indefinite duration	Temporary employment contract	Temporary work rate (%)	Wage-earner rate (%)
<b>Roma population</b>	<b>53.7</b>	<b>25.0</b>	<b>28.7</b>	<b>53.4</b>	<b>38.4</b>
Under 25 years	18.6	13.9	22.7	65.2	29.1
25 years and over	81.4	86.1	77.3	50.7	40.4
<b>General population</b>	<b>15,292.4</b>	<b>11,389.6</b>	<b>3,902.9</b>	<b>25.5</b>	<b>83.6</b>
Under 25 years	6.2	3.3	14.8	60.7	92.1
25 years and over	93.8	96.7	85.2	23.2	83.0

To conclude this chapter, we provide general information regarding the economically inactive population, which closes the circle of various labour classifications, with reference to the high figures related to the professional activity. Thus, hereinafter we show the distribution of inactive population depending on the cause of its inactivity, illustrating the major differences between both populations in terms of gender. As such, 52.3% of the Roma population declare they are inactive for carrying out domestic activities, while in the case of the general Spanish population this proportion only reaches 26.9%.

Disaggregating these figures by gender, we can observe that the total proportion of inactive men in Spain is 5.1 percent, in comparison with 8.3% among the male Roma community. With regard to women, the percentage is of 41.4% for inactive women as a whole in Spain and of 73% for inactive Spanish Roma women.

On the other hand, 36% out of the total inactive Spanish persons are pensioners, while in the case of Roma population, this percentage drops to 17.9%. Depending on gender, 60.2% of the Spanish men are in the same situation and the women percentage is of 19.9%. We see that these figures differ in the case of male Roma population since 28.4% of inactive men are pensioners.

**Table. 3.21. Percentage distribution per causes of inactivity of the inactive population, depending on gender (Total: x 1.000)**

	Roma population	General Spanish population
<b>Both genders (thousands)</b>	<b>100.9</b>	<b>15,344.5</b>
Student	10.5	16.0
Pensioner	17.9	36.0
Stays at home	52.3	26.9
Permanent work incapacity	9.4	7.5
Beneficiary of minimum social welfare or similar	9.1	--
Beneficiary of another type of pension	11.2	11.2
Other situations	18.6	2.4
<b>Men (thousands)</b>	<b>32.3</b>	<b>6,119.8</b>
Student	13.7	19.6
Pensioner	28.4	60.2
Stays at home	8.3	5.1
Permanent work incapacity	17.2	8.1
Beneficiary of minimum social welfare or similar	9.2	--
Beneficiary of another type of pension	16.9	2.8
Other situations	29.3	4.2
<b>Women (thousands)</b>	<b>68.5</b>	<b>9,224.7</b>
Student	9.0	13.6
Pensioner	12.9	19.9
Stays at home	73.0	41.4
Permanent work incapacity	5.8	7.1
Beneficiary of minimum social welfare or similar	9.1	--
Beneficiary of another type of pension	8.4	16.8
Other situations	13.5	1.2

## Chapter summary

- ✓ The Roma population, in contrast to the Spanish population as a whole, fully enters economic activity from the 16-19 age group, especially among men.
- ✓ The working life of the Roma population is longer than that of the Spanish population as a whole, generally beginning at the age of 16 and concluding between 60 and 64 years old.
- ✓ The activity curves of the Roma population and of the Spanish population as a whole also present differences. The curve of the Roma population begins with activity rates close to 60% in the 16-19 age group. This indicator grows gradually up to the 25-29 years cohort, and thereafter the activity rate remains flat until 45-50 years old.
- ✓ The activity rate of the Roma community is higher than that of the Spanish population as a whole, among other reasons due to the early incorporation of Roma in the labour market. At the same time, the age brackets in which the majority of people remains in activity (from 25 to 54 years old), this rate is higher in the case of the Spanish population as a whole.
- ✓ The Spanish population as a whole is better prepared to access the labour market than the Roma population. In the case of the former, they tend to remain inactive until 25-29 years old to train themselves and reach educational levels that enhance their employment opportunities.
- ✓ 36.4% of the active Roma population is unemployed, while this percentage decreases to 20.9% for the community as a whole.
- ✓ The employment rate of the Roma population is 43.8%, close to that reached by the population as a whole (47.6%).
- ✓ The low average age of the Roma population affects its activity and employment rates. 25.8% of the active Roma population is younger than 25 years old, while the percentage is only 8.3% among the Spanish population as a whole. The same is observable in relation to the inactive population, with rates of 26.5% and 15.2% respectively.
- ✓ Women predominate among the inactive population, independently of the population under focus (68.5% in the case of inactive Roma women). In addition, the weight of women among the unemployed population is inferior in the case of Roma women (39.1%) than in that of Spanish women as a whole (46%).

- ✓ As we have seen before, the age variable is determinant. Among the general inactive population in Spain, persons older than 54 years old predominate (65.5%), and among the Roma population it is the 25-54 age group (43.1%). The same situation is observable in relation to the working population. While 81.1% of persons in employment in Spain are aged 25 to 54, in the case of the working Roma population, the percentage declines to 69.2%, marking a difference of 11.9 percentage points.
- ✓ The educational level reached is vital when we refer to incorporation into the labour market. 60.9% of the active Roma population are illiterate or without studies and only 9.3% reached a secondary or higher level of education. At the same time, 57.6% of the population as a whole have completed at least their secondary education, and only 2.6% are illiterate or lack studies. The same differences are manifest in relation to the distribution of working and unemployed people.
- ✓ 91.5% of the Roma working population works in the services sector, a figure that stands at 74.1% for the population as a whole. At the same time, the economic activity of 61.3% of the Roma population is in the commercial sector, while the proportion is only of 16% for the Spanish population. More concretely, 46.1% of the working Roma population works in one particular type of commercial activity, i.e. itinerant trade or street markets.
- ✓ From the point of view of occupation, the insertion of the Roma population in the labour market occurs in the most precarious employment where there are fewer requirements in relation to training or qualifications, not only in terms of productive activities but also of the type of work developed. Proof of this is the fact that 46.3% of the Roma population is employed as vendors in street markets.
- ✓ 42.3% of the working Roma population works part-time, in comparison with 14.1% of the total population in Spain; this is most probably due to the high proportion of Roma persons supporting the family economic activity (26%).
- ✓ This situation would go a long way towards explaining the low rate of waged employment among the Roma population (38.4%), compared to 83.6% of the Spanish population as a whole.
- ✓ In relation to temporality, the data show a greater incidence among the salaried Roma population. The temporality rate for the country as a whole reaches 25.5%, while 53.4% of the salaried Roma population have fixed-term contracts.

## 4. EVOLUTION OF EMPLOYMENT IN SPANISH ROMA POPULATION, 2005 - 2011

Once we reached this point where all figures regarding Roma population employment have been presented, we have another significant section of the analysis to go through – comparing the figures resulted from our research with those collected in 2005; it will enable us to determine the variations and fluctuations of interest discovered in relation to the aspects regarding Roma population employment.

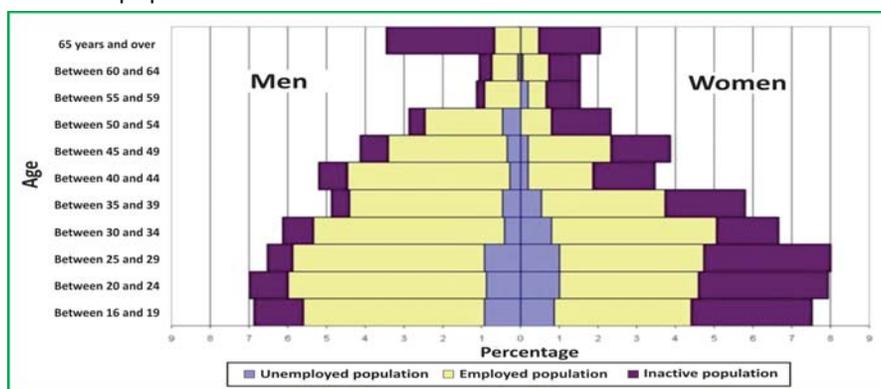
Is it possible that the global situation of Roma population has changed in the last six years in terms of employment? And if so, is it possible for the variations to have generated a positive evolution or, to the contrary, during all this time the employment situation of Roma population worsened? We shall try to answer these questions in the following pages, by comparing the employment situations recorded in the two years of reference, based on interviewing the population.

As such, we will begin by analysing the population of 16 years old and over in terms of its relation with the economic activity.

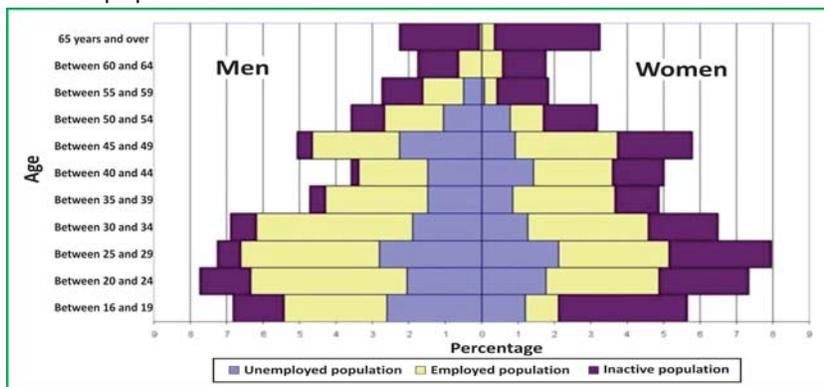
Graph 4.1 shows the pyramids of Spanish Roma population with the legal age for employment in 2005 and 2011, in terms of its relation with the economic activity, which will enable us to initiate our inter-annual comparative analysis. In this case, unlike the pyramids in the previous chapter, we will add on their upper part, the age segment of 65 years and over, which enables us to determine fully the changes suffered by our population in the past six years.

**Graph 4.1. Pyramid of Roma population in terms of its relation with the economic activity (2005-2011)**

- Roma population in 2005



- Roma population in 2011



As can be observed, the pyramid of the Spanish population with the legal age for employment has a very small basis where predominant is the inactivity caused by entering the labour market at the age of 25 years, in the case of Roma population this does not occur.

Not only the pyramid basis is bigger but it also shows us an entry on the labour market at very young ages, to the detriment of inactivity.

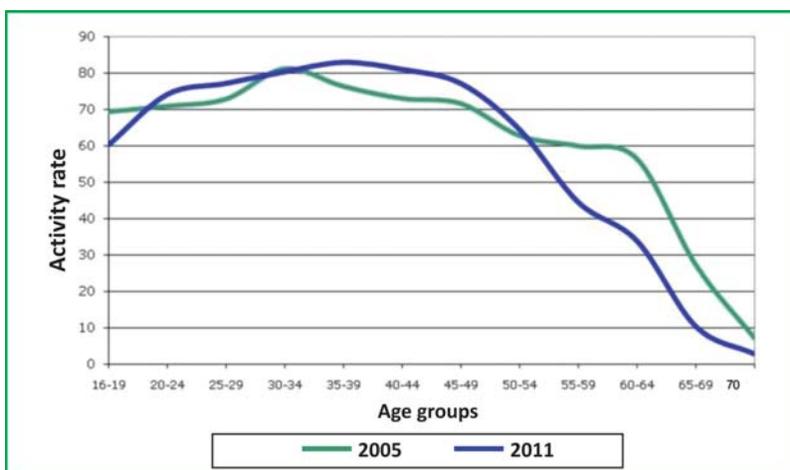
But, what major variations can be seen in the pyramids for these two years of reference, in the case of Roma population with legal age for employment? We can determine the following elements:

- It seems that an aspect, already highlighted in Chapter 2 of this research, appears: although the birth rate gives the impression that it is currently rising, it is true that the progressivity percentage (minors of 4 years to 100 persons with the age between 5 and 9 years), from six years ago, is lower than the current one (90.8 as opposed to 106.5), so the lowest birth rate from a few years ago is probably reflected on the lower segment of our pyramid for 2011, in relation to the rate recorded six years ago.
- Similarly, in the same chapter we showed that the replacement index of Roma population has decreased significantly since 2005 and until 2011, dropping by 36 percentage points; this translates into a higher number of the population with the age between 40 - 65 years, which is reflected by the pyramids.
- Another clear aspect illustrated by the pyramids is the impact of unemployment in Roma population. The graph clearly shows an increase of the unemployment rate in the last six years. The pyramid for 2011 practically shows the extension of unemployment to all age segments and, more significant, to men.

- To that effect, the activity rates for women and men remained constant for all these years, although the percentage of men is higher in terms of unemployment.

We shall focus our attention on the activity rate in the analysis below. In the following pages we shall present the activity curves on global level and on particular level, depending on gender; thus we shall be able to verify the possible variations determined during this period.

**Graph 4.2. Global activity curve. Years 2005 and 2011**



According to the characteristics of Roma population, we have seen in the previous chapters that the activity curve starts from high enough percentage values due to early entry of Roma persons on the labour market.

Following the comparison, we discover a sufficiently relevant aspect. If in 2005 the curve was starting to decrease from 30 to 34 years old, in 2011 the curve shows us a relatively constant line between 30-34 years old and 45-49 years old, so that only starting with the 50 years old segment, the curve starts to decrease even more gradually. In other words, the segment of inactive persons obviously begins to expand starting with the age of 50 and, therefore, in 2011, the occupational peak is deferred on the segment of 15 years old.

However, it is not less true that for the 2011 curve the “arching” illustrated by the curve for 2005 between 50 and 64 years old, has disappeared; currently, the activity decreases later and more gradually, but this definitely occurs without any pause.

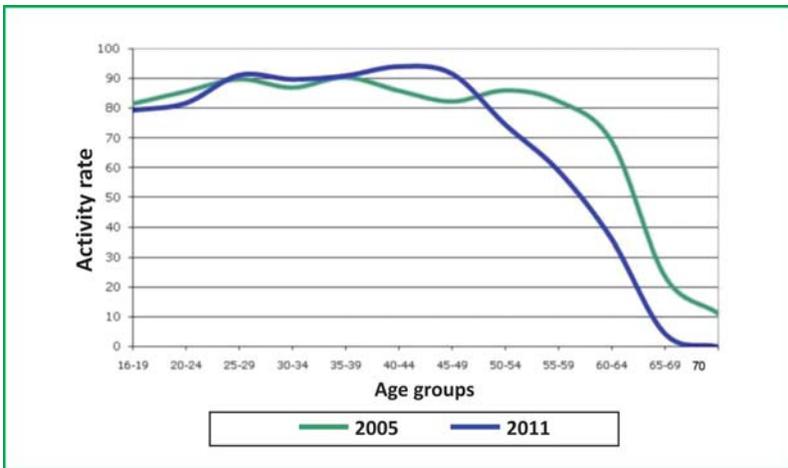
The two processes observed in terms of the trend of Roma professional activity and which we have previously commented, show us that the activity curves of Roma

population are getting closer and closer to those of the Spanish population. For Roma population of legal age for admission to employment, the activity has increased during the periods favourable to ages adequate for work (between 30 and 45-49 years old), a situation explained, as we will see, by a higher number of Roma women employment. If we are to add here the decrease in activity starting with the age of 50, the activity curve shows a profile which reflects a trend similar to that of the Spanish population as a result of men leaving the labour market earlier than in 2005.

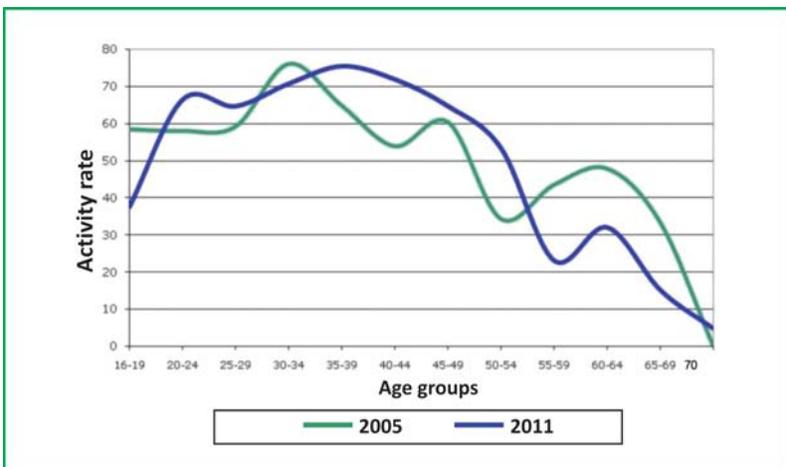
We will analyse in graph 4.3 below the same activity curve but gender customized, related to the population of 16 years old and over.

**Graph 4.3. Specific activity curve, depending on gender. Years 2005 and 2011**

A) Men



B) Women



If we consider the activity curve of men we see that it shows a decrease of the activity rate starting with the age segment of 45 - 50 years old, as compared with the 2005 figures. This fact explains the decrease of activity among Roma population that we have mentioned before. In the case of activity curves related to Roma women, perhaps the most obvious conclusion would be that Roma woman succeeded to stabilize her employment, getting more and more closer to men-related figures. As regards women activity, the increase seen between 2005 and 2011 on the age segment of 30 and 50 years old justifies the increase of the global activity curve.

The previously commented aspects regarding the stability of activity rate for the reference years are clearly presented by the difference in the following table:

**Table 4.1. Activity rates depending on age and gender. Years 2005 and 2011**

	Survey for 2005	Survey for 2011	Difference (2011 - 2005)
<b>Both genders</b>	<b>69.3</b>	<b>68.9</b>	<b>-0.3</b>
Under 25 years	70.2	68.0	-2.2
25 years and over	68.9	69.3	0.4
<b>Men</b>	<b>80.9</b>	<b>80.0</b>	<b>-0.9</b>
Under 25 years	83.7	81.0	-2.7
25 years and over	79.8	79.6	-0.2
<b>Women</b>	<b>58.0</b>	<b>58.0</b>	<b>0.0</b>
Under 25 years	58.2	53.6	-4.6
25 years and over	57.9	59.4	1.5

The figures clearly show how little Roma population activity has varied in the past years, without showing significant differences in terms of gender and age segments. Maybe, we should underline only the negative difference of the segment of Roma women under 25 years old.

**Table 4.2. Unemployment rates depending on age and gender. Years 2005 and 2011**

	Survey for 2005	Survey for 2011	Difference (2011 - 2005)
<b>Both genders</b>	<b>13.8</b>	<b>36.4</b>	<b>22.6</b>
Under 25 years	17.8	40.4	22.6
25 years and over	12.1	35.0	23.0
<b>Men</b>	<b>11.9</b>	<b>38.4</b>	<b>26.5</b>
Under 25 years	15.5	39.5	24.0
25 years and over	10.4	37.9	27.5
<b>Women</b>	<b>16.3</b>	<b>33.7</b>	<b>17.4</b>
Under 25 years	20.7	41.8	21.1
25 years and over	14.3	31.4	17.0

However, the unemployment reality has drastically changed during these six years. Overall, the differences show us that the unemployment rate has increased by 22.6 percentage points, meaning that the unemployment rate of Roma population is in 2011 2.6 times higher than in 2005.

In terms of gender variable, we also see the unemployment impact upon both Roma men and women, although the difference is high enough in favour of the first category, which suffers mostly from the lack of a job. There is still another significant element. If in 2005, unemployment rate was higher among women, in 2011 the unemployment rate of men outruns that of women, thus reversing the situation registered six years ago. In other words, Roma woman currently plays a very significant role in relation to Roma population employment figures in general, which stabilizes the activity curve and partially mitigates unemployment impact.

Moreover, important as well is the increase in the difference of unemployment rate as compared to the Spanish population. Thus, if in 2005 the Roma unemployment rate was by 3.4 percentage points higher than the rate indicated by the EPA (13.8% as opposed to 10.4%), in 2011 this difference increases, reaching 15.5 %. The current context of the economic crisis generates more accentuated unemployment, especially, for the less skilled segments of population, such as Roma population, and for the uncertain activity sectors, like those where Roma persons are employed.

This increase of the difference is felt regardless of the person gender. Therefore, the difference seen in the unemployment rate for 2005 was of 4.3 percentage points in the case of men (11.9% as opposed to 7.6%), and in 2011 is of 17.8 percentage points (38.4% as opposed to 20.6%). In the case of women, in 2005 Roma women unemployment rate was higher by 1.9 points than the Spanish women unemployment rate (16.3% Roma women and 14.4% Spanish women), while in 2011 this difference reaches the threshold of 12.4 percentage points (33.7%, 21.3% respectively).

**Table 4.3. Unemployment rates depending on age and gender. Years 2005 and 2011**

	Survey for 2005	Survey for 2011	Difference (2011 - 2005)
<b>Both genders</b>	<b>59.7</b>	<b>43.9</b>	<b>-15.9</b>
Under 25 years	57.7	40.6	-17.1
25 years and over	60.6	45.0	-15.6
<b>Men</b>	<b>71.3</b>	<b>49.3</b>	<b>-21.9</b>
Under 25 years	70.7	49.0	-21.6
25 years and over	71.5	49.4	-22.1
<b>Women</b>	<b>48.6</b>	<b>38.4</b>	<b>-10.1</b>
Under 25 years	46.1	31.1	-15.0
25 years and over	49.6	40.8	-8.8

Now, analyzing these figures in relation to the employment rate, we will see that during these past years the global difference is negative (-15.9 points), corresponding to the high unemployment rates we previously discussed, but without acknowledging differences on the age segments.

Similarly to the aspects commented in the case of unemployment, the situation has not changed in the same extent with regard to the person gender. The employment rate dropped more in the case of men, by 21.9 percentage points by comparison with 2005. With regard to women, there is a decrease among Roma persons by 10.1 percentage points, especially in the case of women under 25 years, that is the same as it happens globally with the general population.

Subsequent to explaining the main indicators of the labour market and of the differences seen during the past six years, we shall proceed to the description of the population for each commented employment situation, analysing the possible changes occurred in the mentioned period.

We may notice in the following three tables the distribution of population aged 16 and over, as well as its structure depending on the capacity of active or inactive population.

**Table 4.4 Percentage distribution depending on gender and age groups of the population of 16 years old and over. Years 2005 and 2011**

	Survey for 2005	Survey for 2011	Difference (2011 - 2005)
<b>Total both genders</b>	<b>100.0</b>	<b>100.0</b>	
Between 16 and 19 years	14.5	11.8	-2.7
Between 20 and 24 years	14.9	14.2	-0.6
Between 25 and 54 years	59.9	61.1	1.2
55 years and over	10.8	12.9	2.1
<b>Total Men</b>	<b>100.0</b>	<b>100.0</b>	
Between 16 and 19 years	13.9	13.0	-1.0
Between 20 and 24 years	14.2	14.7	0.5
Between 25 and 54 years	60.4	59.2	-1.2
55 years and over	11.5	13.1	1.6
<b>Total Women</b>	<b>100.0</b>	<b>100.0</b>	
Between 16 and 19 years	14.8	10.6	-4.2
Between 20 and 24 years	15.6	13.8	-1.8
Between 25 and 54 years	59.4	62.7	3.3
55 years and over	10.1	12.9	2.8

Overall, the structure of the population of 16 years old and over has not undergone major changes between the reference years of our comparative analysis, as shown by the figures included in table 4.4. We can see a relatively slight reduction in the volume of younger age segments (-2.7 percentage points for the youngest age group: 16-19 years old), while the opposite is seen for the older age segment (+2.1 percentage points for the segment of 55 years old and over).

The youngest age segments have always played a fundamental role in the employment structure of Roma population and they currently continue to do so. For instance, the comparison performed for the past six years, revealed that persons under 20 years old maintain a higher stability if we are to analyse the proportion of inactive persons.

Exactly the opposite occurs in the case of 25 - 54 years age group and the group of 55 years old and over. In the first case, the inactivity drops by 7 percentage points, while for the older segment, the percentage of inactive persons, increases by almost 9 points. This situation repeats regardless of whether it relates to men or women.

**Table 4.5. Percentage distribution depending on gender and age groups of the inactive population. Years 2005 and 2011**

	Survey for 2005	Survey for 2011	Difference (2011 - 2005)
<b>Total both genders</b>	<b>100.0</b>	<b>100.0</b>	
Between 16 and 19 years	14.3	14.9	0.6
Between 20 and 24 years	14.1	11.6	-2.5
Between 25 and 54 years	50.1	43.1	-7.0
55 years and over	21.5	30.4	8.9
<b>Total Men</b>	<b>100.0</b>	<b>100.0</b>	
Between 16 and 19 years	13.5	13.3	-0.1
Between 20 and 24 years	10.6	13.3	2.7
Between 25 and 54 years	40.4	30.7	-9.8
55 years and over	35.5	42.7	7.2
<b>Total Women</b>	<b>100.0</b>	<b>100.0</b>	
Between 16 and 19 years	14.7	15.8	1.1
Between 20 and 24 years	15.6	11.0	-4.6
Between 25 and 54 years	54.4	48.6	-5.8
55 years and over	15.3	24.6	9.3

**Table 4.6. Percentage distribution depending on gender and age groups of the active population. Years 2005 and 2011**

	Survey for 2005	Survey for 2011	Difference (2011 - 2005)
<b>Total both genders</b>	<b>100.0</b>	<b>100.0</b>	
Between 16 and 19 years	14.5	10.4	-4.2
Between 20 and 24 years	15.2	15.4	0.2
Between 25 and 54 years	64.2	69.2	5.0
55 years and over	6.1	5.0	-1.0
<b>Total Men</b>	<b>100.0</b>	<b>100.0</b>	
Between 16 and 19 years	14.0	12.9	-1.1
Between 20 and 24 years	15.1	15.1	0.0
Between 25 and 54 years	65.1	66.3	1.3
55 years and over	5.9	5.7	-0.2
<b>Total Women</b>	<b>100.0</b>	<b>100.0</b>	
Between 16 and 19 years	14.9	6.9	-8.1
Between 20 and 24 years	15.6	15.8	0.2
Between 25 and 54 years	63.1	73.0	9.9
55 years and over	6.3	4.3	-2.0

As expected, the positive differences in table 4.5 turn into negative differences in table 4.6. And as it could not be otherwise, an increase of inactivity generates a decrease of activity and the other way around. That is why the two extremes of age structure are those showing negative values on the difference of active population.

It is important to mention that the youngest Roma population, of age between 16 - 19 years, does not enter the labour market as early as before or, perhaps the labour market ignores currently this segment due to the economic circumstances existing at this moment in Spain. Youth unemployment equally affects all sectors of the population although, as previously shown, the population sectors in a precarious employment situation are those who suffer currently the most.

With regard to gender distribution, relatively significant changes are seen in the case of women. In the case of the youngest (16 - 19 years old), the percentage of active Roma women decreases by 8.1 percentage points, stopping in 2011 at only 6.9%. The situation is different as regards the age segment of 25 - 54 years old, the ages adequate for employment; in this age segment, the active persons' percentage has increased by nearly 10 points, reaching 73% in 2011, proving that Roma women employment obviously grew during these years.

**Table 4.7. Percentage distribution depending on gender and age groups of the employed population. Years 2005 and 2011**

	Survey for 2005	Survey for 2011	Difference (2011 - 2005)
<b>Total both genders</b>	<b>100.0</b>	<b>100.0</b>	
Between 16 and 19 years	14.5	10.4	-4.2
Between 20 and 24 years	15.2	15.4	0.2
Between 25 and 54 years	64.2	69.2	5.0
55 years and over	6.1	5.0	-1.0
<b>Total Men</b>	<b>100.0</b>	<b>100.0</b>	
Between 16 and 19 years	14.0	12.9	-1.1
Between 20 and 24 years	15.1	15.1	0.0
Between 25 and 54 years	65.1	66.3	1.3
55 years and over	5.9	5.7	-0.2
<b>Total Women</b>	<b>100.0</b>	<b>100.0</b>	
Between 16 and 19 years	14.9	6.9	-8.1
Between 20 and 24 years	15.6	15.8	0.2
Between 25 and 54 years	63.1	73.0	9.9
55 years and over	6.3	4.3	-2.0

If activity has dropped among the young persons, the same happens in relation to the percentage of employed persons. During these six years, employed persons lost 5.6 percentage points, remaining employed only 8.1% of Roma men and women in the 16 - 19 cohort. This decrease is acutely felt mostly by women (-9.8 percentage points in the 16 - 19 age group).

**Table 4.8. Percentage distribution depending on gender and age groups of the unemployed population.**

	Survey for 2005	Survey for 2011	Difference (2011 - 2005)
<b>Total both genders</b>	<b>100.0</b>	<b>100</b>	
Between 16 and 19 years	19.4	14.3	-5.1
Between 20 and 24 years	19.4	14.3	-5.1
Between 25 and 54 years	58.3	69.2	10.9
55 years and over	2.8	2.1	-0.7
<b>Total Men</b>	<b>100.0</b>	<b>100</b>	
Between 16 and 19 years	19.7	16.2	-3.6
Between 20 and 24 years	18.3	12.7	-5.6
Between 25 and 54 years	60.6	68.1	7.6
55 years and over	1.4	3.1	1.6
<b>Total Women</b>	<b>100.0</b>	<b>100</b>	
Between 16 and 19 years	18.1	11.5	-6.6
Between 20 and 24 years	20.8	16.9	-3.9
Between 25 and 54 years	56.9	70.9	14.0
55 years and over	4.2	0.7	-3.5

Where the employment percentage increases (age group of 25-54 years old), unemployment is less and less felt. The percentage of unemployed persons in this age group has increased by 11 points during the relevant period, going from 58.3% to 69.2%. Regarding the gender variable, it seems obvious that unemployment had a stronger bearing on women, since the percentage of unemployed women of the 25 - 54 years cohort went from 56.9% to 70.9% (+14 percentage points). As for the men in this age group, the group which suffered the most, the increase was of 7.6 per cent, namely half of the difference seen in the case of Roma women.

**Table 4.9. Percentage distribution of active, employed and unemployed population, depending on the training degree achieved, expressed as levels**

	Survey for 2005	Survey for 2011	Difference (2011 - 2005)
<b>Active population</b>	<b>100</b>	<b>100</b>	
Illiterates	7.8	10.1	2.3
No education	58.7	50.8	-7.9
Level 1	26.1	29.8	3.7
Level 2 and above	7.4	9.3	1.9
<b>Employed population</b>	<b>100</b>	<b>100</b>	
Illiterates	8.0	8.1	0.1
No education	57.5	53.2	-4.3
Level 1	26.8	28.8	2.0
Level 2 and above	7.6	9.9	2.3
<b>Unemployed population</b>	<b>100</b>	<b>100</b>	
Illiterates	8.0	13.5	5.5
No education	57.5	46.7	-10.8
Level 1	26.8	31.6	4.8
Level 2 and above	7.6	8.2	0.6

Another major aspect in analysing and understanding the differences existing on the labour market and the fluctuations which may occur on this market is represented by the analysis of the training level achieved by the population, as element facilitating or hindering the access to labour market and, more precisely, to employment. To this end, let us review the figures recorded in the two reference years subjected to the comparison.

- The illiterates' percentage shows a slight increase which, all in all, is still an increase. In 2011, the percentage of illiterate active population was of 10.1% (+2.3 percentage points by comparison with 2005), an increase supported almost exclusively by unemployed persons (+5.5 per cent).

- However, the percentage of persons with no education moderately drops, going from 58.7% to 50.8% (-7.9 per cent). In this case, the decrease seen during these last six years relates to the employed population as well as to the unemployed population, but more acutely for the last category (-10.8 per cent).

- The other two stages of training level show positive values, with a moderate increase of the percentage of active Roma population that reached the first level of education or several such levels. In fact, the percentage of persons that reached 1 level of education increased by 3.7 points, while the percentage of persons that graduated the 2<sup>nd</sup> level or another higher education level increased by 1.9 points.

- Overall, the figures show a somewhat positive picture of the active population qualification, being clear that the active Spanish Roma population is better educated in 2011 than it was in 2005.

Now, let us focus our attention on the segment of employed population and see how it is distributed per economic sectors, as well as its possible variations occurred in the last years.

**Table 4.10. Percentage distribution per age groups of employed persons depending on the economic sector. Years 2005 and 2011**

	Total	Agriculture	Industry	Construction	Services
<b>2005 Survey</b>	<b>100.0</b>	<b>8.7</b>	<b>4.7</b>	<b>10.7</b>	<b>75.9</b>
Between 16 and 19 years	100.0	5.8	9.1	15.7	69.4
Between 20 and 24 years	100.0	6.9	4.6	14.6	73.8
Between 25 and 54 years	100.0	10.1	4.2	9.8	75.9
55 years and over	100.0	5.2	0	0	94.8
<b>2011 Survey</b>	<b>100.0</b>	<b>1.9</b>	<b>2.0</b>	<b>4.6</b>	<b>91.5</b>
Between 16 and 19 years	100.0	0.0	0.0	3.8	96.2
Between 20 and 24 years	100.0	1.0	1.9	3.9	93.2
Between 25 and 54 years	100.0	2.4	2.4	4.7	90.5
55 years and over	100.0	0.0	0.0	4.5	95.5
<b>Total difference (2011 -2005)</b>		<b>-6.8</b>	<b>-2.7</b>	<b>-6.1</b>	<b>15.6</b>

With regard to activities performed, the employed Roma persons are usually working in the services sector, which is supported by the figures in the following table. If the figures show us that the services sector has grown during the relevant period, it means that the number of employed Roma persons working in this sector in 2011 is higher than it was six years ago; namely, the percentage grew by almost 16 percentage points.

This increase is seen on all age segments, although it is more obvious in the case of younger employed persons aged 16 - 19 years old, taking into account that the growth of services sector related to this age segment is of 26.8 percentage points.

For the other age sectors, we see a decrease of the employed persons' percentage. Negative differences are noted in agriculture (-6.8 percentage points) and construction (-6.1 percentage points), the decreases occurring more intensely at the level of younger population of age between 16 and 24 years old.

All these variations would indicate that the services sector has grown, among other things, due to the employment of a high number of young persons (16-19 years old) many of whom came from agriculture and, especially, construction, sector which is currently experiencing hard times.

In the following section we present the figures regarding the working hours and the volume of the remunerated population among Roma employees.

**Table 4.11. Percentage distribution per gender of employed persons, depending on the working hours and part time work rate. Years 2005 and 2011**

	Full time	Part time	Part time work rate
<b>2005 Survey</b>	<b>100.0</b>	<b>100.0</b>	<b>42.0</b>
Men	68.5	44.9	32.2
Women	31.5	55.1	55.9
<b>2011 Survey</b>	<b>100.0</b>	<b>100.0</b>	<b>42.3</b>
Men	61.9	47.7	36.1
Women	38.1	52.3	50.2

**Table 4.12. Percentage distribution per age of employed persons, depending on the type of employment contract and temporary work rate. Years 2005 and 2011**

	Waged workers	Workers employed under a contract of indefinite duration	Workers employed under a temporary contract	Temporary work rate (%)
<b>2005 Survey</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>70.9</b>
Under 25 years	28.5	19.4	32.2	80.3
25 years and over	71.5	80.6	67.8	67.3
<b>2011 Survey</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>53.4</b>
Under 25 years	18.6	13.9	22.7	65.2
25 years and over	81.4	86.1	77.3	50.7

Regarding the working hours, we find there is no difference between the years that are the object of this study; in both cases, the part time work rate is, practically, the same (42%), the same proportions being maintained in terms of the gender variable.

However, a substantial change occurred in relation to the rate of temporary employment. Between 2005 and 2011, this rate dropped by 17.5 percentage points, from 70.9% six years ago to 53.4 currently. This is indubitably very interesting information, considering that these figures could place on a more stable ground the current employed Roma population, composed of more persons employed under a contract of indefinite duration. But, this decrease can be explained by the consequences of the economic crisis and by the situation of employment in Spain, which turns the workers under a temporary contract into unemployed persons due to the fact that this type of labour force is cheaper on the date of its dismissal. With regard to the general Spanish population as a whole, the temporary work rate went from 30.9% in 2005, the year of the survey, to 25.5% nowadays.

This decrease of the temporary work rate is almost similar for the age groups included in our table, although it is a little higher for employed persons of 25 years old and over. The high rate of temporary work among the Roma population is usually related to the high percentage of the persons activating in the family business. But the figures in the next table show us that the decrease of temporary work rate generated a change in the employment structure of the Roma population, the number of waged workers and, currently, self-employed persons being more numerous.

**Table 4.13. Percentage distribution of employed population depending on the professional situation. Years 2005 and 2011**

	2005 Survey	2011 Survey	Differences (2011-2005)
Employers	0.6	0.3	-0.4
Self-employed	23.8	34.7	11.0
Member of cooperative	2.3	0.5	-1.8
Family support (*)	24.2	26.0	1.8
Employees in the public sector	7.6	3.9	-3.6
Employees in the private sector	41.5	34.5	-7.0
Total	100.0	100.0	

(\*): Family support: 170 cases out of which 150 have no employment contract (88.2%)

Analysing the differences seen in the various professional situations, the most important detail of the last six years is the percentage of +11% related to self-employed persons. This segment has registered an increase of the structure from one year to the other, going from less than a fourth (23.8%) to a third (34.7%).

If we look at the professional situations which have « regressed » during this period, we see that, first of all, the percentage of employees in the private sector (-7 per cent) and the public sector (-3.7 per cent) has decreased, the overall situation indicating that the segment of employees has dropped by 10.6 percentage points between 2005 and 2011, this figure almost coinciding with the increase seen in the self-employed persons segment.

We can also see that the volume related to family business activities remains around 25%. But, a high percentage of employed persons certify the fact that these persons have no employment contract, thus accentuating their instability. In the current context of the economic crisis, it is very likely that the percentage of Roma women and men performing activities for their family businesses will increase.

**Table. 4.14. Percentage distribution per inactivity causes of inactive population, depending on gender. Years 2005 and 2011**

	2005 Survey	2011 Survey	Differences (2011-2005)
<b>Both genders (thousands)</b>			
Student	6.7	10.5	3.8
Pensioner	11.1	17.9	6.8
Staying at home	53.5	52.3	-1.2
Permanent work incapacity	3.3	9.4	6.1
Recipient of minimum social benefits or similar	7.2	9.1	1.9
Beneficiary of another type of pension	7.0	11.2	4.2
Other situations	11.3	18.6	7.3
<b>Men (thousands)</b>			
Student	9.2	13.7	4.5
Pensioner	24.6	28.4	3.8
Staying at home	2.8	8.3	5.5
Permanent work incapacity	9.9	17.2	7.3
Recipient of minimum social benefits or similar	13.4	9.2	-4.2
Beneficiary of another type of pension	9.2	16.9	7.7
Other situations	31.0	29.3	-1.7
<b>Women (thousands)</b>			
Student	5.3	9.0	3.7
Pensioner	5.0	12.9	7.9
Staying at home	75.9	73.0	-2.9
Permanent work incapacity	0.6	5.8	5.2
Recipient of minimum social benefits or similar	4.7	9.1	4.4
Beneficiary of another type of pension	5.9	8.4	2.5
Other situations	2.5	13.5	11.0

To conclude, let us look at the distribution of economically inactive persons according to the various situations of inactivity. Overall, only one situation shows

a negative difference or, in other words, the percentage of persons providing domestic activities was reduced barely perceivable, by -1.2 percentage points, being the only situation currently showing a lower percentage than six years ago.

In the remaining situations, we have only noticed increases, especially in the case of the pensioners, men and women, which grew by 6.8 per cent, going from 11.1% in 2005 to 17.9% in 2011. The difference seen in the permanent work incapacity situation is not very far behind; the persons included in this category are fewer than before, the increase being of 6.1 percentage points.

Finally and in conclusion, we are presenting a table which summarises the main employment indicators of Roma population, considering the gender variable as well as the two years of reference used throughout this chapter.

**Table.4.15. Main employment indicators of Spanish Roma population. Tracing developments between 2005 and 2011**

	2005 Survey	2011 Survey	Differences (2011-2005)
<b>Both genders</b>			
Activity rate	69.3	68.9	-0.3
Unemployment rate	13.8	36.4	22.6
Employment rate	59.7	43.8	-15.9
Family support rate	24.2	26.0	1.8
Outsourcing rate	75.9	86.9	10.9
Part time work rate	42.0	42.3	0.3
Rate of waged workers	49.1	38.4	-10.7
Temporary work rate	70.9	53.4	-17.5
<b>Men</b>			
Activity rate	80.9	80.0	-0.9
Unemployment rate	11.9	38.4	26.5
Employment rate	71.3	49.3	-21.9
Family support rate	22.0	22.8	0.8
Outsourcing rate	66.2	87.2	21.0
Part time work rate	32.2	36.1	3.9
Rate of waged workers	48.1	33.5	-14.6
Temporary work rate	65.8	51.5	-14.3
<b>Women</b>			
Activity rate	58.0	57.9	-0.1
Unemployment rate	16.3	33.7	17.4
Employment rate	48.6	38.4	-10.1
Family support rate	31.3	30.0	-1.3
Outsourcing rate	86.9	97.1	10.2
Part time work rate	55.9	50.2	-5.7
Rate of waged workers	48.4	44.6	-3.8
Temporary work rate	77.9	52.9	-25.0

## Chapter summary

### Evolution of employment rate among Roma population. Comparative study for 2005 - 2011

- ✓ The segment of inactive persons obviously begins to expand starting with the age of 50 and, therefore, in 2011, the occupational peak is deferred on the segment of 15 years old. If in 2005 the population activity curve was starting to decrease from 30 to 34 years old, in 2011 the curve shows us a relatively constant line between 30-34 years old and 45-49 years old.
- ✓ The activity curve among Roma population is getting closer and closer to the trend of that of the Spanish population.
- ✓ Practically, the activity rate has not modified since 2005 (69,3%), being recorded a decrease of three points in 2011.
- ✓ However, the unemployment reality has drastically changed during these six years. The unemployment rate has increased by 22.6 percentage points, meaning that the unemployment rate of Roma population is in 2011 2.6 times higher than in 2005.
- ✓ Roma woman currently plays a very significant role in relation to Roma population employment figures in general, which stabilizes the activity curve and partially mitigates unemployment impact.
- ✓ According to the figures related to unemployment, the difference of the unemployment rate in these years is negative (-15,9 percentage points). This rate decrease more in the case of men, up to 21,9 percentage points as compared to 2005.
- ✓ In general, the Spanish Roma active population is better trained from education point of view in 2011 than in 2005. Although the percentage of illiterates slightly increases (+2.3 percentage points) the percent of persons “without education” decreases (-7,9 percentage points) while the percent of those reaching Level 1 (+3,7) and Level 2 or more increases (+1,9).

**Employed population :**

- ✓ The services sector registered a high percentage among the Roma population, and in the last six years has continued to grow, accumulating 91.5% among employed persons (15.6 percent).
- ✓ The services sector increased mainly as a result of the employment of a large number of young people. The 16-19 years old segment increases its contribution in this service sector by 26.8 percent in the last six years, many of those coming from agriculture (-5,8 percent) and especially from constructions (-11,9).
- ✓ The part-time employment rate remains almost invariable in the period analysed, approximately 42%.
- ✓ Very different is the case of temporary work rate. Between 2005 and 2011 the rate was reduced by up to 17.5 percent moving from 70.9% registered six years ago to 53.4 currently registered. This change occurred by moving from the temporary employee status to the one of unemployed, as a result of the economic crisis.
- ✓ The decline in temporary employment rate can also be motivated by a change in the structure of professional Roma situation, decreasing the number of employee positions and increasing the activity of self-employed persons. In the last six years the freelance segment increased by 11 percent reaching 34.7%, while employees segment decreased by 10.6 percent.
- ✓ People working for the family business register a quarter out of the total (26%), and nearly nine out of ten people of this kind have an employment contract, which emphasizes the precariousness of this segment.

**Inactive population:**

- ✓ A single inactivity situation has changed its value in the comparison between the years : the household activities record a percent of -1.2 for 2011 as compared to 2005.
- ✓ The remaining cases have increased their percent in particular the situation of retired pensions which increases 6.8 percent, moving from a value of 11.1% in 2005 to 17.9% in 2011. Not very far is the difference recorded in case of permanent incapacity to work; these persons are less numerous than the previous one, but the increase found among them was of 6.1 percent.

## 5. DISCRIMINATION AND SPANISH ROMA POPULATION

Even since the first study carried out by the Fundación Secretariado Gitano, the approach of the phenomenon of discrimination has been considered appropriate and necessary, especially the knowledge of the perception that the Roma, men and women, have in this respect. In the first study regarding Roma employment (The Roma Population and Employment 2005), as well as in the next studies from other regions, several questions have been asked on this topic, considering that it is fundamental to take advantage of the context of the study to ask these questions again, this time with the addition of some tones which may provide us new elements.

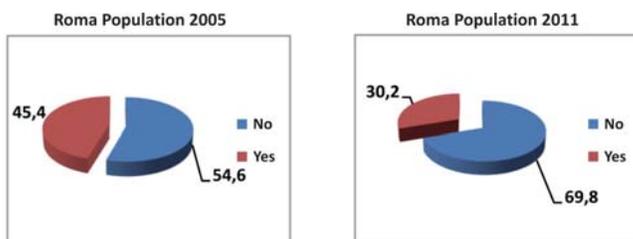
In this chapter we shall analyse the personal perceptions of the respondents and shall seek to associate discrimination with particular analysis variables which should allow the identification of factors associated with the phenomenon.

### 5.1 Feeling discriminated against for being Roma

The first aspect we intended to assess with regard to these persons was the feeling of discrimination for the simple fact that they are Roma. To this purpose, they were asked directly if they had ever had the impression that they were discriminated against because of their nationality/origin.

The first results have been recorded in the graph 5.1 where the figures from 2005 are compared with those from 2011. The reader has to take into account the fact, that the two years are not absolutely comparable since the first time the respondents were asked about discriminatory situations which they experienced “at a certain moment”, whereas in 2011 the question regarded “the last year”. However we thought that this fact would allow us to understand the possible evolution of the studied phenomenon, as far as, at the date of the answer, the memory, which is of short duration, may have assimilated a situation from a long term perspective, but limited, as in the case of the last year.

**Chart 5.1. The perception of discrimination because of the condition of Roma among those who answer**



The first thing to be mentioned is that almost 5% of the interviewees in 2011 did not answer our question. However, we thought that it is likely to be distributed in the same way for the rest of the interviewees, and therefore, at the date of the graph, it has been opted for setting up a 100 basis with the answers offered by those persons, who have really answered the asked question.

When this question was asked in 2005 to the persons of age 16 and over among the Roma population, 45.4% answered that they have felt discriminated against at a certain moment because of the fact that they are Roma. This percentage was inferior when the same question was asked to them six years later; in 2011 three out of ten Roma persons (-15 percentage points) felt discriminated against at a certain moment in the last year.

These percentage points may indicate a tendency of reduction of the discriminatory phenomenon among the Roma population, idea which seems to be confirmed to some extent by the figures recorded in table 5.1. This table includes the accumulated percentage points for each and every answer option made available when the subjects were asked about how they consider that the phenomenon of the Roma discrimination has evolved in the last ten years.

**Table 5.1. Is the Roma population more, the same or less discriminated against than ten years ago – Percentage distribution of the opinions of the Roma population**

	%
More	12,4
The same	28,5
Less	55,4
Not at all	3,8
Total	100,0

Consulting the figures in this chart, it seems obvious that the majority of the Roma persons believe that after ten years the Roma population is less discriminated against nowadays. Almost six out of ten interviewed Roma persons consider that the Roma are less discriminated against than ten years ago or, directly, they are not at all discriminated against.

However, the personal circumstances of every interviewee have a direct impact upon his/her opinions, and this fact is inevitable (table 5.2). In fact, among those who declare having been discriminated against in the last year, more than a fifth (22.2%) consider that the discrimination phenomenon among the Roma population was more intensive in the last decade.

And, as expected, the persons having experienced a greater number of discriminatory situations are the most pessimistic in connection with the evolution

of the phenomenon in the last ten years. The association is very tight, as the more negative the tone of the evolution of discrimination the greater the number of such experienced situations is. The number of situations is based on a question from the questionnaire which recorded eleven different situations with discriminatory character, as we shall see more specifically in the next paragraph of this sub-chapter.

**Table 5.2. The subjective evolution of the discrimination of the Roma population in the last ten years among the Roma women and men from Spain, according to certain variables**

	Discrimination in the past			
	Higher	The same	Less	Not at all
<b>Feel discriminated against</b>				
No	7.2	23.9	63.4	5.4
Yes	22.2	35.3	42.0	0.5
<b>Discrimination situations</b>				
One	13.0	24.4	62.6	0.0
Two	20.0	37.5	41.7	0.8
Three	29.7	40.6	29.7	0.0
Four or more	33.1	42.4	23.7	0.8

Thus, among those who experienced a single discriminatory situation, 13% believe that the phenomenon was stronger in the last ten years. This percentage is up to 33.1% among those who suffered four or more discriminatory situations, these increasing according to the multiplication of the number of the experienced discriminatory situations.

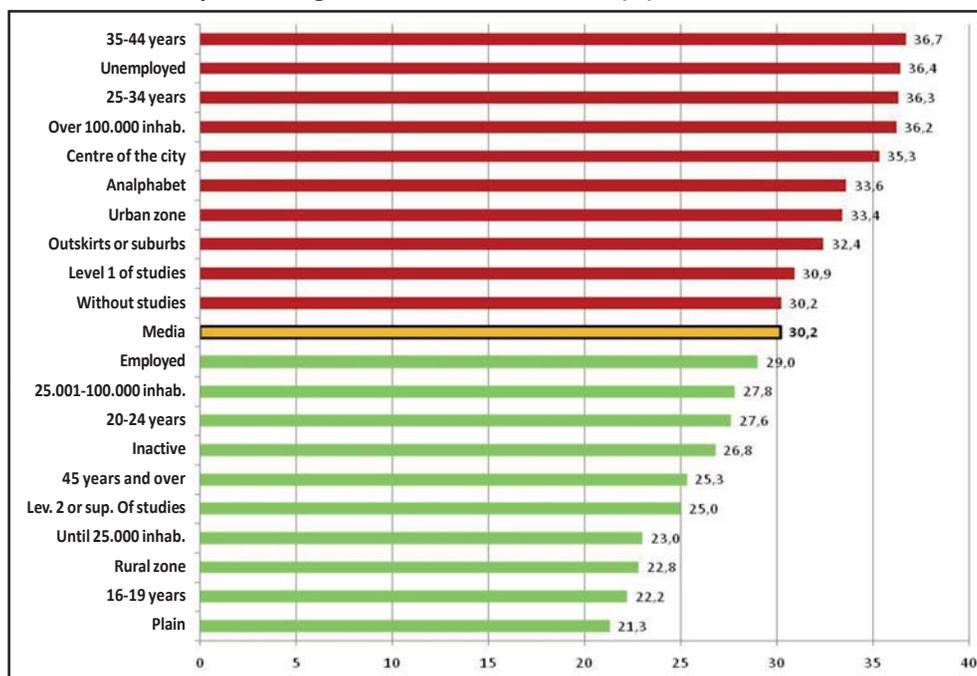
If we compare the proportions of the year 2005 with those from the present, we do not have clear elements in order to support the observed tendency regarding the decrease of the number of Roma persons who have felt discriminated against. The tight connection between the more negative opinions and the suffered discrimination is obvious, especially since it occurred for several times. Therefore, if during the last six years the number of those who felt discriminated against clearly decreases, we have to think that during all this time, the number of this type of situations has decreased and, therefore, those feeling discriminated against are fewer.

But let us see some characteristics of the persons who felt discriminated against with regard to certain analysis variables. Graph 5.2 presents those attributes which accumulate the highest and the lowest percentage points of Roma men and women who felt discriminated against during the last year. Consulting the graph, we shall find out that:

✓ It accumulates the highest proportions of discrimination among the Roma population from the intermediary groups of age 25 - 44 years old, in situations of unemployment, who live in cities, preferable in cities with more than 100.000 inhabitants, and with inferior levels of studies, especially illiterate persons.

✓ On the contrary, the lowest percentage points of discriminated against persons is associated with the following attributes: they live in rural areas, especially lowlanders, and in towns with less than 25.000 inhabitants, they are younger Roma women and men (16 - 19 years old), although the population over 45 years old presents at its turn a percentage of discriminated against persons lower than the global average, and who have higher levels of education.

**Chart 5.2. The percentage of Roma persons who felt discriminated in the last year because of their nationality, according to different characteristics (%)**



Studying these characteristics, we have to draw the conclusion that apparently the discriminatory situations occur more frequently, or more obviously, among the less educated Roma, and therefore with a lower rate of unemployment, having in view the tight connection between the two circumstances occurred in relation to our reference population. As a result, it is obvious that the age, the professional situation and the geographical placement represent attributes which favour in a higher or lower degree the situations of discrimination.

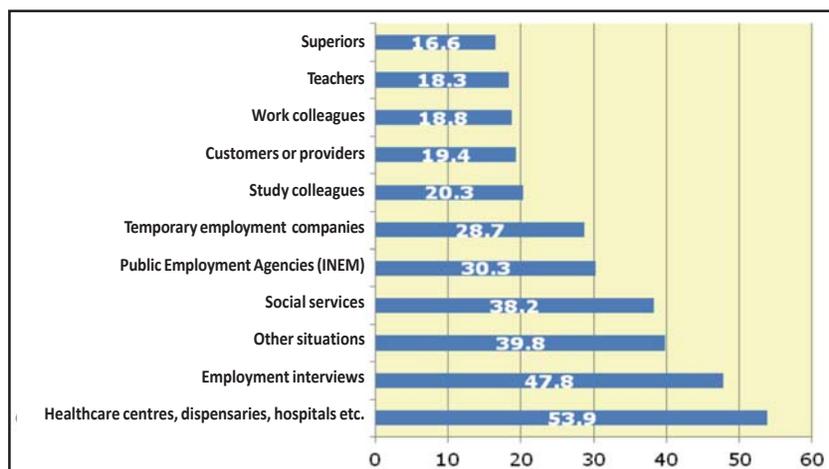
Nevertheless, another recent<sup>1</sup> study presents in a way contradictory data to the above, especially regarding age. In the analysis carried out starting from the CIS investigation in 2007, it is assumed that the youngest persons feel the discrimination more acute comparatively to the old people, who do not feel the discrimination phenomenon so intense. The second assertion, the one regarding the aged persons, would indeed concur with our data and probably because of the reasons from that work: a less presence of these persons in the public space and therefore, a less exposure to discriminatory situations.

Nevertheless, the data do not concur any longer when we refer to younger persons. The differences may be looked for in the distinct modality of obtaining the information as far as in the case of the CIS investigation the question was addressed to other persons from the family environment, while in our case we strictly refer to own experiences of the respondents.

## 5.2 Situations and contexts of discrimination towards the Spanish Roma population

Unlike the previous FSG studies, this study was intended for particularly knowing the situations when Roma population felt discriminated against. That is the reason why the interviewees were asked to imagine a series of everyday life contexts and tell us in which of these they felt discriminated against in the last year. The collected answers are illustrated in the following chart:

**Chart 5.3. The percentage of Spanish Roma persons who felt discriminated against in the last year in each of the given situations (%)**



<sup>2</sup> The social diagnosis of the Roma community from Spain. A contrasting analysis within the CIS Investigation in the Households of the Roma Population 2007. Ministry of Health, Social Policy and Equality. 2011

If we take a look at the accumulated percentages in every context consulted, we shall see that the situations with a higher discrimination percentage are those where institutional social interactions are achieved, impersonal and mostly of short duration. In other words, those Roma persons are more numerous who declare that they have been discriminated against at a certain moment when they had to relate in the context of receiving some services from a public or private institution are more numerous.

In turn, when the interactions are more customized, of longer duration and from the point of view of a logic other than the instrumental one, the number of Roma persons who feel discriminated against decreases considerably. A overarching element of this explanation is the fact that this kind of relationships, taking into account that they extend over a longer period of time, allow a better overtaking of the prejudices and lead to the knowledge of the person in the most profound meaning, eliminating or changing the social and stereotype labels present in the utilitarian social relationships and of short duration.

In spite of the fact that the subjective perception of discrimination is accused almost totally by the analysed situations, we remind among these all the circumstances when Roma men and women who felt discriminated against accumulate a percentage of 30% or more. Especially outstanding are the proportions of persons which accumulate situations experienced in the institutions providing health services and at employment interviews; in both cases almost a half of the Roma persons over 16 years and more who experienced such situations at a certain moment have felt discriminated against.

Suggestive as well are the percentages in connection with the Social Services and with the Public Employment Agencies: almost four of ten persons who came at the Social Services declared that they felt discriminated against, is symptomatic. It is useless to remind as well the percentage of 30% who experienced the same situation in their adventure for finding employment.

It is clear enough that, besides the situations experienced at the institutions providing sanitary services, the process of finding employment represents another social context in which the Roma population feels more acute the discriminatory aspect. Almost half of the Spanish Roma persons had this feeling in the last twelve months when they began looking for employment. This percentage is similar to the one recorded as a result of the previous study from 2005 (53,4%), fact that shows us that, although so many years have passed, the situation has not substantially improved with regard to discrimination.

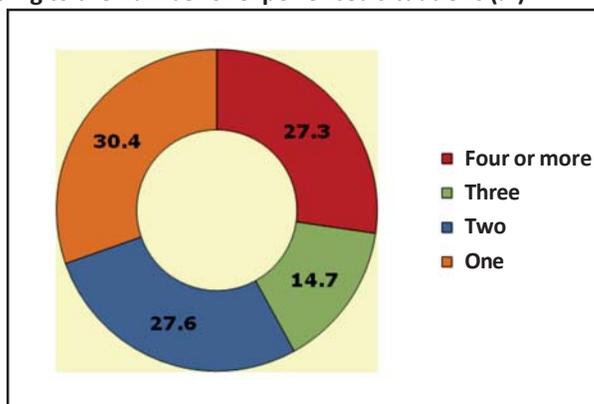
As the chart illustrates, the situation when more and more Roma persons feel discriminated against is the one in the healthcare centres, taking into account that 53,9% of those having visited a sanitary centre or hospital declare that they have felt discriminated against. It is very relevant data because it shows very

clearly that it generates from the very beginning a situation in which the Roma persons, for the simple fact that they have this nationality, receive a discriminatory treatment in institutions providing such essential and delicate public services.

In view of the assessment of the seriousness of the discriminatory fact, we shall finish by analysing concisely the number of situations in which the Roma persons have felt discriminated against, in other words, the different discriminatory situations are rarely recorded or, on the contrary, they regularly experience a series of different situations.

In the next chart we may notice who experienced discriminatory situations in the last year and what percentage has been recorded on this line for one or more different situations.

**Chart 5.4. The percentage of the Roma persons who have been discriminated against in the last year, according to the number of experienced situations (%)**



First of all it has to be underlined that, as mentioned at the beginning of the chapter, seven out of ten interviewed Roma persons have declared that they have not felt discriminated against in any of the featured situations.

However, the data show that isolated or sporadic situations have been experienced by three out of ten Roma persons, men and/or women. The rest of 70% have experienced non-sporadic discriminatory situations, having the feeling of discrimination at least in two distinct situations; the percentage of those who felt discriminated against in four or more distinct situations being remarkable.

In connection with the last years when more discriminatory situations accumulated, we may specify three identifying characteristics: more than eight out of ten (82,8%) are under 44 years old and only those under 29 years old represent almost the half (47,1%); they live mainly in cities (74,7%), and their educational level is extremely reduced because almost two thirds (63,8%) did not complete their elementary education.

## Chapter summary

### The discrimination and the Roma population

- ✓ Three out of ten Roma persons aged 16 and over declare that they have felt discriminated in the last year because of the simple fact that they are Roma.
- ✓ As a result of a comparison with the answers at a similar question addressed in 2005, in the last years a tendency towards the reduction of the discriminatory phenomenon among the Roma population has been noted.
- ✓ Being asked about the last ten years, almost six out of ten interviewed Roma persons believe that nowadays the Roma are less discriminated than ten years ago or, directly, they are not discriminated at all.
- ✓ Generating a discrimination indicator, the highest rates are recorded in relation to the Roma population of intermediary age cohort (25 - 44 years old), unemployed, who live in cities, preferably in places with more than 100,000 inhabitants, and with inferior levels of education, especially illiterate persons.
- ✓ On the contrary, the lowest percentages of discriminated persons are associated with the following attributes: they live in rural areas, especially lowlanders and in towns with less than 25.000 inhabitants, they are younger Roma women and men (16 - 19 years old), although the population over 45 years presents a percentage of discriminated persons lower than the global average, and who have higher levels of education.
- ✓ There is a pretty obvious connection between the more pessimistic opinions and the discriminatory experiences, especially because they have occurred in several occasions. Therefore, if in the last six years the number of persons having felt discriminated significantly decreased, we should think that during this period such situations have decreased and, therefore, those who felt discriminated against are less numerous.
- ✓ The situations with a higher discrimination percentage are those where institutional social interactions take place, impersonal and mostly of short duration: 53.9% of the interviewees have felt discriminated in the last year at the institutions providing sanitary services, 47.8% at employment interviews or 38.2% when they visited the social services.

- ✓ In exchange, when the interactions are more personalized, of longer duration and from the point of view of a logic other than the instrumental one, the number of Roma persons who feel discriminated decreases considerably: in the relationships with the heads (16,6%) or with the teachers (18,3%) or with the work-mates (18,8%).
- ✓ Besides the situations experienced at the institutions providing sanitary services, the process of finding a job represents another social context in which the Roma population feels more acute the discriminatory aspect. Almost a half of the Spanish Roma persons had this impression in the last twelve months when they began looking for a job. This percentage is similar to the one recorded as a result of the previous study from 2005 (53,4%), fact that shows us that, although so many years have passed, the situation has not been improved substantially with regard to discrimination.

## 6. SOCIAL INCLUSION AND HOUSING

Continuing the analysis carried out in the previous chapter, we shall focus in this chapter on knowing certain situations related to the social marginalization of this population, as well as on the living circumstances (questions asked regarding the houses in which Roma persons live and regarding the conditions of these living spaces).

### 6.1 Social inclusion

This sub-chapter includes a first assessment related to certain marginalization situations, mainly the aspect regarding public services usage by Roma population.

#### 6.1.1. School absenteeism and type of friends

A particularly significant aspect in studying the situation of the Roma population is their low level of education when compared with the rest of the population. This low level of education directly impacts the standard of living because it conditions employment on the labour market. This is why it is interesting to find out, although indirectly, what is the level of school absenteeism of Roma population included in the age groups for which education is mandatory. To this end, the interviewees were asked if there are minors in their household aged between 6 and 16 years old who do not go to school. The results are registered in the following table:

**Table 6.1. Percentage of families with minors of 6 to 16 years old who do not go to school**

	N	%
No	1,454	97.1
Yes	43	2.9
Total	1,497	100.0

Analysing the information offered by the respondents, we see that 2.9% of Roma population households have a person of 6 to 16 years old who does not go to school. Taking into account that, according to our survey, Spanish households include, on average, 4.55 persons, and that Roma population is divided in about 99,700 houses, we can conclude that, about 2,900 Roma population households include, at least, one minor who goes to school at the age when school is mandatory.

This figure is low enough, but continues to represent a critical element to which a solution must be found. Low levels of education and high shares of school absenteeism have been seen among the Roma population. The report drafted

within the research conducted by CIS states that “seven out of ten Roma teenagers do not complete their education, thus assuming that expel and prolonged absenteeism are, currently, a problem of this population”. According to the interviewees, the reasons for school absenteeism, largely, sums up to a single one: their unwillingness to study. Other answers are related to the fact that minors help in the domestic activities or are in search of a job.

It appears that, gradually, young Roma have relatively similar behavioural patterns to those described for the rest of the population: during the economic boom and growth in the past years, a certain percentage of young persons quickly chose to get a job in order to achieve their objective of financial solvency. We shall see if, in certain cases, in the current economic context, young Roma will extend the training process and/or, in other cases, „they will take cover in the family economy”.

It is interesting to find out to what extent, Roma children interact only with persons pertaining to the same ethnicity or, on the contrary, if they actively interact with persons pertaining to other socio-cultural groups. The answers collected are registered in the following table:

**Table 6.2. How are the closest friends of Roma children like?**

	%
Only Roma	7.7
Mainly Roma	31.6
I do not care	60.0
I have no friends	0.7
<b>Total</b>	<b>100.0</b>

Most of the responses obtained (60%), are oriented towards the fact that they do not care if their friends are Roma or not. On the other hand, almost 8% only interact with persons pertaining to the same ethnicity, by comparison with those who interact with persons pertaining to a different ethnicity (three out of ten).

At the beginning of the second decade of the 21st century, interaction between Roma and non-Roma has significantly modified. Currently, because of the prejudices already existing in relation to Roma population, relations between Roma and non-Roma persons are much easier and more common.

### **6.1.2. Public services. Usage and assessment**

This chapter tries to establish if Roma population is accessing certain public services available in their town or district, and how they classify the interaction with these services.

**Table 6.3. Percentage of households where one of the members has accessed certain services in the last six months (%)**

	Yes	No	I do not need	Total
Healthcare services	96.3	3.5	0.2	100.0
Kindergarten	5.8	22.6	71.6	100.0
Schools	54.4	4.0	41.5	100.0
Centres for disabled persons	2.9	8.9	88.2	100.0
Centres for old persons	1.9	13.0	85.1	100.0
Professional guidance services	53.7	32.7	13.7	100.0

With regard to the information included in this table, the following conclusions can be drawn:

✓ Practically, no one answered that it does not need to access healthcare services, moreover, most of the respondents (96.3%) confirmed that, at least, one member of their household accessed such services in the last six months.

✓ Although the Spanish Roma population of 3 years old and under represents more than 7%, seven out of ten households answered that they did not need kindergarten services in the last months. Only 5.8% took a minor to the kindergarten.

✓ 48.4% of the households include a child of 6 to 16 years old: 54.4% of households with Roma persons that responded to our survey include minors who went to school.

✓ Very few Roma persons have accessed the services provided by the centres for disabled persons or old persons: 88.2%, 85.1%, respectively, said that no member in their household needed to use such centres.

✓ 13.7% of interviewees say that neither they nor any other household member needed to access the institutions for professional guidance. Curiously, we see that the percentage who accessed this type of services (53.7%) is nearly the same with the percentage of households who access education services for their children.

Although, as overall trend, we see that Spanish Roma population is accessing basic services from their domicile localities or districts, this does not always happen the same way for everybody.

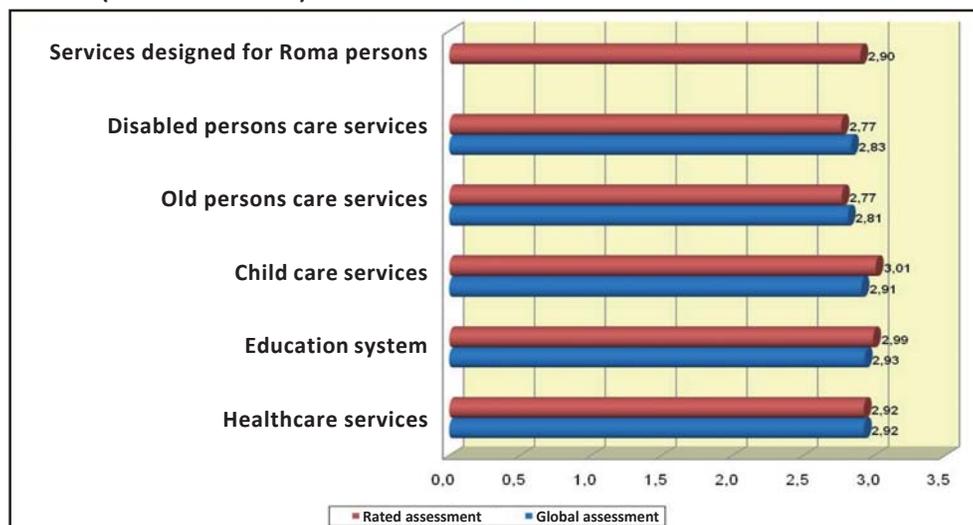
**Table 6.4. Percentage of Roma households accessing certain services available in the home locality or district (%)**

	Inexistent	Existent	Total
Healthcare services	0.3	99.7	100
Education services	0.6	99.4	100
Child care services	6.5	93.5	100
Old persons care services	13.9	86.1	100
Disabled persons care services	15.5	84.5	100
Services designed for Roma persons	30.1	69.9	100

This table clearly shows that there are three types of services accessible in the area where a high percentage of Roma families live: healthcare, education and child care services. The services designed for old persons or disabled persons are no longer as accessible in the area surrounding the location where Roma families live. For 13.9%, respectively 15.5% of the cases, these services are not available in their locality or district. The services available very seldom in their vicinity are, precisely, the services designed for Roma persons; three out of ten households have no such services available in their locality or district. How do Roma citizens rate these services? They have a rather good opinion than a negative one with regard to these services? This aspect is analysed below.

The following graph shows the scores given by the interviewees. To this end, we have asked them to grant scores on a scale from 1 to 4, where 1 equals a low score and 4 a high score. In the same graph, contrasting are also the general opinions of interviewees, registered as “global assessments” and the opinions given by the users or potential users of the relevant services. These are registered in the graph as “rated assessments”. Now, let us see the assessments resulted:

**Graph 6.1. Average assessment of certain public services. Scores are on a scale from 1 to 4, where 1 = very poor and 4 = very good. These scores are expressed by all Roma citizens of 16 years old and over (global assessment) and by those who are users or potential users of such services (rated assessment)**



For a better reading of the graph, we will specify the meaning of rated assessments for each of the analysed services. The assessments related to the following, will be counted as such:

- ✓ Healthcare services: persons who said they had accessed such services in the last six months.

- ✓ Education system: members of family who went to education institutions or kindergartens in the last six months.
- ✓ Children care services: persons who accessed kindergartens.
- ✓ Old persons and disabled persons care services: opinions of households that accessed the services of relevant specialized centres in the last six months.

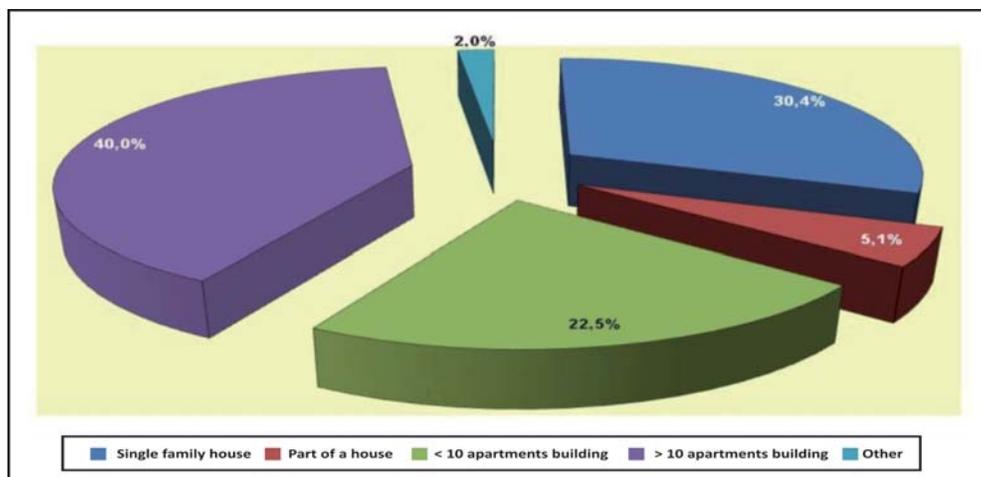
Taking into account the fact that the average score of the scale is of 2.5, we can say that, the opinions collected are usually positively rating these various services. In addition, no significant differences are seen between the assessments generally expressed by the respondents and the „rated assessments” expressed by the users of such services.

The set of scores oscillates between the 3.01 percentage points accumulate from persons who access kindergarten services and the 2.77 percentage points accumulate from persons who have accessed old persons care services. These scores were granted by the persons who accessed these services during the semester preceding this survey. This period of time, measured in the assessments made on the various services, shows opinions uniform enough, without negative touches on the date of these services general assessment.

## 6.2 Housing

Access to housing has always had a fundamental role in the social inclusion process of the Roma population. This sub-chapter approaches the data collected regarding the houses in which Roma persons live. We will analyse below the type of housing, their equipment and the type of ownership.

**Graph 6.2. Percentage distribution of Spanish Roma households, depending on the type of house**



With the passing of years, the residential reality of Roma population has considerably changed. Indeed, the type of single family house or even living in shacks has been replaced by high rise, apartment buildings. The results of our survey show that a large percentage of Roma population is living in apartments in multi-storey buildings: practically, two thirds are living in this type of buildings (62.5%). The highest percentage of the population (40%) lives in large buildings with more than 10 apartments. However, single family houses are still used by a significant percentage of Roma (30.4%), thus, the percentage of those with extremely difficult housing situation being low (2%, shacks, caravans etc.).

These data confirm the fact that, in the last 15-20 years, the Roma population residential reality has substantially changed. Significant progress was made in terms of residential inclusion of the Spanish Roma population, meaning the elimination of the landscape screen of images fundamentally associated with the life in shacks and marginalization. Of course there still are inequities in the housing sector of Roma population: in the areas crowded with shacks, the percentage of Roma population is very high, these persons being the exclusive residents of some of these settlements<sup>2</sup>.

Now, we will analyse these data in light of various variables; thus, we will be able to see certain differences regarding the houses occupied by Roma persons in Spain.

**Table 6.5. Percentage distribution of Spanish Roma households, depending on the type of house they live in and on the various analysis variables**

	Single family house	Part of a house	Building with <10 app.	Building with >10 app.	Other	Total
<b>Habitat size</b>						
Up to 10,000 inhabitants	57.1	18.4	9.7	13.3	1.5	100.0
Between 10,001 and 25,000 inhabitants	53.9	1.6	21.3	20.9	2.3	100.0
Between 25,001 and 50,000 inhabitants	35.5	5.2	16.3	37.8	5.2	100.0
Between 50,001 and 100,000 inhabitants	16.9	5.8	29.1	46.6	1.6	100.0
Between 100,001 and 250,000 inhabitants	24.6	4.3	21.6	46.8	2.7	100.0
Above 250,000 inhabitants	9.5	0.8	30.3	59.2	0.3	100.0
<b>Area</b>						
Rural	55.0	8.7	17.0	17.4	2.0	100.0
Urban	19.5	3.5	25.0	50.1	2.0	100.0
<b>Location</b>						
In a village	50.4	9.2	17.0	21.2	2.2	100.0
Near a village	60.0	2.2	15.6	20.0	2.2	100.0
Centre of a city	20.1	2.9	28.0	48.0	1.1	100.0
Outskirts of a city	22.0	4.5	22.2	49.0	2.3	100.0
Suburbs of a city	45.5	4.5	4.5	31.8	13.6	100.0
<b>Total</b>	<b>30,4</b>	<b>5.1</b>	<b>22.5</b>	<b>40.0</b>	<b>2.0</b>	<b>100.0</b>

<sup>2</sup> For more details on housing and Roma population situation see the Map of Housing and Roma Community in Spain 2007, drafted by Fundación Secretariado Gitano <http://www.gitanos.org/publicaciones/mapavienda/>

The figures in this table illustrate the urban reality of different types of habitat and area. The percentage of Roma population living in multi-apartment building is obviously extremely high especially in the urban environment and, especially, in the large cities with more than 50,000 inhabitants. In return, in the housing segment, those who live in single family houses are predominant in the rural areas and/or in municipalities with fewer inhabitants, such as villages where many individuals still live in this type of houses.

Now, we turn our attention on the equipment level of the houses where Spanish Roma population is living. The respondents were asked to tell us what elements and installations were available in their houses, starting from a list shown on a cardboard. For a better understanding of the results, the list of relevant elements was divided into three segments or levels, so the elements of 1<sup>st</sup> level are more basic elements for adequate living standards than the elements included in level 3. The results obtained are illustrated in the following table:

**Table 6.6. Percentage of houses with various given elements and equipments (%)**

	Percentage of houses	
Level 1	Drinkable water	99.5
	Electric power	99.4
	Hot water	99.0
	Indoor bathroom	98.1
	Indoor toilet	97.2
	Radiator	71.1
	Central heating	16.6
	Outdoor toilet	2.8
Level 2	Refrigerator	97.5
	Washing machine	96.0
	Deep-freezer	68.9
	Car	73.3
	Natural gas	38.5
	Dishwasher	20.3
Level 3	TV set	98.0
	Video	86.6
	Microwave oven	87.9
	Mobile phone	90.6
	PC	43.5
	Internet	30.9
	Satellite dish	23.0
Cable TV	19.1	
<b>Total houses</b>	<b>1.494</b>	

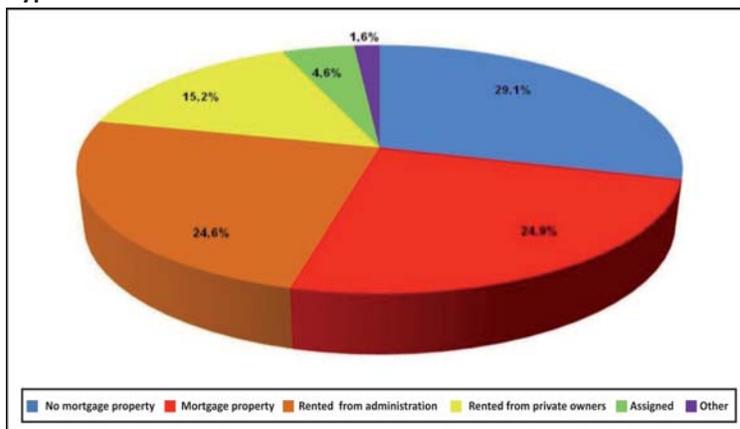
As concretely shown in the report drafted based on CIS survey of 2007, *“the equipment level of Roma households has improved significantly by comparison with previous surveys”*. Among the most basic elements included on the list, namely the 1<sup>st</sup> level elements, most of them are available in the majority or almost in the majority of the surveyed population houses. For this level, only one figure is different from this constant: 2.8% of houses have outdoor toilet.

Luckily, in our days, the unfavourable housing situation of Roma population, seen at the end of the last century, was definitely overcome. In 2011, the Roma population lives in houses with basic equipment. The figures collected are very clear and enable us to say that Roma houses feature many of the elements common for the entire population. If we analyse the equipments from levels 2 and 3 in the table we will see this reality. The elements of level 2, with the same disparity, are seen quite often in Roma households: some of them, like the refrigerator or the washing machine are almost in every house. Among the elements of level 3, the most indispensable are available in a large number of houses (TV set, video, microwave oven and mobile phone), thus complying with the convenience standard implemented by our society (always above 85%). In return, there are other equipments with a lower presence in the surveyed houses, and always less than 45% (PC, Internet access, satellite dish and cable TV).

In addition, we wanted to find out if the houses were equipped with sewerage system for waste water discharge. The answers received confirm that, indeed, almost all houses are equipped with discharge pipelines and almost all (98.3%) are indirectly connected to the public sewerage system, only a few still using septic tanks for water discharge. It is obvious that these figures correspond to the new residential reality of Roma population: there are very few persons living in shacks or another type of marginal houses, without waste water discharge systems.

Now, let us analyse the ownership type of Roma population houses. Is the need to buy the living space as predominant for Roma population as it is for the rest of the Spanish society? We will discover this in the following graph:

**Graph 6.3. Percentage distribution of Roma population houses, depending on the related ownership type**



This image confirms that most Roma men and women prefer to buy the houses they live in. More than half of the Roma (54%) own their houses and 46% still pay mortgage. This information supports the idea that Roma population has evolved towards social inclusion: not only by changing its style and traditional way of living, going from single family houses to apartment buildings – from a horizontal nature to a vertical nature, but also adapting to customs specific to the general population, like buying the houses they live in. Taking into account the current economic context, after a certain period of time, we must analyse the impact of this context on the Roma population. The renting regime registers a certain percentage: four out of ten houses (39.8%) being rented, most of them from various public administrations (state, independent or local administrations).

## Chapter summary

### Social marginalization and housing

- ✓ Practically, in three out of ten households of Roma population (2.9%) there is, at least, there is one minor of 6 to 16 years old that is not entered in any education institution. As absolute value, we can say that in about 2,900 Roma population households there is, at least, one minor who does not go to school at the age when this becomes mandatory.
- ✓ With regard to the existence of relations between Roma and non-Roma persons, six out of ten respondents said they do not care about their friends' ethnicity.
- ✓ In addition to medical services used by almost the entire Roma population, about half of these citizens access the schools and professional guidance services.
- ✓ However, the primary education cycle is accessed by, relatively, few persons. Although, Roma population in Spain aged 3 or under represents more than 7%, seven out of ten households said they have not required the services of a kindergarten in the last months. It is very likely that this percentage is influenced by the fact that these services are not free.
- ✓ Generally, the opinions collected from our respondents are positively rating the various services. More over, there are no major differences between the assessments expressed by all interviewees and the more competent opinions expresses by the persons who have used directly and recently these services.

### Housing

- ✓ With the passing of the years, the residential reality of Roma population has changed and improved considerably: the type of single family house or even living in shacks have been replaced by vertical buildings and apartment buildings.
- ✓ A large percentage of Roma population is living in multi-storey buildings, practically, two thirds are living in this type of buildings (62.5%). The highest percentage of the population (40%) is living in large buildings with more than 10 apartments.

- ✓ However, there still are inequalities in the housing sector: there continues to exist areas crowded with shacks inhabited by a very high percentage of Roma persons, these persons being the exclusive residents of some of these settlements.
- ✓ According to this survey, 2% of Roma persons with of 16 years old and over are living in marginal houses (shacks, caravans, etc.).
- ✓ The significant change of Roma population, seen in the last years, occurred not as much in their housing reality but in the equipment of their houses. Practically, all houses are equipped as to cover the basic needs: drinkable water, hot water, indoor bathroom and toilet, connection to electric power.
- ✓ More than half of the surveyed houses (54%) are owned by the persons living there, while another high percentage of Roma men and women (39.8%) are living in rented houses (most of them rented from the public administration).

## PART II

# ROMA POPULATION FROM EASTERN EUROPEAN COUNTRIES IN SPAIN

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## 7. ROMA POPULATION FROM EASTERN EUROPEAN COUNTRIES IN SPAIN.<sup>3</sup> CHARACTERISTICS

### 7.1. General characteristics of Roma population from Eastern European countries

We have asked the interviewees to give us a few important pieces of information regarding all and each of the persons who live together with him or her in the same dwelling: sex, age, and the current occupational situation at the moment of the survey. From all these pieces of information we may find out the main characteristics of the persons who form the Roma population originating from Eastern European countries, with an extensive statistical basis.

With reference to the abovementioned, three aspects must be taken into consideration. The first aspect is that the information made available refers to all the persons, regardless of the fact that they are direct relatives or not. The second aspect is that the collected pieces of information are not first-hand information. The third aspect is that the perception of the interviewee was registered, namely the subjective points of view (especially with regard to the occupational situation).

If we look at the pyramid containing the categories of Roma people originally from Eastern European countries, we find two aspects. The first is that the low percentage of persons of old age: starting with the age of 65, the population decreases below 1%. Secondly, a pyramid, the basis of which (0-9 years old) is large, may be observed, and however, from the age of 10 years old the percentage of the populations starts to decrease and then to increase again on the 20 – 29 years-old age group, decreasing subsequently gradually as the age increases.

If we compare the population pyramid of the Roma population from Eastern European countries to the one of the Spanish Roma population, we shall find that

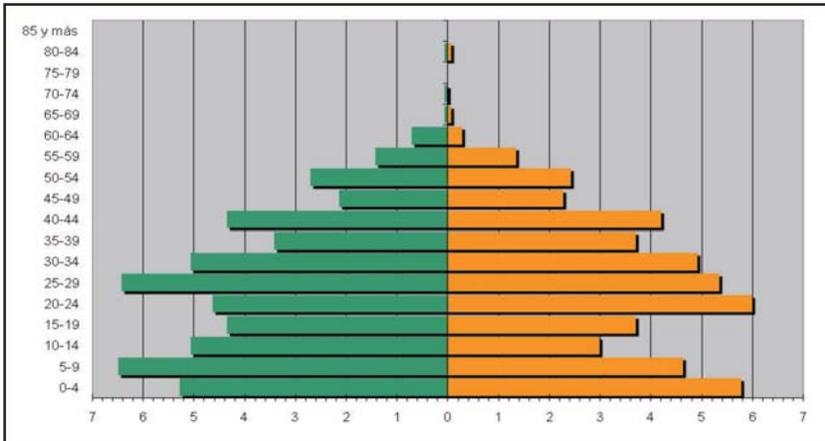
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<sup>3</sup> The differentiated analysis of the Romanian and Bulgarian Roma populations shall be combined with an aggregate analysis of both population groups under the denomination “Roma population from Eastern European countries”.

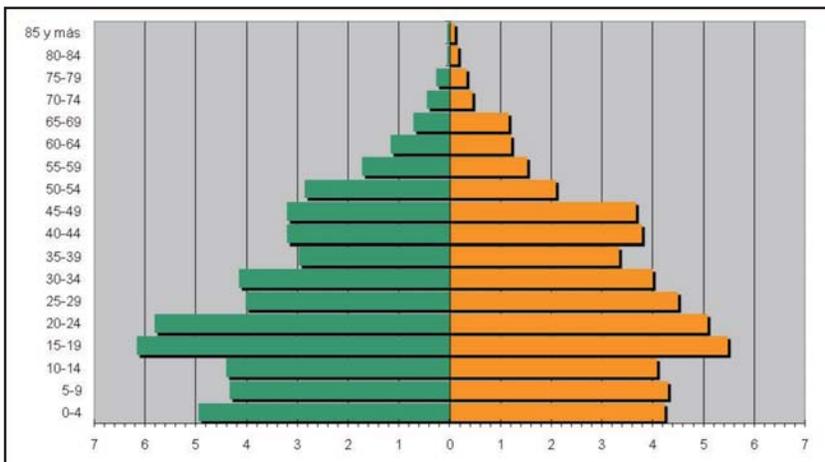
there is a smaller percentage on the 0 – 9 years-old age group among the Spanish Roma population and an increase on the 15 - 24 years-old age group, afterwards gradually decreasing with the advancement of age. Another important difference is that there is, among the Spanish Roma population, an increased number of persons over 64 years old. If compared to the Spanish society in general, we shall see that these differences are even larger because the Spanish people who make up the population pyramid are currently in an accelerated aging process (the pyramid consists of a wider top and a narrower base than in the case of the two populations subject to the analysis). Therefore, as we shall see in the following pages, the demographic tendency of the Roma populations in question is very similar and at the same time both are very different from the Spanish population in general.

**Graph 7.1. Population pyramids**

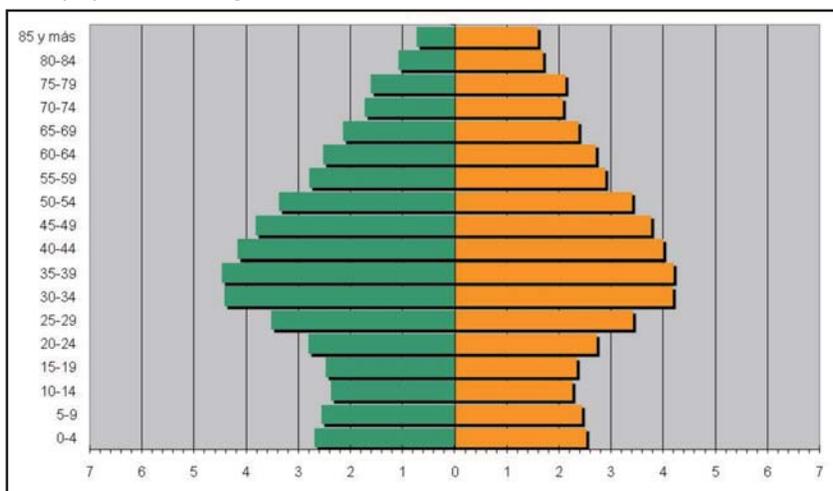
*A) Roma population from Eastern European countries*



*B) Roma Spanish population*



## C) Spanish population in general



The population pyramids represent a good method to observe the demographic configuration of a population, and the indicators allow the detailed analysis of the existing specific differences and similarities between the Roma from Eastern European countries and the Spanish Roma.

A first piece of information which must be highlighted is the one resulting from the femininity index which indicates the number of women per 100 men. For the Roma population in the East this indicator makes evidence of the existence of a much larger number of men compared to women (91.41 women). The Spanish Roma population indicates the same tendency, but with a much smaller intensity (97.78). For the Spanish population in general, the tendency is a contrary one as there are more women than men (102.45).

As showed by the pyramids and as indicated by the average age and the demographic weight of children and teenagers, the Roma population in the East is younger than the native-born Roma population and the Spanish population in general. The average age of the Roma population from Eastern European countries is of 25.04 years old, that of the Spanish Roma population is of 28.13 years old, and that of the population in general is of 40.53 years old. The percentage of children is of 30.2%; 26.3%; 14.7%, respectively, and the percentage of teenagers is of 30.43%; 31.03% and 17.96%.

**Table 7.1. Main demographic indicators**

Indicator	Definition	Roma population from Eastern European countries	Spanish Roma population	Population as a whole in Spain
Femininity index	Number of women per 100 men	91.41	97.78	102.45
Average age	Average number of years per person	25.04	28.13	40.53
Proportion of children	Percentage of persons 14 years old and under	30.22	26.30	14.75
Proportion of youth	Percentage of persons between 15 and 29 years old	30.43	31.03	17.96
Proportion of elderly	Percentage of persons 65 years old and over	0.36	3.74	16.87
Longevity rate	Ratio of persons aged 75 and over to persons aged 65 and over	--	25.91	51.21
Over ageing index	Ratio of persons aged 85 and over to persons aged 65 and over	--	4.09	13.16
Youth index	Ratio of persons under 15 years old to persons aged 65 and over	--	702.73	87.46
Ageing index	Ratio of persons aged 65 and over on persons to persons aged 14 and under		14.23	114.34
Global dependency ratio	Ratio of potentially inactive persons (14 years old and under, 65 years old and over) to potentially economically active persons (15 - 64 years old)	44.05	42.95	46.24
Youth dependency ratio	Ratio of persons aged 14 and under to persons between 15 and 64 years old	43.53	37.60	21.57
Old-age dependency ratio	Ratio of persons aged 65 and over to persons between 15 and 64 years old	0.51	5.35	24.67
Progressivity index	Ratio of persons between 0 and 4 years old to persons between 5 and 9 years old	99.36	106.51	106.44
Replacement index	Ratio of persons between 15 and 39 years old to persons between 40 and 64 years old	217.26	185.95	107.16

Therefore, the Roma persons from Eastern European countries present respectively high and low youth dependency and old-age dependency rates, this being a logical consequence of the existence of a high proportion of youth and children and a low proportion of elderly (the indicator of youth dependency records a percentage of 43.53 and the indicator of old-age dependency records 0.51). The Spanish Roma population shows a similar tendency but with a lower intensity.

## 7.2. Roma population aged 16 and over

We shall analyse in this subchapter the characteristics of Roma population from Eastern European countries aged 16 years old and over. We must remember that in the previous subchapter the analysis was performed on a more ample sampling basis with information from all the members within the household of the interviewee (the survey was performed with one interview per household). Taking into consideration the fact that there existed various registers, the sampling error was small. However, under this subchapter the sampling will focus on the respondents and not on all the members of the interviewed households, because the information referred to in this subchapter is of a more subjective nature or it simply determines the informer to know more about the

reality of its members, therefore potential errors could exist regarding the quality of the information. This is why only the respondents have been questioned, collecting therefore first-hand and direct information.

### **7.2.1. The level of studies and known languages**

Firstly, we wish to present the different levels of study of both the Roma population from Eastern European countries, as well as by the Spanish population. The education problem, together with the demographic structure divided by gender and especially by ages, is very important in order to be able to explain certain phenomena which occur among the Roma people. And this occurs not only on the labour market, as we have seen in previous chapters and will see subsequently, but also in other larger sectors and social contexts as for example the social inclusion and social cohesion.

Therefore, the level of studies reached by the Roma people from Eastern European countries is characterised by segmentation, comprising in similar proportions a persons who are illiterate (can neither read nor write) or by those who did not complete the educational level of primary education and another part who completed the educational level of primary education and another with completed level of secondary education or higher. Actually, 16.5% are illiterate and 16.5% who, although they can read and write, did not complete their studies: a total of 33 % who did not complete the elementary educational level. And the third segment represented by those who have completed at least their secondary education (30.3 %).

By making a comparison with the Spanish Roma population, we notice that the immigrant Roma population as a whole is better prepared from the educational point of view. The native-born population has a lower illiteracy rate (8.7%) and the proportion of those who have not completed the level of primary education is not very high (50.7%). Instead, there is a percentage represented by those for whom the maximum level of education reached is elementary or whom, although having started the secondary education, they have not completed it (30.7%), a small percentage of the remaining 10% who have completed at least secondary education.

As well, certain differences between the Roma people from Romania and Bulgaria must be pointed out. Generally, the Roma people from Bulgaria have a higher level of education than the Roma people from Romania. The first difference may be observed in the percentage of people without education, the percentage is higher among the Roma people from Bulgaria (17.5% compared to 12.5%). Another difference may be observed in the higher percentage of Roma people from Bulgaria who have completed the secondary or higher education level (41.7%, 14.2 percentage points higher than 27.5% registered among Roma people from Romania).

**Table 7.2. Percentage distribution of population over 16 years old and over according to the level of education**

	Roma population from Romania	Roma population from Bulgaria	Roma population from Eastern European countries	Spanish Roma population
Illiterate	16.8	15.3	16.5	8.7
Without studies	17.5	12.5	16.5	50.7
Complete primary education	27.8	23.6	27.0	18.8
Incomplete secondary education	10.3	6.9	9.6	11.9
Complete secondary education	25.4	36.1	27.5	7.4
High level professional training and university	2.1	5.6	2.8	2.6
Total	100	100	100	100
Basis (N)	260	101	361	1,497

The Bulgarian Roma population has the highest educational levels of all Roma,, which are reflected in the level of knowledge or knowledge of other foreign languages. Therefore, 91.4% speak Spanish language, while the percentage of the Romania Roma population who can speak Spanish language is of 79%. The same occurs when they are asked whether they know other foreign language besides Spanish language and their mother language: 33% of the Roma people from Romania declare that they can speak another language, compared to 48.6% of the Roma people from Bulgaria. Actually, given the numbers of the table, the Roma population from Bulgaria not only reads in the Spanish language in a high percentage, but also reads and writes in another language. The same thing happens with the aspects regarding other foreign languages.

**Table 7.3 The percentage of population according to the known language**

	Roma population from Romania	Roma population from Bulgaria	Roma population from Eastern European countries
Speaks Spanish language	79.0	91.4	81.4
Reads Spanish language	54.8	62.9	56.4
Writes in Spanish language	43.6	55.7	46.0
Understands Spanish language	88.6	97.1	90.3
Knows other foreign language	33.1	48.6	36.1
Speaks in other foreign language	29.1	44.4	32.0
Reads other foreign language	14.6	28.4	17.2
Writes in other foreign language	13.0	29.0	16.1
Understands other foreign language	31.7	47.1	34.7

Even if it is true that, in general, the Roma population from Eastern European countries can speak the Spanish language (as stated by 8 out of 10), over half of them admit that they can read this language and less than half admit that they can write this language. Speaking the language of a country is a prerequisite for the integration and social inclusion of each immigrant person, because it makes him/

her a partner to the social relations and allows her/him to manage its position in the social contexts of personal interaction. However, half of the Roma people from Eastern European countries have no autonomous access to written information and cannot manage well the situations requiring writing, such as the administrative issues.

### **7.2.2. Marital status, spouse, children and religion**

Following the analysis performed with regard to the level of studies and the languages known by the Roma from Eastern European countries, we will uncover other relevant aspects related to the marital status, residence of the spouse, number of children and religion.

Regarding marital status, there are obvious differences when comparing the Roma population from Eastern European countries to the Spanish Roma population: there is a small percentage of single persons among the Roma people from Eastern European countries than among the Roma people in Spain (8.6 per cent difference). Another major difference consists in the fact that the Roma people from Eastern European countries lives with an unmarried partner in a larger extent than the Roma people in Spain.

However, there are no important percentage differences identified at the registry of marriages between the Roma people from Romania and the Roma people from Bulgaria, being extremely homogeneous at the community of Roma people from Eastern European countries. Actually, 17.6% of the Roma people from Romania and 19.7% of the Roma people from Bulgaria are single. Another small difference is noticeable in the case of the married persons' percentage, in which case the Roma people from Romania reach 55.7% and the Roma people from Bulgaria reach 50.7%, with a 5% difference.

**Table 7.4. Distribution of the population according to the marital status**

	Roma population from Romania	Roma population from Bulgaria	Roma population from Eastern European countries	Spanish Roma population
Single	17.6	19.7	18.1	26.7
Married	55.7	50.7	54.7	58.2
Lives with a partner	15.2	16.9	15.6	5.7
Widow	2.1	4.2	2.5	4.6
Divorced	2.8	1.4	2.5	2.1
Separated	6.6	7.0	6.7	2.7
Total	100	100	100	100
Basis (N)	260	101	361	1.497

In respect of the residence of the spouse, most of the Roma persons live with their partner in the same dwelling (70.2% compared to 8.4% who don't live

in the same dwelling). There are important differences between Roma people from Bulgaria and Roma people from Romania: the Roma from Romania who live with their partners outnumber the Roma from Bulgaria (we can note a difference of 14 percentage points). Similarly, the percentage of persons who don't share the same living space is higher at Roma people from Bulgaria than at Roma people from Romania (14.3% compared to 6.9%). Hence 21.4% of the total number of Roma people from Eastern European countries do not have a life partner.

**Table 7.5 Percentage distribution of the population according to the place of residence of the spouse**

	Roma population from Romania	Roma population from Bulgaria	Roma population from Eastern European countries
The same dwelling	73.0	58.6	70.2
Different dwelling, same locality	2.1	1.4	1.9
Different dwelling, different locality	0.3	1.4	0.6
Romania	4.5	0.0	3.6
Bulgaria	0.0	10.0	1.9
Other countries	0.0	1.4	0.3
Doesn't have a spouse	20.1	27.1	21.4
Total	100.0	100.0	100.0
Basis (N)	260	101	361

In respect of the religion, we shall find differences by comparing the Roma people from Eastern European countries with the Spanish Roma. Therefore, while the prevalent religion among the persons from Eastern European countries is the Orthodox religion, for Spanish Roma people, the prevalent one is the Evangelical religion (as stated by 66.2%, 44.4% respectively of the population). The religious differences between the Roma people from Romania and the Roma people from Bulgaria are equally obvious. The Orthodox religion is definitely more prevalent among the Romanian Roma than among Bulgarian Roma (71.2% compared to 44.4%). A similar difference can be seen in the case of Evangelical religion adopted by a higher number of Roma people from Bulgaria than Roma people from Romania (33.3%, respectively 10.3%).

**Table 7.6 Percentage distribution according to religion**

	Roma population from Romania	Roma population from Bulgaria	Roma population from Eastern European countries	Spanish Roma population
Orthodox	71.2	44.4	66.2	0.6
Catholic	3.0	4.8	3.3	22.5
Protestant	0.0	0.0	0.0	0.2
Evangelical	10.3	33.3	14.7	62.1
Others	11.1	1.6	9.3	0.6
None	4.4	15.9	6.6	14.0
Total	100	100	100	100
Basis (N)	260	101	361	1.497

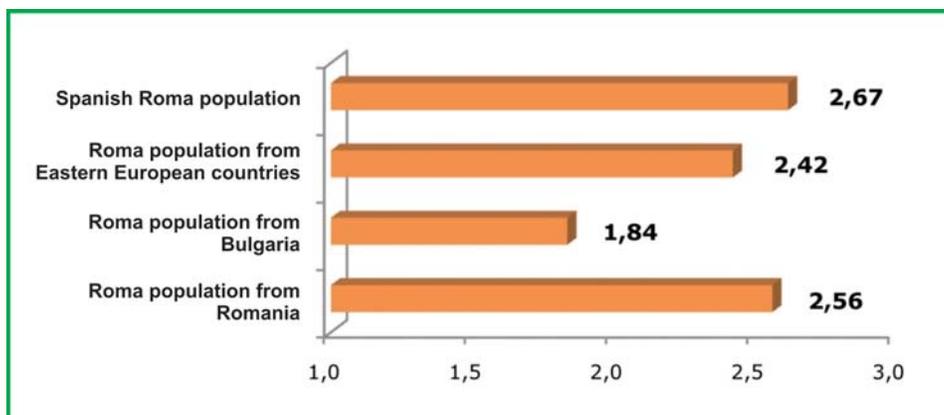
By seeing the data regarding paternity or maternity, we will observe that most of the ROMA persons from Eastern European countries have children, this finding being present in a higher extent than in the case of Roma people in Spain and despite the fact that first category is made up by a younger population than the second category. While 79.2% of the Roma population from Eastern European countries has children, for the native-born Roma population this indicator decreases to 67.9%, thus indicating a difference of 11.3 per cent. The internal structure of the Roma population from Eastern European countries is homogenous in this sense: a percentage of 79.4% of the Roma people in Romania has children and 78.6% of the Roma people from Bulgaria.

**Table 7.7. Percentage distribution of the Roma persons according to the status of being or not being parent**

	Roma population from Romania	Roma population from Bulgaria	Roma population from Eastern European countries	Spanish Roma population
Without children	20.6	21.4	20.8	32.1
With children	79.4	78.6	79.2	67.9
Total	100	100	100	100
Basis (N)	260	101	361	1.497

The average of children with reference to the Roma people from Eastern European countries and the Roma people in Spain is approximately the same (2.42 children compared to 2.67 at a difference of 0.25%). By dividing the situation from the nationality point of view, the Roma population from Bulgaria has on average fewer children (1.84) than the Roma population from Romania. (2.56).

**Graph 7.2 Average number of children of the Roma population**



### 7.2.3. Health and disability

In conclusion of this analysis on the main characteristics of Roma population aged 16 years old and over, we present the results of the survey related to health from the population perspective, as well as the impact of the disability. In this respect, the Roma persons have been questioned firstly with regard to their general health by using the following valuation scale: 1 very precarious, 2 precarious, 3 normal, 4 good, 5 very good. Secondly, they have been asked whether they suffered from any disability or chronic disease and, in case they said yes, if this was due to a total or partial degree of invalidity.

The differences regarding the perception of health among the Roma people in Spain compared to the health of the Roma people from Eastern European countries are not very important (with averages on a scale from 1 to 5, of 3.94 respectively 3.78). It must be noticed the fact that in relation to both population groups there is a relatively good perception, with averages close to 4 value, namely the equivalent of the answer “good health”: 75.7% of the Spanish Roma population and 67.4% of the Roma population from Eastern European countries state that they have a good or very good health. Even if there are small differences, the data show a better perception with regard to health at the Roma population from Bulgaria than at Roma population from Romania (respectively 3.86 and 3.75). Therefore, while 64.7% of the Roma population from Romania state that they have a good or very good health, the Roma population from Bulgaria is 13.9 percentage points higher reaching a level of 78.6%.

**Table 7.8. Percentage distribution of the population according to the perception of health**

	Roma population from Romania	Roma population from Bulgaria	Roma population from Eastern European countries	Spanish Roma population
Very precarious (1)	2.1	1.4	1.9	3.4
Precarious (2)	8.2	2.9	7.2	3.6
Normal (3)	25.0	17.1	23.5	17.4
Good (4)	42.1	65.7	46.7	47.0
Very good (5)	22.6	12.9	20.7	28.7
Total	100	100	100	100.0
Average (1-5)	3.75	3.86	3.78	3.94
Basis (N)	260	101	361	1.497

The number of persons who confirm a good health within the Spanish Roma population compared to the Roma population from Eastern European countries is not the same anymore when it comes to disabilities they suffer from, but on the contrary. Thus, 13.8% of the Roma persons in Spain state they suffer from a disability or chronic disease, and this percentage decreases to 10.5% in the case of the

Roma persons from Eastern European countries. In addition, the better evaluation of health among the Roma population from Bulgaria compared to the Roma population from Romania is very clear with regard to disabilities or chronic diseases: 11.3% of the first category persons claim that they suffer from a disability or a chronic disease, while in the case of the second category, the percentage is of 7.1% namely 4.2 per cent difference.

**Table 7.9. Percentage distribution of the population according to the disability or the chronic disease they suffer from**

	Roma population from Romania	Roma population from Bulgaria	Roma population from Eastern European countries	Spanish Roma population
Don't suffer from disabilities or diseases	88.7	92.9	89.5	86.2
Total incapacitating disability	1.0	0.0	0.8	2.1
Disability with incapacity for work	0.7	0.0	0.6	2.8
Disability which does not involve incapacity	1.0	1.4	1.1	2.5
Totally incapacitating disease	0.0	0.0	0.0	1.0
Disease with incapacity for work	2.4	2.9	2.5	1.8
Disease which does not involve incapacity	6.2	2.9	5.5	3.7
Total	100	100	100	100
Basis (N)	260	101	361	1.497

## Chapter summary

### Main demographic characteristics

- ✓ A higher feminine occurrence among the Roma population than among the Spanish population in general. The index of femininity shows the number of women per 100 men, being observed that for the Roma population from Eastern European countries, the indicator is 91.41 women, namely there are definitely more men than women. The same tendency, but with a smaller intensity, show also the Roma people in Spain (97.78), while within the Spanish population in general there is an opposite tendency because there are more women than men (102,45).
- ✓ The Roma population from Eastern Europe is younger than the native-born Roma population and than the Roma population in Spain in general. This is confirmed by looking at the average age, the percentage of children and the percentage of old persons. The first variable shows that the average age of the Roma people from Eastern Europe is of 25.04 years old, that of the Roma population in Spain is of 28.13 years old and that of the population in general is of 40.53 years old. The percentage of children is of 30.2%, 26.3%, 14.7% respectively and that of the teenagers is of 30.43%, 31.03% and 17.96%.

## The level of education

- ✓ The level of studies reached by the Roma people from Eastern European countries is characterised by segmentation, comprising in similar proportions illiterate persons (who can neither read nor write), persons who did not complete their primary education, persons who completed their primary education and persons who completed their secondary education or higher. Actually, 16.5% are illiterate and 16.5% who, can hardly read and write did not complete any level of studies: a total of 33 % who did not complete the primary educational level. In addition, 36.6% have a maximum level of primary education or have started the secondary education level, but have not completed them. And the third segment represented by those who have completed minimum the secondary educational level is of 30.3 % percentage
- ✓ By comparing the Roma population in Spain, we observe that the immigrant Roma population as a whole is better prepared from the educational point of view. The native-born population has the illiteracy rate smaller (8.7%) and the weight of those who have not completed the level of primary education is not very high (50.7%). Instead, there is a percentage represented by those for whom the maximum level of education reached is the primary education or whom, although having started the secondary education, they haven't completed it (30.7%), remaining a small percentage of 10% who have completed at least the secondary educational level.

## Marital status

Regarding the marital status, there are obvious differences when comparing the Roma population from Eastern European countries to the Roma population in Spain: there is a small percentage of unmarried persons among the Roma people from Eastern Europe (18.1%) than among the Roma people in Spain (26.7%) at 8.6 per cent difference. Another major difference consists of the fact that the Roma people from Eastern Europe (15.6%) live with an unmarried partner in a larger extend than the Roma people in Spain (5.7%). The place of residence of the spouse or of the partner.

- ✓ Only for 8.4% of the Roma population from Eastern Europe the partner or the spouse do not live in the same dwelling, 70.2% live in the same dwelling and 21.4% don't have a life partner.

## Religion

- ✓ There are certain differences when comparing the Roma from Eastern European countries with the Spanish Roma in population. Therefore, while the prevalent religion among the Roma from Eastern Europe is the Orthodox religion, for Roma people in Spain, the prevalent one is the Evangelical religion (as stated by respectively 66.2% and 44.4% of the population).

## Number of children

- ✓ There is a higher percentage of families with children among the Roma population from Eastern European countries than among the Spanish Roma population. While 79.2% of the former has children, for the latter the proportion decreases to 67.9%, thus indicating a difference of 11.3 percentage points.
- ✓ There are no important differences between the number of children of the Roma persons from Eastern European countries and the number of children of the Roma persons in Spain. The average number of children for the Roma people in the East is of 2.42, namely with 0.25 children less than for the Roma persons in Spain with 2.67 children.

## Health and disabilities

Both population groups have a relatively good perception of their health, with 75.7% of the Spanish Roma population and 67.4% of the Roma population from Eastern Europe stating that they have a good or very good health.

The number of persons who confirm a good health within the Roma population in Spain compared to the Roma population from Eastern Europe is not the same when it comes to disabilities they suffer from, but on the contrary. Thus, 13.8% of the Roma persons in Spain state they suffer from a disability or chronic disease, and this percentage decreases to 10.5% in the case of the Roma persons from Eastern Europe.

## 8. ROMA POPULATION FROM EASTERN EUROPEAN COUNTRIES AND THE LABOUR MARKET

After having analysed the social-demographic characteristics of the Roma population from Spain from Eastern European countries, we shall present an overall image of the labour market. To this purpose, we present several main indicators comparing the results of the Roma from Romania with those of the Roma from Bulgaria in the following chart.

The activity rate at the level of the entire Roma population from Eastern European countries is of 81.4%, meaning 8 out of 10 persons of legal working age are working or are unemployed. This indicator is homogenous between the Romanian population (81.1%) and the Bulgarian one (82.9%). Regarding the employment rate, this is of 53.3%, and 53.8% among the Romanians and 51.4% among the Bulgarians. More precisely, almost a half of the population with the age of 16 years or over is employed.

The high occupation and employment percentage points are very obvious at this population, overtaking with more than 20 percentage points the Spanish activity rate and with 6 percentage points the employment rate. This characteristic has to be perceived as being in tight connection with the percentage of the young population: the average age of the active population is of 34.2 years (almost a half is between 16 and 29 years old).

The unemployment rate for the Roma population from Eastern European countries is quantified at over a third of the active population (34.4%). The unemployment affects more the Bulgarians than the Romanians (37.9%, respectively 33.5%). It should be reminded that, in order to be considered as unemployed, a person has to fulfil simultaneously the following three criteria: has no employment, whether in self-employment or as a waged worker, is available for work and is looking actively for employment.

**Table 8.1. The indicators of the labour market in the case of the Roma population from Eastern European countries**

	Romanian Roma pop.	Bulgarian Roma pop.	Roma pop. from Eastern European countries
Activity rate (%)	81.1	82.9	81.4
Employment rate (%)	53.8	51.4	53.3
Unemployment rate (%)	33.5	37.9	34.4
Part-time employment rate (%)	45.0	52.8	46.5
Wage-earner rate (%)	56.1	66.7	58.0
Temporary employment rate	83.7	82.1	83.3
Employed persons have accomplished training courses (%)	16.7	19.4	17.2
Unemployed persons have accomplished training courses (%)	41.8	30.4	39.2

Besides the high unemployment rates, the lack of places of work is a distinct characteristic of this population. Thus, 58% of persons in work are in waged employment, and the remaining 42% are self-employed; 45.5% work with norm fraction. In this context we find out differences between the Roma coming from Romania and the Roma coming from Bulgaria. In fact, whereas the remuneration rate is of 56.1% for Romania, for Bulgaria this percentage is of 66.7%. The rate of part-time employment is of 45%, respectively of 52.8%. We may observe a double tendency: on the one hand the remunerated activity is more prevalent among the Bulgarian Roma population, offering more often the guarantee of certain rights, and on the other hand the schedule for the norm fraction more often met in persons of Bulgarian origin, is in direct connection with the most difficult working conditions.

But not only these indicators reflect the positioning of the Roma population from Eastern European countries on the most instable and precarious segment of the labour market. Thus, 60.6% carry out “elementary occupations”, this one being the category with the lowest level of professional training according to the National Nomenclature of Professions (NNM-2011), followed by the “restaurant service providers, personal services, protection and sales services” with 13.6%. As a result of a more detailed deduction of NNM-2011, it results that almost a half carries out activities related to occupations characterised by precariousness: dustmen (25% of the occupations), cleaning personnel (13.4%) and unskilled workers in the agriculture (9.8%). Therefore it is not a surprise that another dimension of precariousness in work, the extremely high temporary work rate, is prevalent among the Roma community from Eastern European countries. Thus, 83.3% of the remunerated employed are in a temporary labour relation, a relatively similar percentage for Romanian Roma (83.7%) and in Bulgaria (82.1%).

Taking into account Roma persons’ positioning in occupations characterised by instability, precariousness and low professional training, the professional training becomes an indispensable resource for the orientation of these persons towards activities characterised by better conditions and more stabile perspectives. Therefore, another problem to be kept in view within this study is the relationship which the employed and unemployed persons have with the professional training. Thus, 17.2% of the employed Roma population from Eastern European countries have accomplished a training course or have finished studies in the last six months (16.7% for the Romanians and 19.4% for the Bulgarians). Also, 39.2% of the unemployed have graduated a course or training oriented towards an activity or occupation (41.8% for Romania and 30.4% for Bulgaria).

Some of these indicators are presented in the next table, comparing according to the gender the Roma population from Eastern European countries, the Spanish Roma population and the EPA data for the entire population and related to the second quarter of 2011. We shall analyse further the indicators regarding the Roma population from Eastern European countries in order to see the differences

between men and women. The analysis compared with the EPA and the Spanish Roma population is shown in the third part of this report.

The first aspect to be highlighted is the existence of some obvious differences between the two genders in the professional activity. Thus, whereas 75.1 per cent of the women aged 16 and over are active, for the men this indicator is with 12.7 per cent higher reaching 87.8 per cent. We may deduce a certain distribution on roles according to the gender in the labour sector and in the domestic sector, although it is true that in spite of a difference of 12.7 per cent, the rate of female activity continues to be pretty high (17.1 per cent higher than among the Spanish Roma women and 22 per cent higher than the female population according to the EPA).

**Table 8.2. Indicators of the labour market (%). The Roma population from the Eastern European countries, the Spanish Roma and the general Spanish population according to Economically Active Population Survey.**

	Roma pop. from Eastern European countries	Spanish Roma pop.	Spanish general pop.
<b>Both genders</b>			
Activity rate	81.4	68.9	60.1
Employment rate	53.3	43.9	47.6
Unemployment rate	34.4	36.4	20.9
Part-time employment rate	46.5	42.3	14.1
Wage-earner rate	58.0	38.4	83.6
Temporary employment rate	83.3	53.4	25.5
<b>Men</b>			
Activity rate	87.8	80.0	66.4
Employment rate	43.1	49.3	53.6
Unemployment rate	34.8	38.4	20.6
Part-time employment rate	44.4	36.1	6.1
Wage-earner rate	44.7	33.5	80.0
Temporary employment rate	77.8	51.5	24.2
<b>Women</b>			
Activity rate	75.1	58.0	53.1
Employment rate	50.6	38.4	41.8
Unemployment rate	34.1	33.7	21.3
Part-time employment rate	48.8	50.2	23.9
Wage-earner rate	73.3	44.6	87.9
Temporary employment rate	85.7	52.9	27.0

Another aspect of interest is represented by the higher share of the wage-earner status among the Roma women from Eastern European countries (73.3%) compared with the one among the men (44.6%), with a difference of 28.7 percentage points. This difference may be explained mainly through the type of activity to which each of the genders is oriented. Men tend towards activities in which the status of practitioner prevails and women tend towards the status of waged worker. In fact, whereas men work mainly as dustmen and unskilled workers in the agricultural sector, women work as cleaning personnel.

## Summary of the chapter

- ✓ The activity rate at the level of the entire Roma population from Eastern European countries is of 81.4%, meaning 8 out of 10 persons of legal working age are working or are unemployed. Regarding the employment rate, this is of 53.3%, more precisely almost a half of the population with the age of 16 or over this age is employed.
- ✓ The active population is characterised by the fact that it is young. The average age of the active population is of 34.2 years and almost a half is between 16 and 29 years old.
- ✓ The unemployment rate is summed up at over a third of the active population. More precisely 34.4%.
- ✓ Besides the high unemployment rates, the precariousness of the working places is a distinct characteristic of this population. Thus, 42% are self-employed and 45.5% work part-time.
- ✓ They carry out activities for precarious working places: dustmen (25% of the population), cleaning personnel (13,4%) and unskilled workers in the agricultural sector (9.8%).
- ✓ The rate of temporary work is extremely high: 83.3% of the employees have a temporary contract.

## 9. MIGRATORY TRAJECTORIES

### 9.1. Labour situation prior to the migratory experience in Spain

Several times the basis of the decision to emigrate in a country is represented by the economic and/or the employment situation, both in tight relationship. This is the reason why it is relevant to have a look upon the employment situation of the Roma from Eastern European countries before their arrival in Spain. Thus, we notice a high percentage of persons who were looking for employment before their migration to Spain (55.5%). If we have a look upon the employment situation of the persons arrived in Spain, we may notice that 17% were employees, 13% were practising domestic activities and 10.8% were studying.

**Table 9.1. The percentage distribution of the population according to the employment situation previous to migration.**

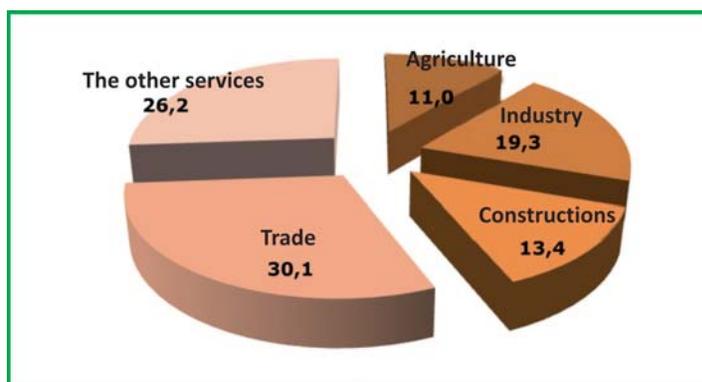
	Romanian Roma pop.	Bulgarian Roma pop.	Roma pop. from Eastern European countries
Employee	17.8	13.6	17.0
Looking for employment	54.0	62.1	55.5
Studying	9.8	15.2	10.8
Retired	1.0	1.5	1.1
Home-keeping	14.3	7.6	13.0
Disabilities	0.3	0.0	0.3
Others	2.8	0.0	2.3
<b>Total</b>	<b>100</b>	<b>100</b>	<b>100</b>
Basis (N)	260	101	361

Having in view that a great part of the Roma from Eastern European countries were looking for employment before the moment of migration, the economic reason turns into one of the main justifications of their arrival in Spain. On the basis data as a result of the investigation, we draw the conclusion that half of the persons declared that the main reason to emigrate in Spain was the looking for employment and another proportion of 40.1% was to improve their quality of life. These are the fundamental reasons for emigration, gathering 90% of the total.

**Table 9.2. The percentage distribution of the population according to the main reason for emigration in Spain.**

	Romanian Roma pop.	Bulgarian Roma pop.	Roma pop. from Eastern European countries
Change of employment	1.7	0.0	1.4
Looking for employment	49.7	51.4	50.0
Political reasons	0.3	1.4	0.6
Professional training	0.3	0.0	0.3
Life quality	42.1	31.4	40.1
Family reasons	4.1	11.4	5.5
Every day expenses	0.7	0.0	0.6
Other reasons	1.0	4.3	1.7
<b>Total</b>	<b>100</b>	<b>100</b>	<b>100</b>
Basis (N)	260	101	361

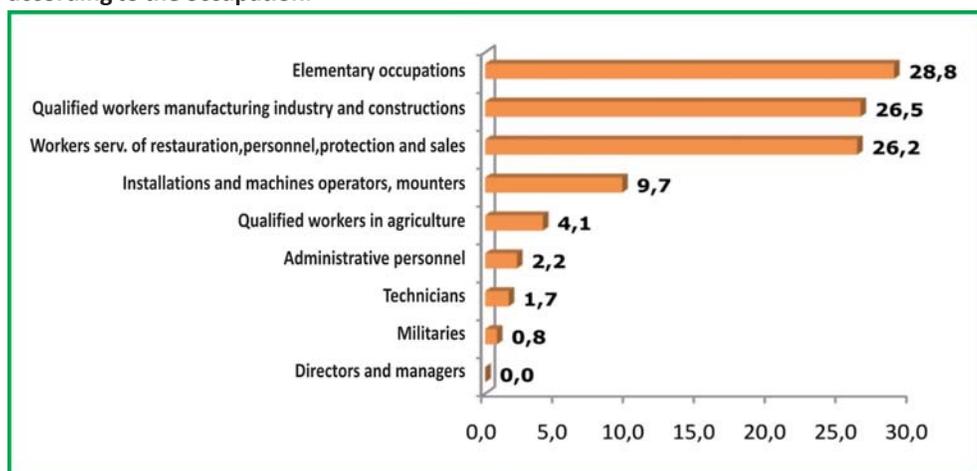
Let us see the specific situation of those Roma persons from Eastern European countries, who before the moment of emigration in Spain were having a employment. A first important starting point is to find out in which economic sector they were employed. The chart shows that almost 6 out of 10 were working in the sector of services (56.3%), 19.3% in industry, 13.4% in constructions and 11% in agriculture. However, we have to notice the fact that the activity field in which most of them are present is the trade, where 30.1% of the employed persons from Eastern European countries are recorded.

**Chart 9.1. The percentage distribution of the employed persons previously to their emigration, according to the economic sectors.**

Regarding the type of occupations among the Roma persons from Eastern European countries prior to their emigration in Spain, we may notice that 28.8% were having elementary occupations, 26.5% were employed in qualified work within the manufacturing industry and 26.2% carried out services at the restaurant, personal services, protection and sales services. These three main employment sectors sum up 81.5% of the occupations.

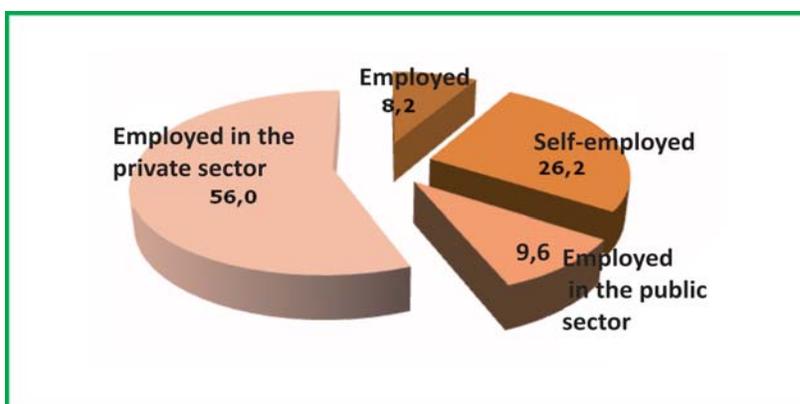
It has to be highlighted that among those who were having employment before the moment of emigration, an important percentage was carrying out a relatively qualified professional activity, summing up 32% related to the qualified occupations in industry and constructions, agriculture and technical places of work.

**Chart 9.2. The percentage distribution of the employed persons prior to their emigration, according to the occupation.**



After the analysis of the sector and of the type of occupation, let us see now the professional situation of the Roma persons before the emigration. We distinguish a high percentage of employees in the private sector (56%), as well as in the public sector (9.6%), thus, there resulting a remuneration rate of 65.6%. Those working for an employer were summing up 8.2%, and those being self-employed were summing up 26%.

**Chart 9.3. The percentage distribution of the employed persons previously to their emigration, according to the professional situation.**



Summarizing, we may assert that the main reason for which the Roma persons from Eastern European countries have chosen to emigrate is economical: they were looking for employment or they wished to live better. This argument has a perfect meaning as long as a very high percentage of this population was in an unemployment situation before the emigration. We also have to highlight that those being employed previously to the moment of emigration had an occupation with moderate qualification, specific for the work relationship with an employer, working mainly in the sector of services, especially in the trade sector.

## 9.2. Migratory experiences

The greatest parts of the Roma from Eastern European countries who are living in Spain come directly from their country of origin. Thus, almost 95% of the Romanian Roma were living in Romania before coming to Spain. In the same proportions are also the Roma from Bulgaria. Only 4.1% of the Romanians and 4.3% of the Bulgarians were coming from other countries.

**Table 9.3. The percentage distribution of the population according to the previous residence country.**

	Romanian Roma pop.	Bulgarian Roma pop.	Roma pop. from Eastern European countries
Romania	95.9	0.0	77.3
Bulgaria	0.3	95.7	18.8
Another country	3.8	4.3	3.9
<b>Total</b>	<b>100</b>	<b>100</b>	<b>100</b>
Basis (N)	260	101	361

For the majority of the Roma persons from Eastern European countries, the experience of migration on the territory of Spain is the first one: almost 8 out of 10 Roma from Eastern European countries have never lived another experience of migration than that from Spain. More precisely for 79% their experience in Spain is the first experience of migration. On the other hand 15.9% of the Bulgarian Roma have lived in another country than Spain and their native country. Also regarding this aspect, the Romanian Roma sum up 11%.

**Table 9.4. The percentage distribution of the population according to the number of countries where they lived for more than a month, with the exception of Spain and the country of origin.**

	Romanian Roma pop.	Bulgarian Roma pop.	Roma pop. from Eastern European countries
None	79.1	79.7	79.2
1 country	11.0	15.9	11.9
2 and more	9.9	4.3	8.9
<b>Total</b>	<b>100</b>	<b>100</b>	<b>100</b>
Basis (N)	260	101	361

Studying the percentage of the Roma from Eastern European countries who started a short time ago (less than 1 year) their status of immigrants in Spain, we notice a percentage difference between the Romanian and the Bulgarian Roma. Thus, 4.1% of the Romanian Roma were living in another country one year ago, whereas the proportion of Bulgarian Roma in the same context is twice as numerous (8.7%).

Let us also see the intern flow or the immigration of the Roma from Eastern European countries on the territory of Spain: 87.2% of the Romanian Roma and 82.6% of the Bulgarian Roma are living in the same place as exactly one year ago (86.4% per total). Regarding the Roma from Eastern European countries who were living one year ago in another place or native-born community, they amount to a percentage of 8.6%

**Table 9.5. The percentage distribution of the population according to the residence place one year ago.**

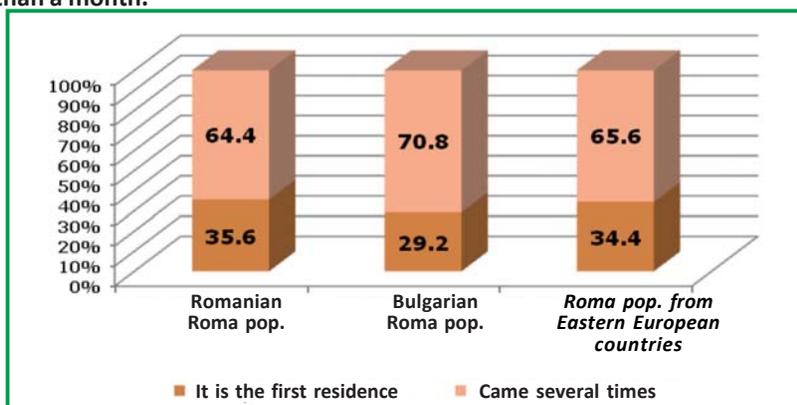
	Romanian Roma pop.	Bulgarian Roma pop.	Roma pop. from Eastern European countries
The same place as the current one	87.2	82.6	86.4
Another place from the same Autonomous Community	5.2	2.9	4.7
Another Spanish Autonomous Community	3.4	5.8	3.9
Another country	4.1	8.7	5.0
<b>Total</b>	<b>100</b>	<b>100</b>	<b>100</b>
Basis (N)	260	101	361

After all, from the perspective of the movement of migration, the emigration in Spain is for the Roma population from Eastern European countries the first experience of migration, although for a great part, the previous residence country was the country of origin. This movement has also a static and consolidated character because of the fact that for a great part of this population the present residence is the same as the one they had one year ago.

### 9.3. Migration to Spain

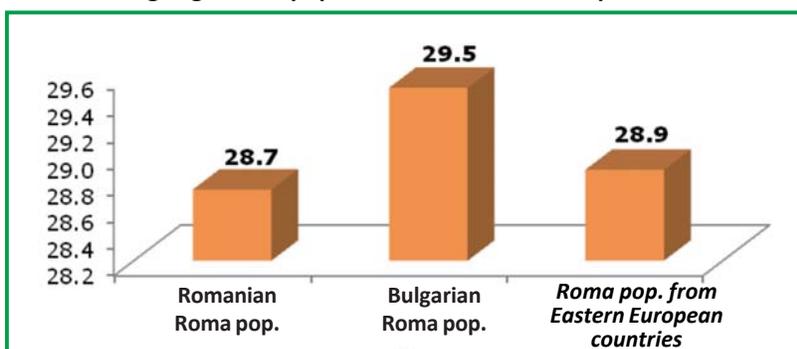
Although 95% of the Roma from Eastern European countries were living one year ago also on the Spanish territory, we have to mention that almost two thirds were in Spain on other occasions for more than a month, and for a third of them, it is their first time in Spain. Therefore, we may suppose that there is an intermittent migration flow as regards the migration of the Roma from Eastern European countries.

**Chart 9.4. The distribution of the population which came to Spain on another occasion for more than a month.**



If we notice the average age at their arrival in Spain, we shall find out a slight difference between the Romanian and Bulgarian Roma populations. With a total average of 28.9 years, for the Roma from Romania the average is of 28.7 years, and for the Roma from Bulgaria the average is of 29.5 years. Consequently, the distinct feature of this migration, as many others, is the young character, a vital stage for obtaining a social position, which together with the already mentioned economic reasons renders the ability to hold on to employment a main goal for the improvement of the quality of life.

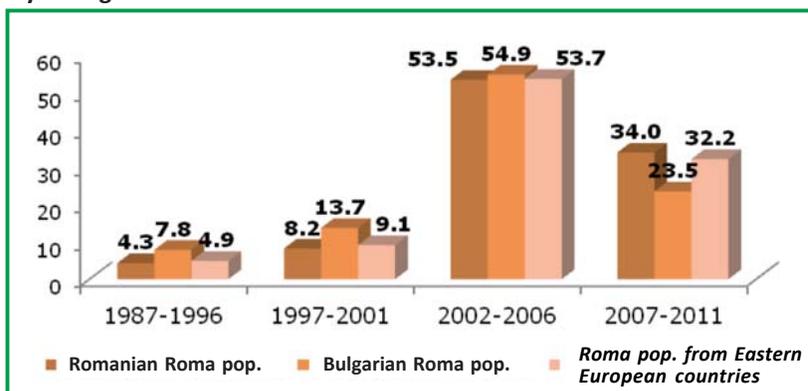
**Chart 9.5. The average age of the population at the arrival in Spain.**



We may also notice here the years when they left their countries of origin. Thus, we may notice that we speak about a population which emigrated in the period of economic prosperity, the boom of which has occurred between 2002 and 2006 (53.7%), and which suffered from a decrease at the beginning of the year 2007 (32.2%). We have already anticipated that the main reason of the

emigration of the Roma population from Eastern European countries is to look for employment and the improvement of the living conditions. If these are the most important reasons for immigration, the destination country has to be a place where such person should find employment or at least to be offered good working conditions.

**Chart 9.6. The percentage distribution of the population according to the year when leaving the country of origin.**

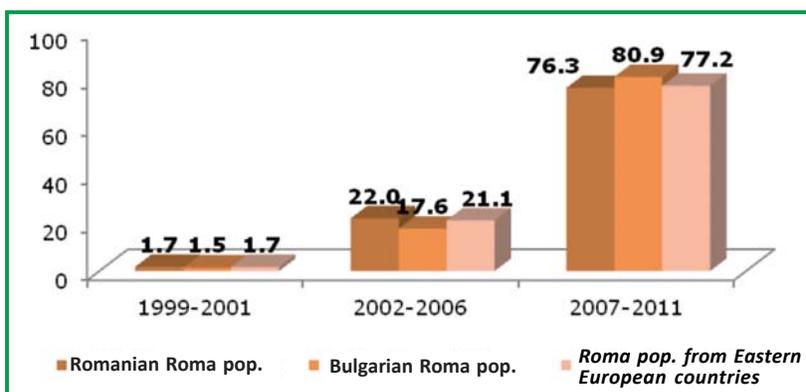


Besides the year when the Roma have left the country of origin, we wish to present the results in connection with the year of arrival in Spain. Along this line, we notice that an important proportion of the Roma population from Eastern European countries has arrived in Spain the last time during the period of economic crisis, more precisely 77.2% of them have arrived in Spain between 2007 and 2011. Among the Roma population from Romania 76.3% have arrived in Spain in the same period, 22% between 2002 and 2006 and 1.7% between 1999 and 2001. Regarding the Bulgarian Roma population, the proportions in the given contexts are of 80.9%, 17.6%, and 1.5% respectively.

Thus, there is a contrast of temporal difference between the year when leaving the country of origin and the year of arrival in Spain the last time. As we could see, the Roma have left the country of origin in the period of economic prosperity, but they arrived in Spain the last time in the period of economic crisis. This fact is explained, as we shall see further, through the intermittent visits they had to undertake in their country. There is thus a percent of 72.5% of the Roma persons from Eastern European countries who visited their country at least once since their arrival in Spain, paying an average of 2 visits. Also, 91.1% have been in their country in the period of economic crisis between 2007-2011, this being the period in which most of them settled down in Spain the last time. A possible assumption upon this aspect would be that in the period of the crisis this population tried to return to its country, where the expectations and professional

or every day necessities had not been successful, being thus obliged to continue the migration process and heading this time for Spain. Along this line, it should be reminded that for 65.6% of the Roma persons from Eastern European countries this present stay in Spain is the first one.

**Chart 9.7. The percentage distribution of the population according to the year of arrival in Spain the last time**



Another issue in the elaboration of this study was the gathering of information about the network of social support for the Roma population at the arrival on the Spanish territory. Along this line, the data show us that 27.2% had no help at all, with some differences according to the nationality: 28.9% for Romania and 20.3% for Bulgaria. Consequently, there is a proportion of 72.8% of those who had a contact person in Spain, but the most important is the fact that 58.7% had at their arrival a relative in Spain, this proportion being of 65.2% for the Bulgarian Roma and 57.1% for the Romanian Roma. As we may notice, the family is the social institution with a solid bridge role between the point of origin and of destination of the immigrant, a strong, close and unconditioned contact in order to face the difficulties the new-comer is confronted with.

**Table 9.6. The percentage distribution of the population according to the contact person at the arrival in Spain.**

	Romanian Roma pop.	Bulgarian Roma pop.	Roma pop. from Eastern European countries
Had no contact person	28.9	20.3	27.2
Relative	57.1	65.2	58.7
Friends	12.2	13.0	12.4
Acquaintances	1.7	1.4	1.7
<b>Total</b>	<b>100</b>	<b>100</b>	<b>100</b>
Basis (N)	260	101	361

At the end of this sub-chapter we shall focus our attention on the type of documents with administrative character held by the Roma persons from Eastern European countries. The interviewed persons were asked if they were the holders of personal documents. Thus, 4.4% of the Romanian Roma have not presented the application for the residence permit, this percent being of zero in the case of the Bulgarians. On the other hand, the Roma from Eastern European countries have another level of “legality” or intention to “become legal” as long as 87.5% are the bearers of a Spanish identification document (Identification Number of Foreign Citizens), whereas 13.2% are in a process of legalization as long as they applied for the residence. Thus, 83.7% are registered on Spain’s Municipal Register of Inhabitants, an important condition in order to prove the Spanish residence and to generate rights implied by this fact.

Thus, besides the permanent character of immigration, we have to specify that Spain is their first experience of migration, and the present stay is the first one in our country. But at the same time, we speak about a permanent immigration of constant circuit between Spain and the country of origin. A proof is the fact that leaving the native country was mainly been accomplished in the period of economic prosperity (2002-2006), but the last arrival in Spain occurred during the crisis (2007-2011). At the same time we speak about a migration process which has profited by a social network of support from the family, well rooted, existing before the arrival of the immigrant.

**Table 9.7. The percentage of population according to the personal documents they possess.**

	Romanian Roma pop.	Bulgarian Roma pop.	Roma pop. from Eastern European countries
Passport	75.0	92.6	78.5
Identity Card issued by the country of origin	92.6	92.9	92.7
Spanish Identity Card (Foreign Citizen Identification Number)	89.8	77.7	87.5
Application for residence presented	15.3	4.3	13.2
Application for residence not presented	4.4	0.0	3.5
Registered on Spain’s Municipal Register of Inhabitants	85.5	76.5	83.7
Spanish Health Insurance Card	85.9	79.4	84.6
European Health Insurance Card	4.6	8.0	5.3
Residence Permit	58.2	63.6	59.3
Basis (N)	260	101	361

#### 9.4. Future expectations

We shall analyse below the future perspectives of the Roma persons from Eastern European countries, regarding the geographic mobility. The first aspect we must take into account is the period during which they intend to remain in Spain, noticing a percentage of almost 52.4% of those who declare that they wish

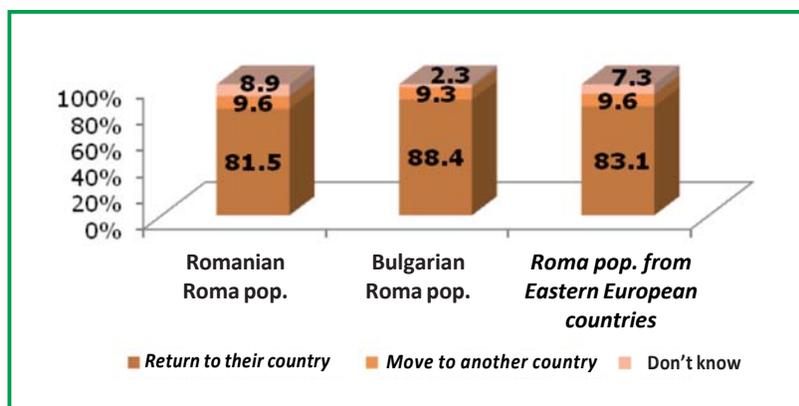
to remain for good, fact which reflects the permanent character of this wave of immigrants who wish not only a temporary residence, but one for the future. Nevertheless, there are differences which have to be reminded between the Romanian population and the Bulgarian population, because this number sticks between 56% for the first category and 38.6% for the second one, a variation above 17 percentage points. However one thing is certain: 44% wish to leave Spain in the next ten years, 2.9% in less than 1 year, 25.1% between 1 and 5 years, and 19.6% between 5 and 10 years.

**Table 9.8. The percentage distribution of the population according to the period they intend to remain in Spain**

	Romanian Roma pop.	Bulgarian Roma pop.	Roma pop. from Eastern European countries
Less than 1 year	2.5	4.3	2.9
1 - 5 years	23.1	32.9	25.1
5 - 10 years	18.4	24.3	19.6
For good	56.0	38.6	52.4
<b>Total</b>	<b>100</b>	<b>100</b>	<b>100</b>
Basis (N)	260	101	361

The persons who have asserted that they wish to leave at a certain moment were asked in which country they would go after the experience on the Spanish territory, the native country being the most often mentioned (83%, 81.5% for the Romanians and 88.4% for the Bulgarians). Those who expressed their wish to leave for another country than the native one meet a percentage of 9.6%, whereas 7.3% do not know the next destination.

**Chart 9.8. The percentage distribution of the population according to the intention to leave Spain.**



Besides the intention of leaving Spain, the Roma persons were also asked if they intend to change their residence in Spain in the next twelve months. Regarding this aspect, 76.1% declared that they do not intend to change the residence, 18% wish to change the residence within the limits of the same city, 3.7% in another region and eventually 2.2% intend to move to another city from the same region. These numbers are in direct relationship with the previously mentioned results, confirming the idea of an immigrant population, which has the clear intention to remain in the present place of residence.

**Table 9.9. The percentage distribution of the population according to the intention to move the residence in the next year also on the Spanish territory.**

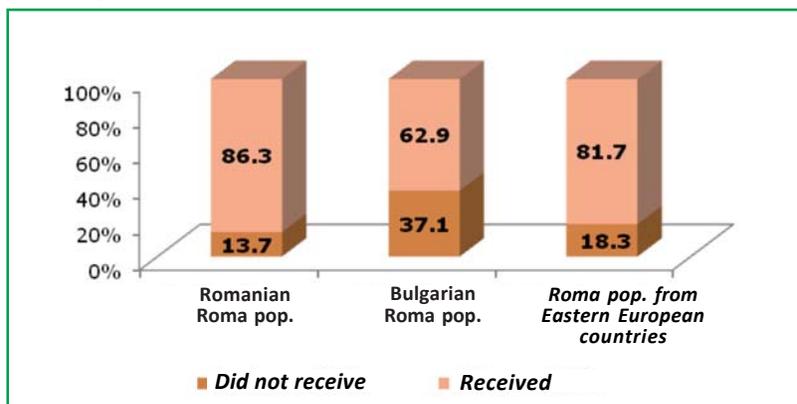
	Romanian Roma pop.	Bulgarian Roma pop.	Roma pop. from Eastern European countries
Yes, in the same city	18.1	17.6	18.0
Yes, in another city	2.1	2.9	2.2
Yes, in another region	2.1	10.3	3.7
I shall not move	77.8	69.1	76.1
<b>Total</b>	<b>100</b>	<b>100</b>	<b>100</b>
Basis (N)	260	101	361

Summarizing, the future perspectives of this population are largely to remain permanently or for a long time in Spain (and if they decide to leave the Spanish territory, their intention would be to return to the country of origin). For a short term, in the next twelve months they do not intend to change their residence, and if they are going to do so, the move shall take place in the same city.

## 9.5. Institutional support and assistance in Spain

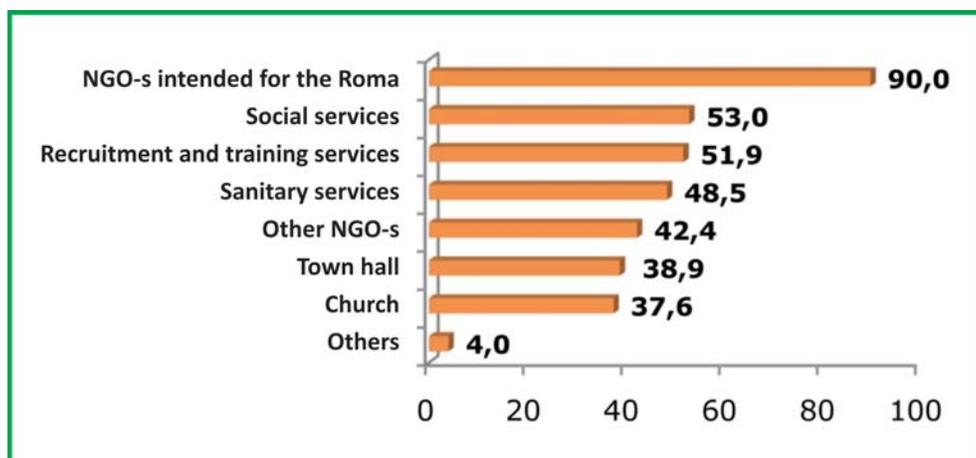
We have discussed before about how important it is for the immigrant to have a close contact person (family, friends or acquaintances) at the arrival in the destination country. This fact is demonstrated by 7 out of 10 Roma who came from Eastern Europe and had a contact person at their arrival in Spain. But, additionally to the potential assistance from the social networks in this destination country, the help and support from the institutions meant to facilitate the accommodation, integration and inclusion process are also important. During the interview the persons were asked if they had received any support or consultancy from the institutions since their arrival in Spain, noticing in this respect a rather high coverage. Thus, 81.7% of the Roma population from Eastern Europe has received a certain type of support or assistance since they came in Spain, although it is true that there are considerable differences between the Romanians (86.3%) and the Bulgarians (62.9%). There is a percentage of 18.3% of the Roma persons from Eastern Europe who assert that they have received no support or assistance from the institutions.

**Chart 9.9. The percentage distribution of the population depending on their having received or not consultancy in Spain.**



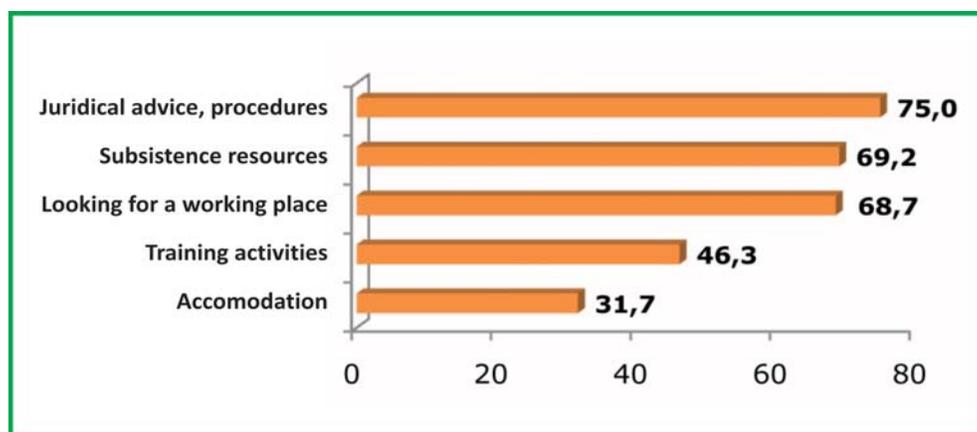
By analysing the category of the persons who received institutional assistance we shall notice that the “NGO-s intended for the Roma” occupy a leading place of 90%, percentage followed at a great difference by the Social Services and the Services of Recruitment and Training with 53%, respectively 51.9%. The institutions which have supported most this population are the church (37.6%) and the town halls (38.9%). All-in all, according to the declarations of the Roma from Eastern European countries, the institutions intended exclusively for the Roma population are those which offered most support and assistance.

**Chart 9.10. The percentage of the population which received assistance, according to the type of entity.**



Besides the type of entity, we wished to find out the type of assistance which they received. The consultancy and the supports referred mainly to the elementary sectors, such as the juridical aspects (75%) which should offer especially the possibility of living on the territory of Spain in a regular situation. We may also notice that a great part of advice and support are oriented towards the resources which make possible the subsistence (69.2%) and the search for employment (68.7%). With a rather reduced share, 46.3% of the Roma persons from Eastern European countries have received assistance on training topics and 31.7% for issues related to accommodations.

**Chart 9.11. Percentage of the population which received advice, according to the type of assistance.**



Therefore, the Roma population from Eastern European countries benefits not only from support from its own social network formed by relatives and friends, but also from the institutions in connection with the elementary services, such as the legal ones, services for subsistence and recruitment. Among the institutions which support most these persons those founded especially to help the Roma population are noticed.

## 9.6. Difficulties encountered

We have noticed up to now different themes in connection with the immigrant Roma population from Eastern European countries: the employment situation previously to the experience of migration, the different migration processes experienced until this moment, the Spanish experience particularly, the future perspectives regarding the geographic mobility and the institutional support received. We shall provide in this sub-chapter an overall view upon the perception such persons have about their own process of migration in Spain and about their adaptation to the Spanish context and their social inclusion.

Therefore, the individuals were asked during the interview to assess the experience in Spain, more precisely the degree of satisfaction in connection with their adaptation, the standard of living and the relationships with the non-Roma persons, using the scale: 1 not at all satisfied, 2 a little satisfied, 3 sufficiently satisfied, 4 very satisfied. The average for these three dimensions approaches to item 3, the equivalent of the answer “sufficiently satisfied”. Practically, the averages are of 3.06 for the adaptation in Spain, 2.75 for their standard of living and 3.1 for the relationships with the non-Roma persons.

As we may notice, the most reduced degree of satisfaction refers to the “standard of living in Spain”, supposing that the expectances created on the emigration date are not at all achieved or they are achieved moderately. It should be recalled that 40% of the Roma coming from Eastern European countries assert that their main reason for emigration was exactly to have a better standard of living.

**Table 9.10. The average assessment of satisfaction regarding the aspects in connection with Spain (scale 1 - 4)**

	Romanian Roma pop.	Bulgarian Roma pop.	Roma pop. from Eastern European countries
Adaptation to Spain	3.08	2.97	3.06
Standard of living in Spain	2.78	2.63	2.75
Relationships with the non-Roma persons from Spain	3.11	3.05	3.10
Basis (N)	260	101	361

On the other hand, the assessment of adaptation to Spain, although it has no surprisingly high dimensions, has a rather high average. The important factors of adaptation are connected to the social capitals which support the accommodation. In this respect, we noticed that 3 out of 4 Roma persons had a contact person before their arrival in Spain, this person being similar to what is called social capital of association. The data also indicate the existence of an extended interaction with the institutions, the institutional capital, which helps them in legal, professional and subsistence matters.

The aspect in relation to which the Roma express the highest degree of satisfaction is the relationship with the non-Roma persons from Spain, including the good personal relationships or at least cordial relationships with the native-born population. It is worth analysing to what extent this assessment is influenced by the direct or majority bargaining's with the institutional agents who offer support and advice since 8 out of 10 Roma persons from Eastern European countries have received institutional assistance from probably native-born non Roma persons.

All these assessments have to be contextualised according to the previous experiences in their countries of origin, as well as according to the way they create relationships, which, by comparison, may prove to be satisfactory although from an objective point of view, they may be improved substantially.

We notice in this respect that a relatively small percentage of this population asserts that among the main difficulties encountered is the discrimination on the part of the Spanish population, on the part of the clerks or the police (9%, 6%, 2.6% respectively). As we have noticed in the chapter about discrimination, 26% of the Roma persons from Eastern European countries assert that they have felt discriminated against in the last twelve months.

**Table 9.11. The percentage of the population according to the difficulties encountered in Spain**

	Romanian Roma pop.	Bulgarian Roma pop.	Roma pop. from the East
Language	63.0	61.6	68.7
Discrimination on the part of the population	5.7	4.9	9.0
Discrimination on the part of the police	7.6	8.8	2.6
Discrimination on the part of the clerks	4.6	4.3	6.0
Accommodation	64.8	67.6	53.1
Workplace	84.1	82.6	90.4
Basis (N)	260	101	361

The great majority of the the persons interviewed assert that the main difficulty encountered in Spain was finding employment (90.4%), the language (68.7%) and the accommodation (53.1%). Regarding employment, this one represents a sensitive problem and a major concern.

Nevertheless, almost 69% declare that they received assistance from an institution in order to look for employment, thus highlighting the importance of the institutional network in the assistance and advice offered in the matter of inclusion and fulfilment of expectations. The same happens in the case of the accommodation, considering that the possession of an accommodation represents a main aspect in connection with the life quality, the latter being the second main reason for emigration mentioned by the Roma from Eastern Europe. Nevertheless, the assistance on the part of an institution was mentioned only by 31.7% of this population.

Besides all these, the Roma were also asked to assess the degree of importance that aspects, such as the possession of some official Spanish identity documents, or the Spanish nationality, a permanent job, or an appropriate accommodation, and their children having secondary or higher education, have for them. The used scale was 1 not at all important, 2 little important, 3 enough important, 4 very important.

**Table 9.12. The average assessment of the importance of obtaining certain general aspects (scale 1 - 5)**

	Romanian Roma pop.	Bulgarian Roma pop.	Roma pop. from Eastern European countries
Official Spanish identity documents	3.17	3.02	3.14
Spanish nationality	2.37	2.11	2.32
Stable employment	3.57	3.73	3.60
Appropriate accommodation	3.32	3.40	3.33
Their children having secondary or higher education	3.29	3.28	3.28
Basis (N)	260	101	361

The element with the highest degree of importance was the “obtaining of the Spanish nationality” with a percentage of 2.32. The rest of the circumstances has exceeded, in average, the code 3 associated with the indicator “enough important”. A stabler job reaches the highest level, thus conferring to it the greatest importance (3.6). This latter percentage is followed by the element “appropriate accommodation” (3.33), “secondary or higher education for their children” (3.28) and the “possession of official Spanish documents” (3.14).

After all, as a result of the support offered by its own social network and of the services provided on the part of the institutions, it seems that the accommodation is perceived by this population as being satisfactory, especially regarding the relationship with non-Roma persons. Even so, the main difficulties encountered by the Roma were the place of work, the language and the accommodation, these being perceived as rather important: the possession of official documents, a stable job, an appropriate accommodation and the graduation of secondary or higher education by their children.

### **9.7. Contact and relations with relatives and friends in the country of origin**

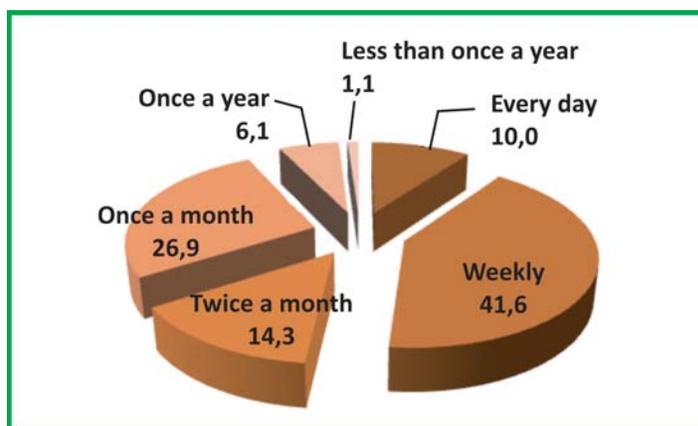
After having found out the situation of the Roma population from Eastern European countries in Spain, we shall analyse now the type of contact which this population maintains with the country of origin. First of all it is indicated that 87.3% of this population maintains a certain type of contact with the persons, family or friends from the country of origin.

**Table 9.13. The percentage distribution of the population according to the contact with the family or friends from the native country.**

	Romanian Roma pop.	Bulgarian Roma pop.	Roma pop. from Eastern European countries
Keep in touch	87.0	88.6	87.3
Do not keep in touch	9.9	10.0	9.9
Has no family or friends	3.1	1.4	2.8
<b>Total</b>	<b>100</b>	<b>100</b>	<b>100</b>
Basis (N)	260	101	361

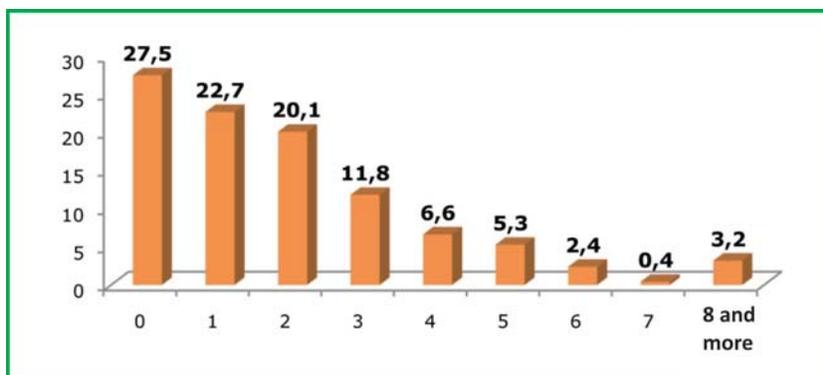
Regarding the level of frequency in the communication with the persons from their country, we notice that 41.6% keep in touch weekly, 14.3% twice a month and 26.9% once a month, thus resulting in a total of 82.8%. In other words, more than 8 of 10 persons contact their relatives and friends at least once a month. Therefore, it is not only that a high percentage of persons maintaining direct communication with their country of origin, but this fact also occurs with a certain frequency.

**Chart 9.12. The percentage distribution of the population which keeps in touch with the family or friends from the native country, according to the frequency of the communication**



Regarding the physical contact (paying visits to the country of origin), they have travelled to the country of origin twice on average, more precisely 42.8% have travelled there between once and twice. However, 27.5% have not visited their country since they arrived in Spain. These data may be explained through the recent wave of Roma immigrants that arrived in Spain (it ought to be reminded that an important proportion has come since 2007).

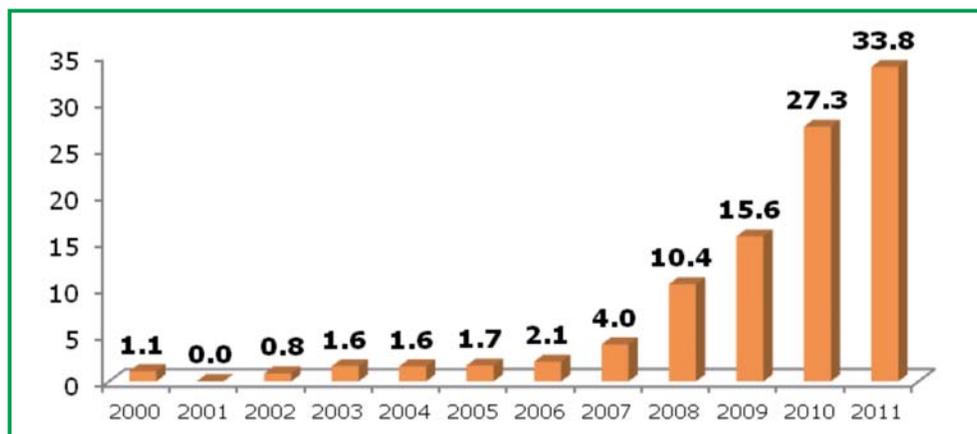
**Chart 9.13. The percentage distribution of the population according to the number of visits in the native country since their arrival in Spain. (average = 2.02)**



It is also indicated the year of the last visit in the country of origin, serving as standard for those persons who were at least once; we notice that the highest percentage (33.8%) is recorded in the year 2011 and it decreases gradually in the previous years. The following detail seems to be also interesting: 3 out of 4 persons had been in the country of origin in the last 3 years, between 2009 and 2011. Therefore, although we are talking about a relatively recent wave of immigrants, which is also supported by the frequency of communication at distance, the country of origin had been regularly visited.

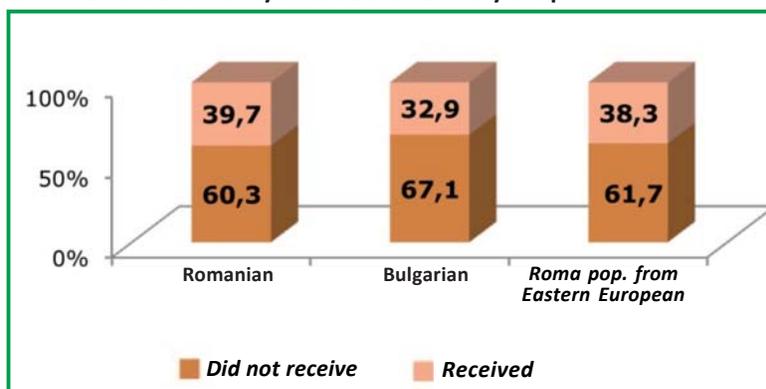
For a population which has arrived rather recently in Spain, we only have to suppose the different reasons why they went to the country of origin. The first one, and the least probable, would be the periods of holiday when they wished to spend their spare time in the country of origin. The second one would be the returns in the country of origin for finding new opportunities, especially during the crisis. The third one, and certainly the strongest motivation, would be that movements of persons, but also of goods or sums of money are generated, which are transferred from Spain to their countries of origin, establishing thus relationships of mutuality with the closest persons. These visits would help in the consolidation of the solidarity connections and in the distribution of the money earned in their countries and environment.

**Chart 9.14. The percentage distribution of the population which has visited the native country since the arrival in Spain, according to the year of the last visit.**



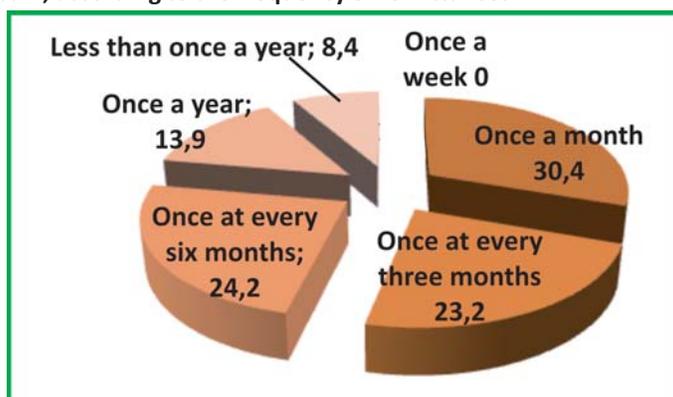
Moving now to the economic connection which they maintain with their country of origin by remittances, more than a third of the total number of the Roma coming from Eastern Europe and being on the territory of Spain send remittances outside the territory of Spain (38.3%). As we may notice in the following graph, 39.7% of the Romanian Roma and 32.9% of the Bulgarian Roma make remittances.

**Chart 9.15. The percentage distribution of the population according to the situation they have sent or have not sent money outside the territory of Spain.**



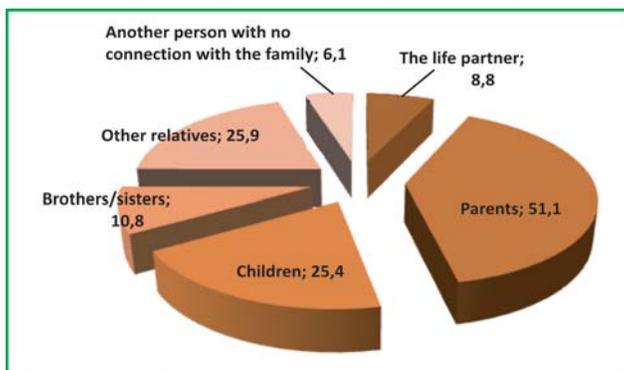
Regarding the frequency of remittances, 30.4% are sending money at least once a month, 23.2% once at every three months, 24.2% once at every six months, 13.9% once a year and 8.4% less than once a year. Summarizing, we may notice that almost 1 of 2 persons residing in Spain send money to their country of origin at least once at every three months.

**Chart 9.16. The percentage distribution of the population which sends money outside the territory of Spain, according to the frequency of remittances.**



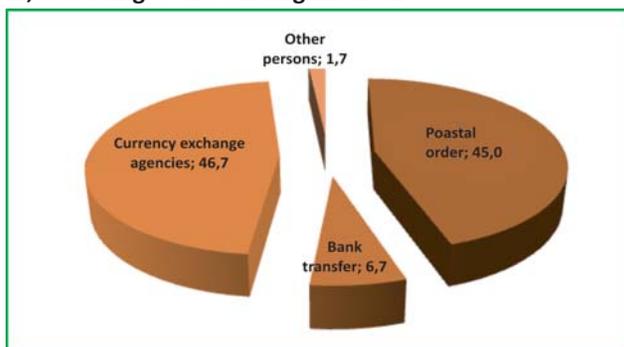
It is also important to point out that among all Roma persons from Eastern European countries who are sending money to their countries of origin, 51.1% send the money to their parents, 25.4% to their children (possible natural sons or very close relatives), 10.8% to their brothers/sisters, 8.8% to their partner, 25.9% to other relatives and only 6.1% to persons without any connection with the family. Actually, over 96% of the Roma from Eastern European countries send money to the close relatives.

**Chart 9.17. The percentage distribution of the population which sends money outside the territory of Spain, according to the person receiving the money.**



Finally, as regards the sending method, the most frequent are through a currency exchange agency with 46.7% and by money order with 45%. Much lower positioned are the bank transfers/payments (6.7%) and the sending through other persons (1.7%).

**Chart 9.18. The percentage distribution of the population which sends money outside the territory of Spain, according to the sending method.**



Summarizing, we speak about an immigrant population whose first migration experience is the Spanish one and which has residence expectations for a long term or on a very long term, including permanently. They need not only the support of their countrymen from the destination country and the help of institutions, but also to facilitate connections and channels of communication with the persons they have left behind in the country of origin. A proof in this respect is that their majority keep contact with the relatives or friends from their country, and it occurs with a rather high frequency. As we have already mentioned, the migration process is intermittent and with regular visits in the country of origin, fact which appears as a distribution and movement mechanism of the resources obtained in the destination country. In fact, the movement of capitals also occurs in Spain as long as the Roma are sending money regularly to their families or friends (thus proceeding 4 out of 10 Roma).

## Chapter summary

### The employment situation previously to the migration experience from Spain

- ✓ There is a high percentage of Roma from Eastern Europe, who before emigrating in Spain were looking for a working place (55.5%). 17% were already employed before the emigration, 13% were practising domestic activities and 10.8% were studying.

Having in view that a great part of the Roma from Eastern Europe were looking for a working place before the moment of migration, the economic reason turns into one of the main reasons of their arrival in Spain. Thus, 50% declared that the main reason for the emigration to Spain was to look for employment and the other reason, with a proportion of 40.1% was to improve the life quality, these are the two main reasons for emigration (gathering 90% of the total).

- ✓ Regarding the economic sector where they were working: 56.3% were working in the sector of services, 19.3% in industry, 13.4% in constructions and 11% in agriculture. The prevailing field of activity is the trade, where 30.1% of the occupied persons from Eastern Europe are active .
- ✓ Regarding the type of jobs of this population previously to the emigration in Spain, 28,8% had elementary occupations, 26.5% had qualified places of work in the manufacturing industry, 26.2% were providing restaurant services, personal services, protection and sales services. These three great occupational sectors sum up 81.5% of the jobs.
- ✓ Regarding the professional situation, we notice a high percentage represented by the employees from the private sector (56%), as well as from the public sector (9.6%), thus resulting a remuneration rate of 65.6%. The employed persons were 8.2%, and practitioners 26%.

### Migration experiences

- ✓ If we detail numerically the previous migration experiences of the Roma from Eastern Europe residing in Spain we notice that almost 8 out of 10 persons have not experienced any migration process except the one from Spain: for 79% their experience in Spain is the first migration experience.

- ✓ We may also notice the internal flow or the immigration of the Roma from Eastern Europe on the territory of Spain. Thus, 86,4% is living in the same place as exactly one year ago.

### **Migration to Spain**

- ✓ In spite of the fact that 95% of the Roma from Eastern Europe were already living on the Spanish territory one year ago, almost two thirds had already been in Spain on other occasions for more than a month. For a third of these ones this is the first time in Spain. Therefore, in the case of the Roma from Eastern Europe we may suppose that there is an intermittent migration flow.
- ✓ It is a population which emigrated from its country in the period of economic prosperity in Spain, the boom of which took place between 2002 and 2006, and which suffered a decrease at the beginning of the year 2007 once the crisis started. In connection with the year of arrival in Spain, we may notice that an important percentage of the population has arrived in Spain the last time in the period of economic recession, namely 77,2% arrived between 2007 and 2011.
- ✓ Thus, there is a contrasting temporal difference between the year of leaving from the native country and the year of arrival in Spain the last time. This fact is explained by the intermittent visits in their country as long as 72.5% of the Roma persons from Eastern Europe have visited their country at least once after the arrival in Spain. We also have to mention that 91,1% were in the country of origin in the period of the crisis between 2007-2011, this one being the period in which most of them have settled down in Spain.
- ✓ Regarding the social benefits for Roma from Eastern Europe at their arrival in Spain, 72.8% of the persons had already had a social support network before coming to Spain, as compared to 27.2% who had no contact person at the arrival.

### **Future expectations**

- ✓ 52.4% declare that they would like to remain for good in Spain, thus resulting the permanent character of this population. 44% wish to leave Spain in the next ten years.
- ✓ For the persons who declared that they wish to leave Spain at a certain moment, their destination would be the native country (83% of the persons who intend to leave Spain).

### **Institutional support and assistance**

- ✓ The benefits of assistance or advice on the part of the institutions after the arrival in Spain has a rather high coverage: 81.7% of the Roma population from Eastern Europe has received a certain type of assistance or advice since their arrival on the territory of Spain.
- ✓ Considering as standard the persons who had really received institutional support, for 90% of them it was provided by “NGOs working with the Roma population”. The received advice and assistance are oriented mainly on basis elements such as the juridical aspects (75%), the resources which make possible the subsistence (69.2%) and the looking for employment (68.7%).

### **Encountered difficulties**

- ✓ Most of the Roma from Eastern Europe assert that the main difficulty encountered in Spain was finding employment (90.4%), the language (68.7%) and the accommodation (53,1%).

### **Contact and relationships with relatives and friends from the country of origin**

- ✓ 87.3% of the Roma population from Eastern Europe keeps a certain type of contact with the persons, the family or the friends from their country of origin.
- ✓ Regarding the level of frequency in the communication with the persons from their country, we notice that 41.6% keep in touch weekly, 14% twice a month and 26.9% once a month. In other words, more than 8 out of 10 persons contact their relatives and friends at least once a month.
- ✓ Regarding the physical contact (paying visit to the country of origin), they have travelled on average twice in the native country. Nevertheless, 27.5% have not visited their country since their arrival in Spain and 42.8% have been there one or two times.
- ✓ 38,3% of the Roma from Eastern Europe send money in the country of origin, with a regular frequency of at least once a month (30.4%) or once every three months (23.2%). The persons who usually receive the money are the parents (51.1%) or the under-aged children (25.4%).

## PART III

### COMPARATIVE ANALYSIS

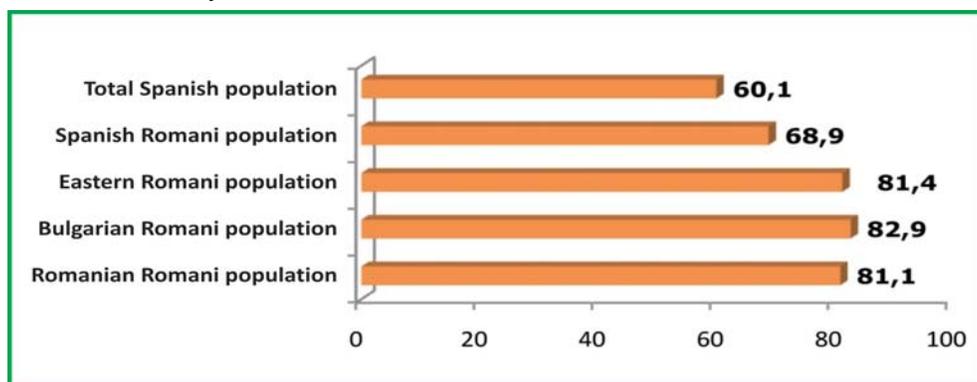
#### 10. LABOUR MARKET

We begin the part of compared analysis by offering a situational diagnosis regarding the labour market. In order to do this, we shall present the main indicators in the matter in four different subchapters: active population, working population, unemployed population and the inactive population.

##### 10.1. Active population

The activity rate of the Roma population from Eastern Europe is high as regards the Spanish Romany as well as regarding the Roma population being subject to the APA-IIT 2011 study. Therefore, 81.4% of the Roma population from Eastern Europe of legal working age are in occupational situation (employed or unemployed), for the Spanish Roma population this number is 68.9% (a difference of 12.5 per cent), and for the Spanish population in general this number is 60.1% (a difference of 21.3 percentage points). Taking into account that the Roma population from Eastern Europe is an immigrant population and, therefore, continuously looking for new opportunities, among which a job, the high rate of activity makes perfect sense. In fact, this is according to the activity rates of the foreign population residing on the Spanish territory which, according to EPA, is of 76.7%.

Chart 10.1. Activity rates



The small number of women of the Roma active population from the East maintains the same structure as the one found in the case of the other two

situations. Thus, 45.9% of the Eastern Roma population's activity is rendered by women, a percentage somewhat similar to the percentage regarding the Spanish Roma population 42.2%, and with the one of the other Spanish population, 45.2%. Depending on age, we distinguish a Roma population younger than Spain's population in general, following the same trend with those mentioned in the chapter dedicated to the demographic data. Thus, the percentage of the persons of age between 16 and 29 old is of 42.9% for the Roma population from Eastern Europe, 41.9% for the Spanish Roma population and 20% for the Spanish population in general. As a consequence, almost a half (49.5%) of all active persons in Spain is 40 years old and over, a number contrasting with 29.9% for the Roma population from Eastern Europe and 32.2% for the Spanish Roma population.

**Table 10.1. Distribution based on gender and age for the active population**

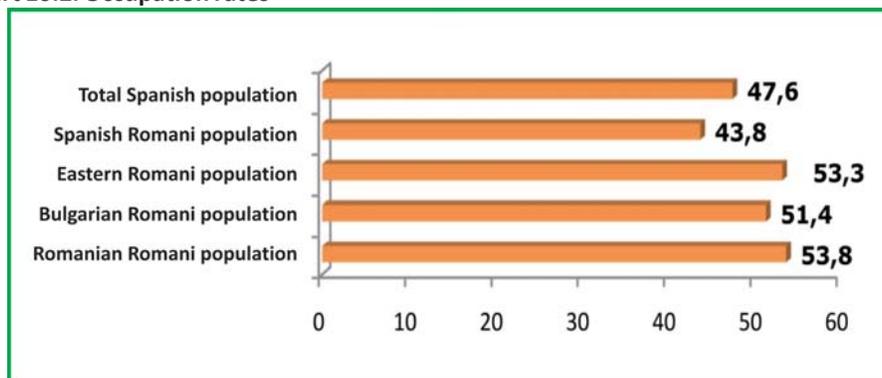
	Romanian Roma population	Bulgarian Roma population	Roma population from Eastern European countries	Spanish Roma population	Total Spanish population (IIT 2011)
Men	54.7	51.7	54.1	57.8	54.8
Women	45.3	48.3	45.9	42.2	45.2
Between 16 and 29	44.9	34.5	42.9	41.9	20.0
Between 29 and 39	26.3	31.0	27.2	25.8	30.5
40 years and over	28.8	34.5	29.9	32.2	49.5
<b>Total</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>
Basis (N)	210	84	294	1.027	--

Therefore, the high activity rate is a distinctive feature of the Spanish as well as of the Eastern Roma population, even if it is true that the latter represents a somewhat higher percentage. The difference consists of the demographic structure of both populations. As we shall see in the chapters on the demographic data, the Eastern population is the youngest, with a total average age of 25.04 years in comparison with 28.13 years in the case of the Spanish Roma population in general. The migration of the Roma population is usually connected with a greater need to work and, consequently, with the search for a job, a clear phenomenon among the immigrants.

## 10.2. Working population

As regards the working population, the rate of employment of the Roma population is higher than the one of the Spanish Roma population, as well as when compared to the entire Spanish population. Thus, if 53.3% of the Roma population from Eastern Europe of legal working age have a job, this number is of 43.8% for the Spanish Roma (with a difference of 9.5 percent) and 47.6% for the Spanish population in general (with a difference of 5.7 percentage points). Similar to the activity, this population is in line with the phenomenon existing within the labour market for immigrant persons, with an employment rate of the foreign population residing on the Spanish territory of 52.3%.

Chart 10.2. Occupation rates



Most of the employed Roma women from Eastern Europe follow the same trend with the one found regarding the Spanish Roma persons, but different than the one found at the Spanish population in general. Thus, a percentage of 54.2% of the employment rate of the Eastern Roma population consists of women, a number similar to the 55.1% percentage recorded among the Spanish Roma population and different as compared to 45% of the general Spanish population. From the point of view of age, it is noticed the presence of a Roma population younger than the entire Spanish population. Thus, the number of persons of age between 16 and 29 old is of 44% for the Eastern Roma population, 41.7% for the Spanish Roma population and 16.6% for the Spanish population in general. Almost more than a half (52.4%) of all employed Spanish persons is 40 years old or over, a number contrasting with 37.2% for the Roma population from Eastern Europe and 41.9% for the Spanish Roma population.

Table 10.2. Distribution of the workforce based on sex and age, in percentages

	Romanian Roma population	Bulgarian Roma population	Roma population from Eastern European countries	Spanish Roma population	Total Spanish population (IIT 2011)
Men	44.8	50.0	45.8	44.9	55.0
Women	55.2	50.0	54.2	55.1	45.0
Between 16 and 29	42.0	32.4	44.0	41.7	16.6
Between 29 and 39	28.0	20.6	23.2	16.4	31.0
40 years and over	29.9	47.1	32.7	41.9	52.4
<b>Total</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>
Basis (N)	141	52	193	653	--

Another issue which must be taken in consideration in the labour sector is the employment rate among Roma workers, men and women. The distribution, in percentage, of the employed persons may be seen in the table, according to the National Nomenclature of Jobs (NNM-2011). Thus, 65.7% of the employed Roma from Eastern European countries exercise “elementary jobs”, this being the lower level of qualification in work. This number contrasts with the 22.2% of the

Spanish Roma occupying functions with a higher level of qualification. Thus, 59.3% of the employed Spanish Roma population practice activities as “workers in restaurants, personal and protection services and shop assistants”.

**Table 10.3. Distribution of the employed population based on the rendered activity NNM-2011, in percentages**

	Romanian Roma population	Bulgarian Roma population	Roma population from Eastern European countries	Spanish Roma population
Directors and managers	0.0	0.0	0.0	1.6
Specialists and professionals in the field of sciences and intellectuals	6.8	3.1	6.2	6.7
Specialists; professionals in the field of consultancy	2.7	0.0	2.2	2.5
Accountants, administrative staff and other office workers	0.0	0.0	0.0	1.2
Workers in restaurants, personal, protection services and shop assistants	12.3	25.0	14.6	59.3
Qualified workers in agriculture, breeding, forestry and fishing	2.1	3.1	2.2	1.8
Craftsmen and qualified workers in the manufacturing and construction industries	6.8	0.0	5.6	3.2
Installations and machinery operators and fitters	2.1	9.4	3.4	1.4
Elementary occupations	67.1	59.4	65.7	22.2
<b>Total</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>
Basis (N)	141	52	193	653

Nevertheless, it is observed the positioning of the Roma population within the most unstable and precarious segment of the labour market. Following a more detailed breakdown of the NNM-2011, it results that almost one half of the occupations of the Roma population from Eastern European countries is concentrated in three types of occupations characterised by low qualifications: waste collectors (25% of the total employed population), cleaning staff, men and women (13.4%) and unskilled workers in agriculture (9.8%). The percentage of employed Spanish Roma is 46.3% (stall vendors).

Analysing the economic sectors, certain differences are found between the employed Eastern population and the Spanish Romani. Thus, 86.9% of the total employed Spanish Roma population is directed towards the services sector, as compared to 80% recorded among the Roma population from Eastern European countries (a difference of 6.9 percentage points). This difference regarding the services sector is one of reference in the case of the Roma population from Eastern European countries in the agriculture sector, 10.9% as compared to 3.7% of the

Spanish Roma population. Following a more detailed breakdown of the economic activity pertaining to the employment of the Roma population (NNM-2009), it results a trend directed towards activity fields characterised by the lack of security and stability. On the one hand, 46.1% of the employed Spanish Roma population carry out a certain type of commerce – peddlers or stall vendors, on the other hand, the Roma population from Eastern European countries is directed towards the “household activities as domestic staff” (16.9%), “retail sale which is not rendered within enterprises, sale points or stalls” (16.4%) and towards “other specialized wholesale”, the wholesale of scrap metal and residual products being part of this category (14.6%).

**Table 10.4. Distribution, in percent, of the employed population based on the economic sector**

	Romanian Roma population	Bulgarian Roma population	Roma population from Eastern European countries	Spanish Roma population
Agriculture	11.2	9.4	10.9	1.9
Industry	4.2	0.0	3.4	2.0
Constructions	6.3	3.1	5.7	4.6
Services	78.3	87.5	80.0	91.5
<b>Total</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>
Basis (N)	141	52	193	653

There is a fundamental difference as regards the professional situation. One may see a smaller percentage of employment among the Roma from Eastern European countries as “family support”, with 7.8% as compared to 26% recorded among the Spanish Romani, this difference orienting a higher rate on the paid work. Thus, while 58% of the Roma workers from Eastern European countries render the activity to the employer, only 38.4% of the Spanish Romani does this type of work.

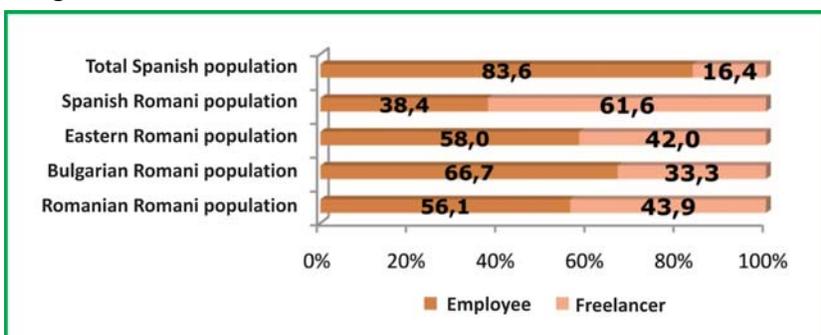
**Table 10.5. Distribution of the employed population according to the professional situation, in percentages**

	Romanian Roma population	Bulgarian Roma population	Roma population from Eastern European countries	Spanish Roma population
Employer	0.6	0.0	0.5	0.3
Self-employed	33.8	27.8	32.6	34.7
Member of a cooperative	0.0	0.0	0.0	0.5
Family support	8.3	5.6	7.8	26.0
Employed in the public sector	0.0	0.0	0.0	3.9
Employed in the private sector	56.1	66.7	58.0	34.5
Other situation	1.3	0.0	1.0	0.1
<b>Total</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>
Basis (N)	141	52	193	653

The significant difference found in family support must be understood as being absolutely normal, as the Spanish Roma population has all family relationships within the country, a reality which does not apply in the case of the

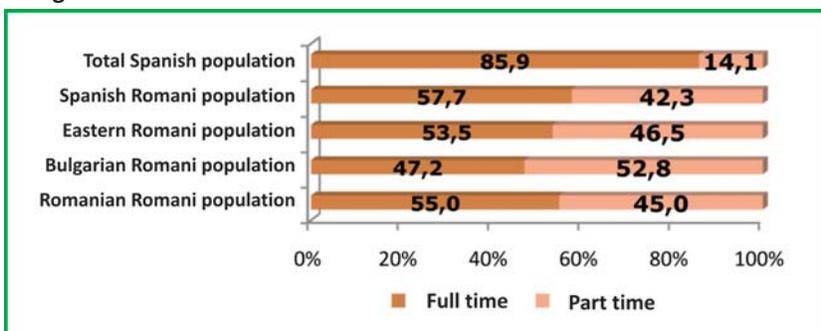
Roma from Eastern European countries. Taking into account that the latter is not able to direct the professional activity towards the family support, they are forced to seek a job from employers. Nevertheless, as we have seen in the previous chapter, this wave of immigrants intends to stay in Spain for a period of time as long as possible, therefore only time will tell if these occupational dynamics of the Spanish Romani shall become gradually a reality in the case of the immigrant Roma population.

**Chart 10.3 Distribution of the employed population according to the professional situation, in percentages**



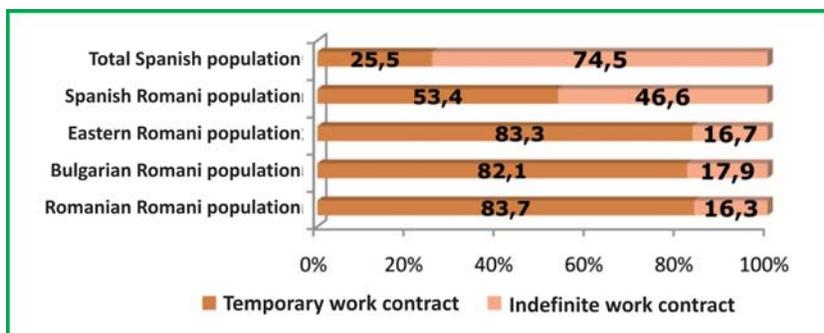
As shown above, the employment rate of the Spanish Roma and of the Roma population from Eastern European countries is circumscribed on a work segment characterised by the lack of stability and security, as it is indicated by the rate of part-time and temporary work. In fact, the part-time working day is another distinctive feature of the occupancy among the Roma population, from Eastern European countries as well as from Spain. Looking at the chart, we find that 46.5% of the Roma from Eastern European countries work part-time, a percentage similar to the one of the Spanish Roma, with 42.3%. The percentage recorded among these two populations is far from 14.1% calculated in the case of the entire Spanish society and representing the persons working part time.

**Chart 10.4. Distribution of the employed population according to the type of working hours, in percentages**



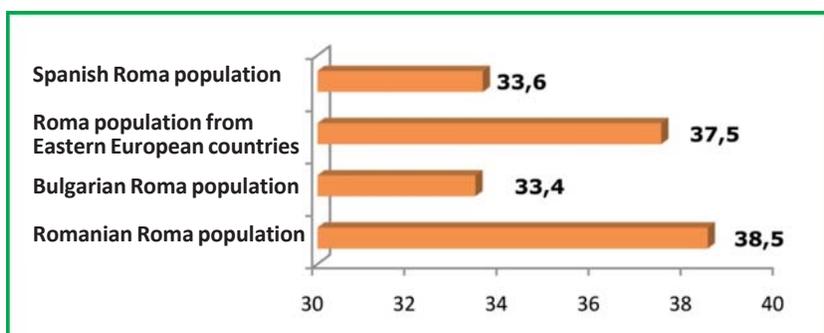
Regarding the other indicators specific to the labour market analysis, one of these indicators is represented by the temporary work rate reflecting the importance of the temporary work among employees. The temporary work rate for the Roma employees from Eastern European countries is 83.3%, almost 30 per cent more than the Spanish Roma employees, recording 53.4%. These data clearly describe the lack of professional security among the salaried Roma workers from Eastern European countries, as well as the existing distance between them and the entire Spanish population, for which temporary works indices of 25.5% were calculated.

**Chart 10.5. Distribution of the employed population based on the type of labour contract, in percentages**



Regarding the average number of hours worked per week, we may notice that the Roma population from Eastern European countries works more hours. Thus, while the latter work on average 37.5 hours, the Spanish Romani work 33.6 hours per week, 3.9 hours less to be precise. Even if it is obvious that the Romanian Roma work the hardest, among them being recorded an average of 38.5 hours per week. Thus, the average is higher among the Roma population from Eastern European countries (18.3 hours) than the Spanish Roma average (15.1 hours), resulting that the highest level of heterogeneity is recorded among the first category of Roma.

**Chart 10.6. Average number of hours worked per week by the employed population**



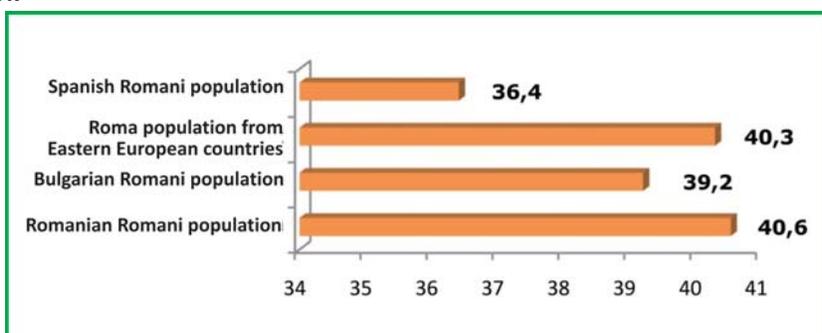
Even the Roma population from Eastern European countries works more hours per week, it desires to dedicate more hours to a professional activity. Thus, 59.6% of the employed persons affirm that they want to work more hours, as opposed to the Spanish Roma, in their case the percentage being 40.9%, with a difference of 18.7 percent. In any case, the preference to work more hours is marked by the situation in which this fact would be in another workplace, or at least 21.8% of the employed persons from Eastern European countries and 20% of the Spanish Roma responded as such. Or, must not ignore the 15% of the Roma from Eastern European countries who are not employed and want to work more hours in this job, and the 15.5% who do not care whether overtime is performed in the current job or in another one, proportions that are lower in the case of Spanish Roma, with 8.4%, and 8.1% respectively.

**Table 10.6. Distribution of the employed population according to the desire to work more hours or not, in percentages**

	Romanian Roma population	Bulgarian Roma population	Roma population from Eastern European countries	Spanish Roma population
Yes, another job	21.7	22.2	21.8	20.0
Yes, additional job	8.3	2.8	7.3	4.4
Yes, current job	14.0	19.4	15.0	8.4
Yes, in any situation	15.9	13.9	15.5	8.1
No, I want to work less with the proportional reduction of the salary	1.9	2.8	2.1	4.4
I do not want to work more hours	38.2	38.9	38.3	54.7
<b>Total</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>
Basis (N)	141	52	193	653

The employed population was also asked to tell us the number of hours per week they wish to work. Here, the average obtained in the case of the Roma population from Eastern Europe is of 40.3 hours, 3.9 hours more than the 36.4 ones calculated in the case of the Spanish Roma population. In conclusion, both populations wish to work, on average, 2.8 more hours per week.

**Chart 10.7. Average number of hours per week that the employed population wishes to work**



In the end, let us see the distribution, in percentages, of the employment based on the training obtained within the last six months. There are barely perceptible differences between the Spanish Roma population and the one from Eastern European countries. While the first category benefitted from training in a percentage of 17.2%, for the second category this figure amounts to 12.6%.

**Chart 10.8. Distribution of the employed population based on the training obtained within the last 6 months, in percentages**



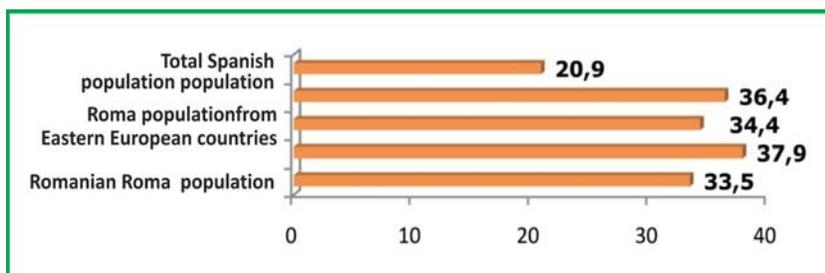
Summarising and keeping in mind the idea presented above regarding the professional activity, the rate of employment among the Roma population from Eastern European countries is higher than in the case of Spanish Romani and in the case of the entire Spanish society. The immigration is a different characteristic making the distinction between this reality and the other two regarding employment, the immigration in order to seek new opportunities, among which employment. But the jobs found are not different as compared to those the Spanish Roma already has: jobs which lack stability and security and performed in difficult conditions. The occupation of the Roma population from Eastern European countries is directed towards jobs such as waste collectors, e.g. scrap metal; domestic services and unskilled workers in agriculture. In the case of the Spanish Roma population, they work mainly as street market vendors. A proof of the lack of security and of the professional vulnerability is represented by the impact of the temporary character and of the part-time work, which is clear in the case of both populations. That is why both populations desire to work more hours than those normally worked per week. Nonetheless, the Roma from Eastern European countries do not render activities pertaining to family support in the same extent as the Spanish Roma population.

### 10.3. Unemployed population

We shall start the comparative analysis of the unemployed population making available the numbers regarding the unemployment rates obtained in this study. As the chart shows below, the unemployment reaches a large part of the Roma

population, both Spanish and from Eastern European countries. Thus, 36.4% of the active Spanish Romani and 34.4% of the Roma from Eastern European countries are unemployed. These numbers exceed the percentage of 20.9% representing the unemployment rate corresponding to the Spanish population in general.

**Chart 10.9. Unemployment rates**



When talking about the distribution based on sex of the unemployment rate, the highest number is represented by men, especially among the Spanish Roma population, taking into account that a percentage of 60.9% of the unemployed persons is recorded among the male population. Also, 54.5% of the unemployed Roma from Eastern European countries are men, a number similar to the 54% corresponding to the Spanish population in general. From the point of view of the age, and in connection with the demographic structure of the three populations, there is a younger population among the unemployed Roma than among the Spanish population in general.

**Table 10.7. Distribution of the unemployed population according to gender and age, in percentages**

	Romanian Roma population	Bulgarian Roma population	Roma population from Eastern European countries	Spanish Roma population	Total Spanish population (IIT 2011)
Men	54.4	54.5	54.5	60.9	54.0
Women	45.6	45.5	45.5	39.1	46.0
Between 16 and 29	51.3	34.8	47.5	47.2	33.0
Between 29 and 39	23.1	21.7	22.8	20.8	28.7
40 years and over	25.6	43.5	29.7	32.0	38.3
<b>Total</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>
Basis (N)	69	32	101	374	--

We shall analyse below the methods employed for seeking a job in the case of the unemployed persons. Thus, in the case of the Roma population from Eastern European countries, as well as in the case of the Spanish population, the main method is the registration with an official recruitment agency, or at least 84% of the unemployed Roma from Eastern European countries and 88.6% of the unemployed Spanish Romani stated so. We find in addition several differences between both populations, not as regards the used methods, but as regards the

percentage of unemployed persons seeking a job. For the Roma from Eastern European countries, the search by other methods (52.8%) and the consultation with friends, relatives or a union (52.1%), are most common, besides the registration with the National Employment Agency. As regards the unemployed Spanish Roma population, there are individuals using other methods (38.4%), individuals contacting an official recruitment agency (35.8%) and individual seeking advice from friends, relatives or from a union (32.2%).

**Table 10.8. Distribution of the unemployed population based on the methods used for seeking a job, in percentages**

	Romanian Roma population	Bulgarian Roma population	Roma population from Eastern European countries	Spanish Roma population
Registration with an official recruitment agency	83.3	86.5	84.0	88.6
Contacting the official recruitment agency	13.3	21.2	14.9	35.8
Registration with a private recruitment agency	18.6	25.7	20.0	14.5
Contacting the employers	18.1	22.4	19.0	12.7
Consulting the family, friends, a union	48.6	65.9	52.1	32.2
Looked for something to become self-employed	1.2	0.0	1.0	1.7
Sought funding to become self-employed	0.0	2.4	0.5	0.3
Other methods	59.4	26.6	52.8	38.4
No method	0.0	3.6	0.7	0.6
Basis (N)	69	32	101	374

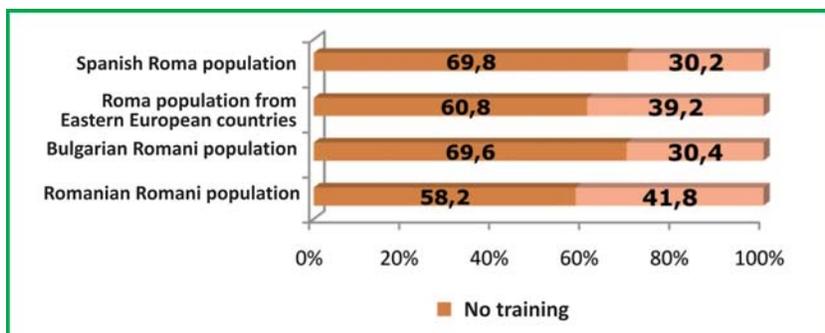
The unemployed persons were also asked regarding the professional situation they had one year before. To this purpose and consulting the following table, there are not significant differences: 24.8% of the unemployed Roma from Eastern European countries worked one year before, the same percentage is recorded for the Spanish Roma, with 22.2%. Among them, 62.4% respectively 59.9% were unemployed.

**Table 10.9. Distribution of the unemployed population based on the professional situation one year earlier, in percentages**

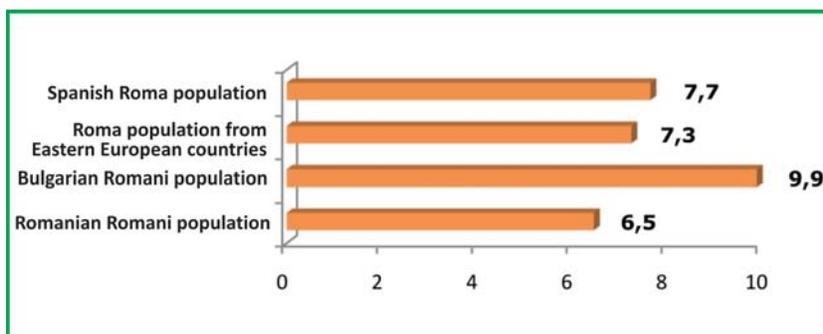
	Romanian Roma population	Bulgarian Roma population	Roma population from Eastern European countries	Spanish Roma population
Working	25.3	22.7	24.8	22.2
Unemployed	63.3	59.1	62.4	59.9
Studied	1.3	0.0	1.0	4.7
Retired	1.3	0.0	1.0	0.0
Permanent disability	0.0	0.0	0.0	0.0
Household activities	5.1	13.6	6.9	7.5
Social activities	0.0	0.0	0.0	0.8
Other situation	3.8	4.5	4.0	4.9
<b>Total</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>
Basis (N)	69	32	101	374

Training is an important tool, offering more opportunities to unemployed individuals for finding a job. This is the reason why they were asked if they have attended classes of training courses oriented towards the working sector. As shown in the chart, the Roma population from Eastern European countries was the one which was preoccupied with its own training, or at least 39.2% of the unemployed individuals stated so, as compared to 30.2% of the unemployed Spanish Roma population. But the level of training courses is high enough in both cases, even if it is true that the more frequent use of the institutions' services by the Roma from Eastern European countries is manifest, regarding the aspects mentioned in Chapter 9 where it was possible to note that 52% of the Roma from Eastern European countries of legal working age visited the entities providing recruitment and training services after arriving in Spain.

**Chart 10.10. Distribution of the unemployed population based on the training received, in percentages**



The unemployed Roma from Eastern European countries recorded an average of 7.3 free hours one day prior to the interview, 0.4 percent less than their Spanish homologues, who recorded 7.7 hours. Among the activities carried out during the enforced free time, there are the activities pertaining to the household and the ones pertaining to seeking a job, even if it is true that the unemployed individuals from Eastern European countries carry out this activity more often. 24.5% of the unemployed individuals from Eastern European countries dedicated their enforced free time to the household activities, as well as to seeking a job (34.7%). The unemployed Spanish Roma population carried out domestic activities in a percentage of 25.9%, 16.2% carried out activities pertaining to the care of their relatives and 16% sought a job.

**Chart 10.11. Average number of free hours in the case of unemployed population one day before the interview****Table 10.10. Distribution of the unemployed population based on the tasks performed during the free time imposed, in percentages**

	Romanian Roma population	Bulgarian Roma population	Roma population from Eastern European countries	Spanish Roma population
Household activities. Family	24.7	23.8	24.5	25.9
Looking for a job	31.2	47.6	34.7	16.0
Training course	3.9	4.8	4.1	3.4
Procedures. Obtaining documents	3.9	4.8	4.1	0.8
Strolling, shopping	2.6	0.0	2.0	3.2
Take care of their relatives	1.3	0.0	1.0	16.2
Others	18.2	0.0	14.3	9.1
NS/NC	14.3	19.0	15.3	25.4
<b>Total</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>
Basis (N)	69	32	101	374

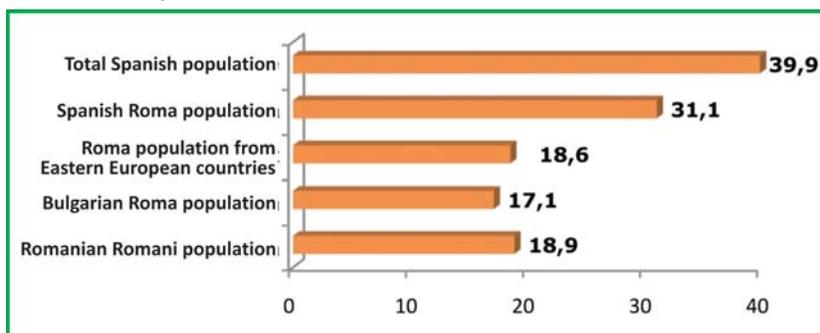
Summarizing, besides the lack of stability of the job occupied by the employed persons, the unemployment is another distinctive feature of the Roma population, irrespective of the fact that it comes from Eastern European countries or from Spain. The number of unemployed men is higher in both cases, even if there is a higher proportion of men in the case of the Spanish Roma population. These data must be understood within the current context of the economic crisis: in the case of the Roma population from Eastern European countries, as well as in the case of the Spanish Roma population, the unemployed persons who were unemployed one year before dominate.

#### 10.4. Inactive population

As shown in the analysis regarding the activity, the activity rate among the Roma population from Eastern European countries is higher than among the Spanish

Roma population, as well as according to the results of APA-IIT 2011. Therefore, the percentage of inactive persons is 18.6% and it is recorded among the persons of legal working age. This number decreases to 31.1% for the Spanish Roma population and to 39.9% for the Spanish society in general.

**Chart 10.12. Inactivity rates**



The structure of the population according to gender and age may be seen in the following table. As one may find, within the Spanish Roma population as well as within the rest of the population, the women dominate with a percent of 68%, respectively 60.1%. When talking about the Roma population from Eastern European countries, there is a higher contribution, with 50.2% for men and 49.8% for women, probably due to the intrinsic character of the existing economic immigration for men as well as for women.

From the point of view of age, the idea of a younger inactive population is highlighted, regarding the Roma from Eastern European countries as well as the Spanish Roma. According to the EPA, the Spanish inactivity rate reaches 76.7% for the individuals of 40 years old and over, a number that declines to almost 50% regarding the Spanish Romani and up to 38.2% regarding the Roma from Eastern European countries.

**Table 10.11. Distribution according to sex and age of the inactive population, in percentages**

	Romanian Roma population	Bulgarian Roma population	Roma population from Eastern European countries	Spanish Roma population	Total Spanish population (IIT 2011)
Men	30.9	54.7	50.2	32.0	39.9
Women	69.1	45.3	49.8	68.0	60.1
Between 16 and 29	41.8	23.1	38.2	37.3	18.0
Between 29 and 39	23.6	23.1	23.5	12.7	5.3
40 years and over	34.5	53.8	38.2	50.0	76.7
<b>Total</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>
Basis (N)	50	17	67	470	--

Finally, we compare the situation of inactivity among the Roma from Eastern European countries and among the Spanish Romani. For this purpose, one may notice certain differences that we must mention. As regards the Roma from Eastern European countries, the most prevailing situations are represented by the domestic inactivity (51.7%), receiving a minimum pension or similar (21.5%) and other situations (32.8%). As regards the Spanish Roma, their situation is the following: domestic activities (52.3%), other situations (17.9%), seniority pension and anticipatory pension (17.9%), pension, other than the seniority pension (11.2%) and students (10.5%).

On the other hand, a better economic inclusion of the Spanish Roma population may be noted. A proof of this is represented by the difference in the percentage of inactive Roma persons having a minimum or similar pension: 21.5% of the Roma from Eastern European countries and 9.1% of the Spanish Romani.

**Table 10.12. Situation of inactivity**

	Roma population from Eastern European countries	Spanish Roma population
Student	6.0	10.5
Seniority pension or anticipatory pension	0.0	17.9
Domestic activities	51.7	52.3
Permanent disability	8.5	9.4
Receiving a minimum or similar pension	21.5	9.1
Receiving a pension other than the seniority pension	1.3	11.2
Unpaid social activity	0.0	0.6
Other situations	32.8	17.9
Basis (N)	67	470

## Chapter summary

### Active population

- ✓ The activity rate of the Roma population from Eastern European countries is high, to both Spanish Roma and the Roma being the subject of the APA study. Thus, 81.4% of the Roma from Eastern Europe being of legal working age are active (employed or unemployed), this number is 68.9% (a difference of 12.5 percent) for the Spanish Roma population, and, for the Spanish population in general, this number is 60.1% (a difference of 12.3 percent).
- ✓ The small number among the women within the active Roma population from Eastern Europe maintains the same structure with the one found in the two other cases. Thus, 45.9% of the activity of the Roma from Eastern Europe is carried out by women, a number somewhat similar with the one of the Spanish Roma population, 42.2%, and with the one of the other Spanish nationals, 45.2%.

### Employed population

- ✓ As regards the employed population, the employment rate among the Roma population from Eastern Europe is high as compared to the Spanish Roma population, as well as when compared to the entire Spanish population. Thus, if 53.3% of the Roma from Eastern Europe being of legal working age have an occupation, this number is 43.8% for the Spanish Roma (a difference of 9.5 percent) and 47.6% for the Spanish nationals in general (a difference of 5.7 percent). Once more, it is proven that the economic immigration determines that the job is the subsistence means for the Roma from Eastern European countries, beside other institutions, for example the family.
- ✓ Nevertheless, the positioning on the most unstable and insecure segment of the labour market of the Roma population is noticeable. Almost one half of the employed individuals from Eastern Europe carry out activities pertaining to 3 occupations, characterised by the lack of security: waste collectors (25%), cleaning staff, men and women (13.4%) and unskilled workers in agriculture (9.8%). The percent of employment of the Spanish Roma is 46.3%, being directed towards the stall vendor category.
- ✓ There is a fundamental difference as regards the professional situation. One may see a smaller percentage of employment among the Roma from

Eastern Europe as “family support”, with 7.8% as compared to 26% recorded among the Spanish Roma, this difference orienting a higher rate towards the paid work. Thus, while 58% of the Roma workers from Eastern Europe render the activity to the employer, only 38.4% of the Spanish Roma provide such type of work.

- ✓ The positioning on the most unstable segment of the labour market is in close connection to the part-time and temporary work. Thus, 46.5% of the employment rate of the Roma from the East is represented by the part-time work, a percentage similar to the one of the Spanish Roma, with 42.3%. The percentage recorded among these two populations is far from the 14.1% representing the full-time work calculated in the case of the Spanish population in general. The rate of the temporary work among the Roma from Eastern European countries is of 83.3%, almost 30 percent higher than Spanish Roma, among which a percent of 53.4 is recorded, these two numbers exceeding the percent of 25.5% representing the temporary character of the work rendered by the Spanish workers in general.

### **Unemployed population**

- ✓ It is noted that the unemployment has a significant impact upon both Spanish and Eastern Roma individuals: 36.4% of the active Spanish Roma population and 34.4% of the Roma population from Eastern European countries are unemployed. These numbers exceed the percent of 20.9% representing the unemployment rate of the Spanish society in general.
- ✓ When distributing the unemployment rate by gender, it is noted that men outnumber women, especially among the Spanish Roma population (60.9% of unemployed individuals are recorded among men). Also, 54.5% of the unemployed from Roma from Eastern Europe are men, a number similar with the 54% percent corresponding to the Spanish population in general.
- ✓ Besides the lack of stability regarding job of the employed population, the unemployment is another distinctive feature of the Roma population, irrespective of the fact that it comes from Eastern Europe or from Spain. These data must be understood within the current context of the economic crisis: in the case of the Roma population from Eastern Europe, as well as in the case of the Spanish Roma population, the unemployed persons who were unemployed one year before dominate.

### **Inactive population**

- ✓ Among the Spanish Roma population, as well as among the rest of the Spanish population, women dominate with a percent of 68%, respectively 60.1%. When talking about the Roma population coming from Eastern Europe, there is a higher compensation, in percent, with 50.2% for men and 49,8% for women, probably due to the intrinsic character of the existing economic immigration for men as well as for women.
- ✓ On the other hand, a better economic integration of the Spanish Roma population may be noted. A proof of this represents the difference in the percentage of inactive Roma having a minimum or similar pension: 21.5% of the Roma from Eastern Europe and 9.1% of the Spanish Roma.

## 11. DISCRIMINATION

In this chapter, we shall approach the perception regarding the discrimination of the Spanish Roma population, as well as of the Roma population from Eastern European countries. One must take into account that these are subjective aspects, as we analyse the answers of the interviewees, based on their own perception regarding the discrimination they lived. Nevertheless, the feeling of discrimination has a significant place in the social studies, to the extent to which these persons are the ones living the experiences and, therefore, they are the ones projecting this feeling on the society in general. Therefore, we shall focus mainly on analysing the percentage of Romani experiencing certain situations, such as discrimination, and the places or social contexts in which they occurred. We shall also ask about the perception of discrimination in the past, so that we shall have information on the trends in this field in the past few years.

Firstly, we note that 27.6% of the Roma from Eastern European countries felt discriminated against within the last twelve months, while 72.4% state that they have never felt discriminated against during this period of time. The perception of the discrimination among the Spanish Romani is 2.6 per cent higher, reaching 30.2%. We must mention that there are differences between the Bulgarian Roma population and the Romanian one. Thus, while 24.9% of the Romanian Romani felt discriminated against, for the Bulgarian Romani this percentage reaches 38.2%, i.e. 13.3 percent higher. Following a “Riego” statistical report, it was shown that among the subjects who felt discriminated against, the probability to meet Bulgarians is 1.87 times higher than meeting Romanian nationals.

**Table 11.1. Distribution of the Roma population according to the existence or absence of a feeling of discrimination in the last year, in percentages**

	Romanian Roma population	Bulgarian Roma population	Roma population from Eastern European countries	Spanish Roma population
No	75.1	61.8	72.4	69.8
Yes	24.9	38.2	27.6	30.2
Total	100	100	100	100
Basis (N)	244	98	342	1.496

Regarding the situation when the Roma from Eastern European countries felt discriminated against, we note that both groups felt the most discriminated against precisely in those situations of institutional social interaction. Two situations may be noted as being discriminatory to a great extent for one population as well as for the other. Thus, 40% of the Roma population who took part in job interviews felt discriminated against, and the same context for 47.8% of the Spanish population. In the situations concerning the interaction with the medical staff, this number is of 33.9% for the Roma from Eastern European countries and 53.9% for the Spanish Romani.

Regarding the situation in which they perceived less the discrimination, such situations represented, for the Roma from Eastern European countries, the interaction with the colleagues in their class (10.9%), professors (16.7%), public recruitment services (16.8%), as well as with the customers and suppliers (17%). In the case of Spanish Romani, these situations existed in the interaction with the supervisors (16.6%), professors (18.3%), co-workers (18.8%) and customers and suppliers (19.4%).

**Table 11.2. Proportion of individuals who felt discriminated against in the last twelve months, according to the situations, in percentages**

	Roma population from Eastern European countries	Spanish Roma population
Job interview	40.0	47.8
Public recruitment services	16.8	30.3
Interim companies	27.4	28.7
Co-workers	23.3	18.8
Supervisors	23.1	16.6
Customers or suppliers	17.0	19.4
Colleagues in the class	10.9	20.3
Professors	16.7	18.3
Medical staff	33.9	53.9
Social services	27.1	38.2
Other situations	47.7	39.8

Regarding the situation in the past, when asked if they believed that the Roma population is more or less discriminated against, or if the situation remained the same as compared with the one existing ten years ago, we shall see that among the Roma from Eastern European countries there is a more pessimistic vision, as 34.4% state that currently they are more discriminated against. This number reaches only 12.4% in the case of Spanish Romani. There are, at the opposite end of the spectrum, those who state that they are currently less discriminated against, the numbers being 24%, 55%, respectively.

**Table 11.3. Distribution of the population according to the perception of the evolution of discrimination against the Roma population in the past ten years, in percentages**

	Romanian Roma population	Bulgarian Roma population	Roma population from Eastern European countries	Spanish Roma population
More	33.9	36.2	34.4	12.4
The same	36.4	36.2	36.4	28.5
Less	24.6	23.2	24.4	55.4
At all	5.0	4.3	4.9	3.8
Total	100	100	100	100
Basis (N)	260	101	361	1.497

### Summary of the chapter

- ✓ 27.6% of the Roma from Eastern Europe felt discriminated against in the last twelve months, while 72.4% state that they have never felt discriminated against during this period of time. The perception of the discrimination among the Spanish Roma is 2.6 percent higher, reaching 30.2%.
- ✓ There are two situation in which they felt the most discriminated against: job interviews (40% of the Roma individuals from Eastern European countries as compared to 47.8% of the Spanish Roma individuals) and in the interaction with the medical staff (33.9% of the Roma from Eastern Europe and 53.9% of the Spanish Roma).
- ✓ Regarding the evolution of the discrimination, in the opinion of the Roma population, we shall see that among the Roma from Eastern Europe there is a more pessimistic view (34.4% state that currently they are more discriminated against). This number reaches only 12.4% in the case of the Spanish Roma. At the opposite end of the spectrum there are those who state that they are currently less discriminated against, the numbers are 24%, respectively 55%.

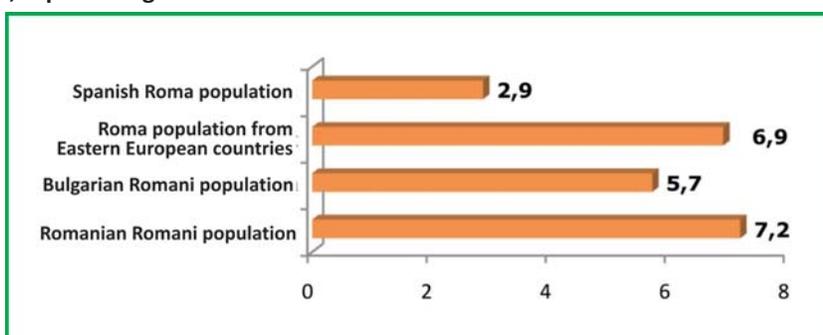
## 12. SOCIAL INCLUSION AND HOUSING

In the conclusion of this report, we wish to make available the data and numbers collected following the survey regarding certain aspects helping us find the possible situations of social marginalization of these populations, as well as the circumstances in which they live by certain questions regarding the inhabitable spaces and the conditions pertaining to these spaces.

One of the aspects which must be noted as regards social marginalization – social exclusion is correlated to school absenteeism among the Roma population belonging to the age groups for which education is mandatory. For such purpose, the respondents were asked if they had in their households a minor child between 6 and 16 years old who did not attend school. A high number of households belonging to the Roma from Eastern European countries with underage children who were not enrolled in any school (6.9%) was noticed, 4 per cent higher than the 2.9 per cent recorded among the Spanish Romani households.

This indicator is higher in the case of the households belonging to Romani coming from Romania, 7.2%, higher than the Bulgarian ones –by5.7%. This small difference between the two populations could be a part of a larger educational trend among the Bulgarian Romani individuals (higher levels of education). As shown in the chapter on demographics, 41.7% of the Bulgarian Romani over 16 reached at least the secondary level of studies, a number reaching 27.5% when talking about the Romanian Romani. But this may be explained by the easier access to the educational centres of the Bulgarian Romani, as shown below: for 94.1% of the Bulgarian households have in their neighbourhood or in their locality educational services, this number reaching 89.3% when talking about the households belonging to Roma coming from Romania.

**Chart 12.1. Proportion of households with children aged 6 to 16 who do not attend any school, in percentages**



The 16 year-olds were also asked what kind of friends they had, if they were Romani or not. Regarding this aspect, a high percentage affirmed that it didn't matter to them if they were Romani or not, more exactly 64.2% for the Roma from Eastern European countries and 60% for the Spanish Romani. Nevertheless, it was noted that in both cases, the friendships with persons of Roma ethnicity (31.7% for the Roma from Eastern European countries and 39.3% for the Spanish Romani). A higher rate of incidence of this fact may be observed at the Roma population from Eastern European countries, with 15.3%, as compared to 7.7% to the Spanish Romani, as a definite result of the migration process which hinders sometimes, as well as when arriving in the destination country, the social relationship with any kind of individuals. Though, we point out a high number of Romani individuals, from Eastern European countries as well as from Spain, living in a certain social isolation, who only have friends pertaining to the same socio-cultural group, a phenomenon limiting the inclusion process of these populations.

**Table 12.1. Distribution of the population according to close friendships, in percentages**

	Romanian Roma population	Bulgarian Roma population	Roma population from Eastern European countries	Spanish Roma population
Only Romani	15.5	14.3	15.3	7.7
Mainly Roma individuals	16.6	15.7	16.4	31.6
It doesn't matter	63.8	65.7	64.2	60.0
I do not have friends	4.1	4.3	4.2	0.7
Total	100	100	100	100
Basis (N)	260	101	361	1.497

Approaching again the aspect of the household as unit of analysis, we shall see if the Roma population appeal to certain public services existing in their town or district and their qualification. In the following table, there is recorded the percentage of households in which there is at least one person who used various services within the last six months. The medical services are the most used services by both populations: 75.9% of the Roma households and 96.3% of the Spanish Roma households. As it may be seen, the medical services are the most used services by the Spanish households, with a difference of 20.4 percent. There are also two services which are used frequently enough: the educational centres with 53.3% in the case of the Roma population from Eastern European countries and 54.4% in the case of Spanish Roma population, and the professional guidance services, with 56.7%, respectively 53.7%.

**Table 12.2. Proportion of households comprising a person who used any of the following services within the last six months, in percentages**

	Romanian Roma population	Bulgarian Roma population	Roma population from Eastern European countries	Spanish Roma population
Medical services	77.4	69.7	75.9	96.3
Preschools	14.0	6.5	12.6	5.8
Schools	56.3	41.0	53.3	54.4
Centres for persons with disabilities	7.2	6.4	7.0	2.9
Centres for the elderly	5.5	0.0	4.4	1.9
Professional guidance	57.6	53.0	56.7	53.7
Basis (N)	260	101	361	1.497

The subjects were also asked regarding other services, in order to find if they knew or not that they existed in their neighbourhoods. Thus, there are noted two accessible services for most of the households of the Roma population from Eastern European countries and of the Spanish Romani, taking into account their presence in over 90% of the households. These services are the medical and the educational services. There are other services in their area of interest, but in proportions varying from one population to another. Thus, we note the services for child care available for 93.5% of the Spanish Romani households and for 57.3% of the households belonging to the Roma population from Eastern European countries, the elderly care services with a percentage of 86.1%, 43%, respectively as well as the care services for persons with disabilities with 84.5%, 44% respectively.

Thus, a prevalence of the services benefitting Roma individuals is observable, with 92.9% of the Roma from Eastern European countries enjoying them in their neighbourhood, as compared to 69.9% of the Spanish households. This difference may be attributed to the performance in the field of this survey, as a high number of the Roma from Eastern European countries who were interviewed lived in towns where FSG carried out an intervention project for these individuals. For any question regarding the methodology, please see the concerned chapter.

**Table 12.3. Proportion of households having various services in their neighbourhoods, in percentages**

	Romanian Roma population	Bulgarian Roma population	Roma population from Eastern European countries	Spanish Roma population
Medical services	95.2	97.0	95.5	99.7
Educational system	89.3	94.1	90.1	99.4
Child care services	53.5	82.4	57.3	93.5
Elderly care services	38.4	78.0	43.0	86.1
Care services for the persons with disabilities	38.5	81.0	44.0	84.5
Services destined to the Romani individuals	93.1	91.9	92.9	69.9
Basis (N)	260	101	361	1.497

The members of the households who admitted to use various services were asked to describe the quality of these services based on the following scale: 1 very poor, 2 poor, 3 good, 4 very good. It arises from the obtained results that there is better grading of all services from the Roma population from Eastern European countries. For these, the lowest average is 3.12 for the medical services, and the highest is 3.47 for the services destined to the Roma population. The grading of the Spanish population varies between 2.81 for the elderly care services and 2.93 for the educational services. Even so, all scores are high, going beyond the half of the scale and closing or exceeding the value 3 equivalent to the good assessment.

**Table 12.4. Average assessment of the services available in the neighbourhood (minimum grade: 1; maximum grade: 4)**

	Romanian Roma population	Bulgarian Roma population	Roma population from Eastern European countries	Spanish Roma population
Medical services	3.14	3.03	3.12	2.92
Educational system	3.22	3.09	3.20	2.93
Child care services	3.29	3.01	3.24	2.91
Elderly care services	3.21	3.17	3.20	2.81
Care services for the persons with disabilities	3.25	3.08	3.21	2.83
Services destined to the Romani individuals	3.46	3.54	3.47	2.90

After analysing the location, access and assessment of various services, fundamental for any type of population, which reflect to a certain degree the type and level of the social inclusion, we wish to present the aspects regarding the lodgings. In order to do this, we make available the results on the type of lodgings, their facilities and the type of ownership.

Starting with the type of lodging, the households of the Roma population from Eastern European countries may be divided, in general, in four types. Thus, 34.2% of these households live in apartments located in buildings with more than 10 apartments, 27.7% in apartments located in buildings with less than 10 apartments, 12.9% in a single-family house and 12.9% in a part of a house. The households of the Spanish Roma population are also divided in three categories: apartments located in buildings with more than 10 apartments (40.1%), single-family houses (30.4%), and apartments located in buildings with less than 10 apartments (22.5%).

The high incidence of the shared lodgings for the Roma population from Eastern European countries must be also mentioned. In order to carry out a global assessment of this concept based on the results of the survey, and without a strict

approach, even if the questionnaire does not clearly allows it, we shall consider the shacks, barracks and caravans as being shared lodgings. Thus, while 8.4% of the members of the Roma population from Eastern European countries live in this type of lodging, only 1.2% of the Spanish Roma population lives in such conditions.

**Table 12.5. Distribution of the households based on the type of lodging they live in, in percentages**

	Romanian Roma population	Bulgarian Roma population	Roma population from Eastern European countries	Spanish Roma population
Single-family house	12.5	14.3	12.9	30.4
Shack	7.0	4.3	6.4	0.7
Part of a house	13.2	11.4	12.9	5.1
Barracks	0.0	0.0	0.0	0.3
Apartment in buildings with less than 10 apartments	28.6	24.3	27.7	22.5
Caravans	2.4	0.0	2.0	0.2
Apartment in buildings with more than 10 apartments	32.8	40.0	34.2	40.1
Residence in inhabitable spaces	0.7	0.0	0.6	0.1
Student lodgings or barracks for workers	0.0	0.0	0.0	0.1
Prefabricated or mobile houses	1.4	0.0	1.1	0.4
Others	1.4	5.7	2.2	0.0
<b>Total</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>
Basis (N)	260	101	361	1.497

Besides the type of housing, it is also very interesting to find the endowments available in these houses. The list of elements subjects were asked about was divided in 3 chapters or levels, so that the elements from the 1<sup>st</sup> level are the most basic, indispensable for the lives of the individuals in those houses as compared to those comprised in level 3.

Thus, the first aspect we wish to point out is the high number of Romani households having all the facilities, especially three of these facilities in the case of the households belonging to the Roma from Eastern European countries among which the higher percentages were recorded: mobile phone, satellite dish and cable TV. As it may be seen, these elements are exactly those elements facilitating the communication with the country of origin, either for maintaining the relationships in person (mobile phone), or to stay connected with the reality from their country with the aid of the television (satellite and cable).

It is clear that the facilities in the households of the Roma population coming from the East leave something to be desired as compared to the high number of the shared lodgings among this population. Among the most elementary equipments, we note that 17% of the households of the Roma from Eastern European countries do not have running water, 22.9% do not have hot water and 14.3% do not have

a refrigerator. Besides the equipment, the subjects were asked if the households had residual water evacuation systems. For this purpose, it is recorded a percentage of 10.8% of the households of the Roma from Eastern European countries which did not have this type of systems in the house, as compared to 0.1% in the case of Spanish nationals.

**Table 12.6. Percentage of households having different utilities in the home**

	Romanian Roma population	Bulgarian Roma population	Roma population from Eastern European countries	Spanish Roma population	
Level 1	Running water	82.4	85.2	83.0	99.5
	Electricity	91.9	93.6	92.2	99.4
	Hot water	75.5	83.7	77.1	99.0
	Bathroom in the house	78.7	88.5	80.6	98.1
	Toilet in the house	64.4	78.6	67.2	97.2
	Heater	47.5	64.4	50.8	71.1
	Central heating	15.3	18.7	16.0	16.6
	Outdoor toilet	8.4	2.9	7.3	2.8
Level 2	Refrigerator	84.8	89.3	85.7	97.5
	Washing machine	65.4	80.9	68.5	96.0
	Freezer	49.8	53.5	50.5	68.9
	Car	31.3	36.0	32.2	73.3
	Natural gas	23.8	40.1	27.0	38.5
	Dishwasher	4.0	5.1	4.2	20.3
Level 3	TV set	88.6	88.2	88.5	98.0
	Video	50.0	67.5	53.5	86.6
	Microwaves	42.1	56.4	44.9	87.9
	Mobile phone	90.0	93.2	90.7	90.6
	Personal computer	26.0	36.0	28.0	43.5
	Internet	20.8	30.1	22.6	30.9
	Satellite dish	22.2	44.6	26.6	23.0
	Cable TV	21.1	37.8	24.3	19.1
None of the above	2.7	5.0	3.2	0.1	
Basis (N)	260	101	361	1.497	

**Table 12.7. Distribution of the households based on the type of evacuation of the residual water from the house, in percentages**

	Romanian Roma population	Bulgarian Roma population	Roma population from Eastern European countries	Spanish Roma population
Sewage system	84.2	92.8	85.8	98.3
Septic tank	4.2	0.0	3.4	1.5
Does not have such system	11.6	7.2	10.8	0.1
<b>Total</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>
Basis (N)	260	101	361	1.497

Finally, we show the distribution, in percent, of the households based on the type of ownership. As regards the households of the Roma from Eastern European countries, most of them live in places rented from private persons (68.9% of the households), also distinguishing the lease without payment (14.5%) and illegal lodgings (9.3%). Among the Spanish Romani, we note the ownership without mortgage (29.1%), ownership with mortgage (24.9%), renting from the public administration (24.6%) and renting from private persons (15.2%). So, it arises that, among the immigrant population, renting is more frequent than full ownership, a phenomenon which does not apply to the Romani Spanish population, maybe because they live in their country of origin.

**Table 12.8. Distribution of the households according to the type of ownership, in percentages**

	Romanian Roma population	Bulgarian Roma population	Roma population from Eastern European countries	Spanish Roma population
Ownership without mortgage	1.8	1.5	1.7	29.1
Ownership with mortgage	2.9	1.5	2.6	24.9
Renting from the Administration	2.9	0.0	2.3	24.6
Renting from a private person	66.4	79.1	68.9	15.2
Leased without payment	15.2	11.9	14.5	4.6
Romani camp	0.7	0.0	0.6	0.9
Illegal Romani lodgings	10.1	6.0	9.3	0.7
Total	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>
Basis (N)	260	101	361	1.497

Therefore, as regards the type of lodgings, there is a glaring discrepancy between the two populations, where the Roma population from Eastern European countries finds itself in the poorest conditions, not only from the point of view of the type of ownership, where renting exceeds the ownership noted in the case of Spanish Roma population, but also by a high incidence of the shared lodgings and by a higher number of elementary equipment, as those mentioned above.

## Chapter summary

### School attendance

- ✓ One of the aspects which must be noted as regards the social marginalization – social inclusion is correlated to the school attendance among the Roma population included in the age groups for which the education is mandatory. For this purpose, a higher number of households of the Roma from Eastern European countries with minor children who were not enrolled in any schools (6.9%) was observed, 4 percent higher than the 2.9% recorded among the Spanish Romani households.

### Services usage

- ✓ Analyzing the percent of the households where there is at least one person who used various services within the last six months, we shall find that the medical services are the most used services by both populations: 75.9% of the Roma households and 96.3% of the Spanish Roma households. There are also two services which are used frequently enough: the educational centres with 53.3% in the case of the Roma population from Eastern Europe and 54.4% in the case of Spanish Roma population, and the professional guidance services, with 56.7%, respectively 53.7%.

### Availability or access to services

- ✓ The Roma subjects were also asked if they knew or not about the services existing in their neighbourhoods. Thus, there are noted two accessible services for most of the households of the Roma population from Eastern Europe and of the Spanish Roma, taking into account their presence in over 90% of the households. These services are the medical and the educational services. There are other services in their area of interest, but in percentages varying from one population to another. Thus, we note the services for child care available for 93.5% of the Spanish Roma households and for 57.3% of the households belonging to the Roma population from Eastern Europe, the elderly care services with a percentage of 86.1%, respectively 43%, as well as the care services for persons with disabilities with 84.5%, 44% respectively.

## Accommodation

- ✓ As regards the type of accommodation, the households of the Roma population from Eastern Europe may be divided, in general, in four types. Thus, 34.2% of this population live in apartments located in buildings with more than 10 apartments, 27.7% in apartments located in buildings with less than 10 apartments, 12.9% in a single-family house and 12.9% in a part of a house. The households of the Spanish Roma population are also divided in three categories: apartments located in buildings with more than 10 apartments (40.1%), single-family houses (30.4%), and apartments located in buildings with less than 10 apartments (22.5%).
- ✓ The high incidence of the shared lodgings for the Roma population from Eastern Europe must be also mentioned. Shared lodgings, we refer to shacks, barracks and caravans as where 8.4% of the members of the Roma population from Eastern European countries live; only 1.2% of the Spanish Roma lives in these conditions.
- ✓ As regards the facilities, a high number of Spanish Roma households having all the facilities is observed, especially three of these facilities in the case of the households belonging to the Roma coming from Eastern European countries among which the higher proportions were recorded: mobile phone, satellite dish and cable TV. As it may be seen, these elements are exactly those elements facilitating the communication with the country of origin.
- ✓ The facilities of the lodgings belonging to the Roma population coming from Eastern Europe are the poorest. As regards the most elementary equipments, we note that 17% of the households of the Romani coming from the East do not have running water, 22.9% do not have hot water and 14.3% do not have a refrigerator.
- ✓ There is a percentage of 10.8% of the households of the Roma from Eastern Europe who did not have a residual water evacuation system. For the Spanish Romani, only 0.1% does not have this type of system.

## 13. CONCLUSIONS

The Spanish Roma population and the Roma population from Eastern European countries share many demographic characteristics as well as levels of studies. These two aspects may be considered as key explanatory attributes of various social dynamic, especially in relation to their situation on the labour market, where they occupy the most unstable and precarious segments. From a demographic point of view, we refer to an extremely young population whose average age is 28.1 years in the case of the Spanish Roma population and of 25 years for the immigrant Roma population. This indicator contrasts with the average age of 40.5 years for the Spanish population as a whole. Roma persons have levels of study that significantly lower than that of the Spanish population as a whole (the extent of this difference being greater for the Spanish Roma than for the Roma population from Eastern European countries). Thus, while only 10.4% of the Spanish population do not have studies, the proportion increases to 33% among the Roma from Eastern European countries and to 59.3% among the Spanish Roma population.

The youth and limited level of studies reached by Roma persons explain their high activity rate, but confines them to remain on the borderline between unemployment and precarious occupations. The activity rate of the Roma population from Eastern European countries reaches 81.4% and is in line with the rate observed in the immigrant population as a whole in Spain. In case of the Spanish Roma population, this rate is lower (68.9%), while the rate recorded for the Spanish society as a whole is 60.1%. In general terms, the general Spanish youth remains inactive for a longer period of time, but it invests time to acquire higher educational levels in order to obtain higher professional qualifications to subsequently access employment more easily and on better terms. While generations of Spaniards have spent and are spending their youth to improve their training for employment, the younger generations of Roma rather spend their time working or looking for employment. This distinction is crucial and generates from the outset manifest inequalities between Roma and non-Roma.

One of the most obvious inequalities is manifest in the unemployment rate registered among the three population groups. While unemployment reaches 20.9% for the whole of Spanish society, it ascends to 34.4% in the case of the Roma population from Eastern Europe and to 36.4% for the Spanish Roma. The economic and labour market crisis is profoundly affecting Spain and

fragments its society by hurting disproportionately the most vulnerable population groups such as the Roma population. In the case of the Spanish Roma population, the increase of the unemployment rate (by 22.6 percentage points) has been very substantial since 2005, thus expanding the breach that existed with the Spanish population as a whole, from 3.4 to 15.5 percentage points between 2005 and 2011.

The crisis has affected to a greater extent the Roma population, given its positioning in precarious occupational segments. Indicators such as the rates of part-time employment or temporary employment show substantial disparities between Roma and non-Roma. Part-time employment affects 46.5% of the Roma population from Eastern European countries and 42.3% of the Spanish Roma population, while the rate recorded for the Spanish population as a whole reaches 14.1%. The proportion of waged workers who have a temporary contract is respectively 83.3%, 53.4% and 25.5%. If there is one key aspect that defines the occupation of Spanish Roma, it is that of “support to the economic activity of the family”, which concentrates 26% of all occupations. This phenomenon has barely changed since 2005; in conjunction with rising unemployment rates, it renders waged employment more marginal for the Roma people, with a rate of 38.4%, compared with 58% for the Roma population from Eastern European countries and 83.6% for the Spanish population as a whole.

All these indicators find a significant part of their explanation in observing the types of occupation and activity of Roma men and women. Thus, the latter are concentrated in low-skilled jobs (which require a lower level of qualification and training, in accordance with relatively low levels of study). Almost half of working Roma from Eastern European countries have the following three types of occupations: waste collectors (25%), domestic employees (13.4%) and low-skilled agricultural workers (9.8%). As regards the Spanish Roma population in employment, 46.3% of them are street market vendors. In relation to the economic sectors in which they are employed, their sectors of activity, the main feature of which is precariousness and instability, have been affected to a more significant extent than others by recessive economic cycles.

A comparison of the situation of Roma in 2005 and 2011 shows that the situation has worsened in relation to various aspects (higher unemployment and temporality rates...). The only indicators showing a convergence between the Spanish Roma population and Spanish society as a whole is the temporary employment rate, the proportions of persons without studies, and perceptions of discrimination. For instance, the proportion of the Roma population aged 16

and over without studies has decreased by 12 percentage points, and by almost 6 percentage points in the case of the active population. With regard to discrimination, the survey shows a decrease in the perception of discrimination for being Roma: while in 2005, 45.4% of Roma respondents stated that they felt discriminated against, by 2011 the rate had declined to 30.2% by 2011. In fact, 59.2% of the Spanish Roma people feel less discriminated against today than 10 years ago (28.5% believe that the situation has not changed).

However, the perception of Roma men and women from Eastern European countries is very different, as 34.4% think that they are discriminated against to a greater extent than a decade ago, experiencing perhaps a double discrimination for being both Roma and immigrant, especially in times of crisis and social anxiety. It must be emphasised that the social situations in which these people experience discrimination most intensely are “job interviews”. This perception is expressed both by Spanish Roma and Roma from Eastern Europe (47.8% of the Spanish Roma people who had employment interviews felt discriminated against, compared with 40% of the Roma people from Eastern Europe). Job interviews, in conjunction with situations of discrimination experienced with medical staff (53.9% for Spanish Roma and 33.9% for Roma from Eastern Europe), are the two social contexts with the greatest prevalence of perceived discrimination.

It is obvious that the inequality between the Roma population and Spanish population as a whole still persists, despite elements indicating positive change over time. The challenge for the public administrations and social organisations is to develop further efficient programs that can contribute to eliminating the inequalities that persist in our society. These programmes must be adapted to the current context of economic crisis and to the changes of the production model in Spain. These programs must also tackle forcefully the processes of rejection based on xenophobia and discrimination that currently manifest themselves in our society and that, unfortunately, could be aggravated in the near future given the context of economic crisis and lack of employment opportunities for all.

It is therefore essential to orient investments towards achieving improvements in the levels of training and studies of Roma people, which should enable them to enter the labour market in better conditions than today. Therefore, betting on equal opportunities for the Roma population, on inclusion and on non-discrimination signifies investing in social cohesion and, therefore, in the social development of society as a whole.

## 14. LIFE STORIES

### 14.1. Spanish Active Population

#### 14.1.1. Salaried active population

*EMILIA MUÑOZ. Madrid*

Emilia likes her life. She works at the “12 de Octubre” Hospital, and her colleagues called her “la Tana”, the only Roma from the cleaning team. At her 47 years she is the mother of three boys and a girl, and the biggest one already offered her two grandsons.



She is optimistic, quiet and curious and driven by a fierce and vindictive spirit of self overcoming. She is proud to be Romani, “because it is the best thing ever happened to me”, she tells laughing at her friends who always tell her that she is a “recycled Romani”, for the simple fact that she breaks stereotypes by her own example. Being aware that “we make ourselves the myths”, she defines herself as “very vindictive against the Roma people”.

#### ***A life of autodidact***

Emilia has never been to school, except for driving her brothers or talking to their teachers. They were 8 brothers and sisters, and from the girls she was the eldest in a time when “the young girls used to go to school”. But since she was small she was extremely nervous being the first when a group of voluntary persons went through the neighbourhood and shared on sheets of papers, notebooks and pencils, and advised the children to learn. “My teacher was Nines, I shall never forget this”. Just like this, helping her brothers to do their homework, Emilia learnt to read and write, and like this she discovered that “reading is a vice, I read everything came to hand, I liked very much to learn about all”.

I married at 22, the first time I was employed I already had three children. “When I married I didn’t need to work because Paco (her husband) had a job, but when the children came it became more complicated because we had much more needs”. She began to work at private companies, by hour and without employment

contract, and after she spent eight years of her life cleaning the house of the same woman, she had to search other jobs when this woman had to be hospitalized being very old. Ever since, she worked “where she could, cleaning gates, houses, pools, sport centres...”

Today she realizes that the work outside the house brings more economical stability, even if it is her main concern. Talking about her different places of work she also talks about independence, experimenting routines, meeting new persons, about her colleagues, but especially about autonomy. A process which she lives in particular and intensely by the fact that she is a woman and she is Roma: “to be autonomous is the greatest step of Romani woman, to stand in the front, to affirm that you can and you value something even without doing that thing. The Romani woman must stand out, not behind the man. It means to learn, to overcome”.

The experience of childhood helped her to appreciate these things and others. Even if in these moments she lived her childhood being a happy girl, now she realizes how tough her experience was, “now I realize that I had a childhood from the third world”. That is why she appreciates twice more the education both of her boys and girl.

Emilia talks with much love about her children and with pride especially about her daughter, Melody, who is 17, who has just completed a Program of Initial Professional Qualification in hairdressing with the help of her mother and father who “undertook to do in the house the things that I could not do only for the girl not to miss courses”. She is aware that education today, as the one that she received, would be an “aberration” and she tries to transmit her the principles of independence and self overcoming in which she believes: “overcome yourself as a Roma woman, don’t be satisfied with what you have got, respect your people, because we, the women give birth to the people and we have very beautiful customs, and under their limits, without lack of respect, Roma woman can get far away and can be appreciated more. We can get very far”. She says happily that she sees her daughter very balanced and very free, that she knows that her purpose in life is not to get married.

### ***Everyday life***

Every day, after a morning of work in the house where she prepares the children to go to school, to have the food prepared for when they return and when she manages other home responsibilities, she leaves at about 2:00 pm and goes to the train which gets her to the “Doce de October” Hospital. She goes quietly, she enjoys meeting her colleagues about whom she talks with great affection and from whom she affirms to expect for “the same thing I offer them – collegiality and respect, at least that”.

And because during the week time she gets late home, she takes advantage of the end of the week to attend the Evangelical Church, one of the most important things for her: "Getting close to Jesus in the everyday life was an extremely positive thing".

Now Emilia and her family are not getting through easy moments. After 16 years of work at a pavement company, her husband remained without employment for more than two years, his unemployment benefit ended and, and every day leads a new struggle in search of old scrap "or whatever it arises" with the van. Even if he keeps active and helps a lot in the household, sometimes he demoralizes, and Emilia is the one who must encourage him, while she makes calculations at every end of month and finds that the money gained "reach not even a thousand euro".

Despite such difficulties, Emilia does not complain that she must be the one who incurs the expenses for nine persons who are living now in the house and she thinks at the contribution brought by her situation and professional experience to the values according to which she raises her children. She explains very proud that "Paco is a very good example for my children; because we teach them that a house is hold from the contribution of two persons, showing them that it is not mandatory for the man to gain the money and the woman hold the household". A true lesson which breaks not only the myths about the Roma people, but also the roles assumed by women and man in all the cultures. For Emilia it is important to demonstrate to her children "that I can as well to work, and that a man is not less a man if he brooms and he is not more man if he brings more money in the house".

Even if she affirms that they are "an atypical Romani family", she recognizes the important inheritance left by her grandparents, because it was from them that her parents learned to keep a house from the contribution of two persons, besides the fact that from them she inherited deep roots, moderation, respect. A way to understand the responsibilities of a house which has behind at least four generations, is also today what her children see and live every day.

## ***Future***

Emilia likes her activity at the place of work, but her nonconformist spirit and her desire to outdo make her struggle become more than she is: "I am not satisfied to carry the stone, I want to direct it". She dreams that at one moment to have her own company, in a sector to permit her the interaction with the public, with people, in a place to permit her to transmit to the Romani youth "that there are values, and that it can get very high without renouncing to the Romani statute".

But the most important thing for her is to transmit to her children the values to stimulate them that in the everyday life to stand out, “to know that they have to be strong, to struggle for what they want, and that they will obtain what they wish for”. An optimistic energy resulted from her own emancipation which made her understood that any processes pay off when the persons are accompanied through life by people to ease their independence, without imposing them or settling out these experimented processes. That is why, towards her children she wish only to give them the courage to struggle for what they wish, “not to struggle I as a mother, but me behind and they in front, to make alone their own future”. Their mother shall serve them as example.

## JAIRO GABARRI. Gijón.

Jairo has 24 years and from six years is he is passionate about fishing. A passion which marked both his social and professional path, passing from the status of hobby in the moments of professional stability from an unofficial activity when he needed.



He has always lived in Gijón - La Calzada, a working traditional neighbourhood where his grandparents have their house with whom his mother, his sister and he have lived “since ever”. Coming from a Romani father and a ‘paya’ mother, he lives proudly his origins and keeps relationship with the family of his father: “I am both of my father, and of my mother, and I am very proud of it”.

His grandparent transmitted him the monomania of fishing: “I started with my grandparent when I was six, the maternal grandparent. He was a fisher. I don’t even remember how I got his vice”. He does not remember the first reason why he went fishing, but he knows that he liked it very much. But as happy as he is when he tells about this moment, as sad he confesses us that now he fishes alone because his grandparent “lost this vice a few years ago”. Even if he assumes that he is delighted to see him going to fishing, “since he always wants to see what I caught, he is surprised when I have a bigger fish”.

He abandoned his studies in the 9<sup>th</sup> grade (mandatory secondary education). Even if in his environment it was not normal, Jairo did not feel special because he abandoned school and began working since he was 18. It was not a decision reasoned by needs, since his mother had employment and did not have financial problems, but reasoned by the impression of limitation because he did not like to learn. This was the *trigger* which was activated because “he went neither forward nor behind”, and it made him attend a plumber course which lasted one year and therefore obtained employment. “Instead of staying home, I would rather work”, and I wanted to start immediately not to miss any opportunity and experience. A decision which was not too hard to make, because he has always had the support of his mother and the rest of the family.

Jairo does not like to stay doing nothing, but he likes peace. That is why, depending on the moment, he enjoys every time mostly fishing in the river than fishing in the sea where he says there is more bustle, more people. The river

offers him “nature, the quiet of water, birds... calms a lot”. He loves mountain, loves walking and hunting. He has relatives in Campo de León and feels good when he goes in the countryside because “you reset, there are not many cars and you don’t hear the noises of the town”.

What it started as a hobby at the age of six years became the occupation of Jairo, because even if abandoned high-school he attended a plumber course, and after more places of work in different fields Jairo returned to fishing. It is the activity he likes more from all he had, but before reaching it he passed through many other places, and almost always through the Interim Job Companies.

### ***Adaptation to change***

His first employment was not what he expected to be. He finished his training believing that he would work in a workshop and he got into a work “making some circuits of pipe I did not know too much about, and I was disappointed”. A first little disappointment which lasted little, because he learned new things while working. At a certain moment he realized that he liked to go to work and, nevertheless, after this first contract of six months he did not come back to this occupation.

Jairo worked before in two champagne factories bottling cider and sorting apples; as seller at a shop; in the industrial cleaning and a shop for fishers where he remained the most because it was not through an Interim Job Company. Even so there were 6 months of contract. This job together with the workplace at one of the champagne factories, were the jobs which he liked the most. “The job I had at the champagne factory from Castañón I liked because I did not have to operate so many machines, there were days when I bottled, but there were others when I went to search apples through villages with the truck and I liked it because I walked through villages and I saw the nature... I liked it a lot. Then I worked in fishing store, and I enjoyed it, but I did not stay more than six months”. And once he got in the carousel of temporary jobs he turned in the same places. Until he got to unemployment.

### ***Unemployed, but not inactive***

Jairo had long periods when he did not work. The first time he did not even accumulate sufficient working days in order to cash the unemployment benefit. Due to fishing and not without great efforts he succeeded to have a minimum income for about one year. “I organized myself as I could, I have to search alone for a daily occupation. I fished all the time, and the money came from the sale of squids. I had to go to restaurants, it took some time and sometimes money because I had to go in a place and they did not wanted them, I went in other place and they already had them... until I got to the proper place. Once I did not manage to sell them at all”.

Fortunately Jairo has the reserves of his family, money cashed from his mother and the pension of grandparents, that is why in the house, even if they are “so tight”, his situation was not an issue. Actually, his incomes are generally only his.

Between two intervals of unemployment he worked many months as a distributor of leaflets, one of the places of work probably the least adapted to his quiet personality and which he believes it does not suit him, even if he tried. “I left because I was not made for this, sometimes I don’t need it anymore”. And as that period was the beginning of the season of squids, Jairo returned to fishing, but this time at least with the right to six months of activity.

Then his mother suggested him to address the Fundación Secretariado Gitano to help him find a job. He leafed through newspapers searching the working offers, until they told him about the fisher course and from that moment it was very clear to him. The actual employment is not only the one which lasted longer, but also the one which likes more: “I like the most to stay between fishes, the interaction with people and of course the won money!”. Here he did not have disappointments, even if the start was not easy, “until I calmed down”. In addition, he gets along well both with his colleagues and his bosses.

### **Future**

He does not think too much about the future, in any case not further than his expectations to continue to work and have his own home, but being asked about his dreams, Jairo talks about a fishers store. “I have never thought about it, but if you raised the issue, I would like to open my own fishing store. That is what I would like more”.

But in this moment, the immediate circumstances have priority over wishes. And now, even if the temporary circumstances are the same as when I started to work, Jairo is not 18 anymore and for him seems to be more important the stability, the money earned at the job: “Before I did not care very much because I did not have many expenses, but as long as you grow up you realize that you need money. If you don’t have money you cannot do other things, for example to move by yourself, to go in a place, to travel ...”

He affirms this thing as dream left behind, improbable, but latent. When Jairo leaves the conversation about routine and his situation, he talks about how much he would like to travel, to discover Perú, to fish there. Different people and other places, but still at the coast of the sea.

ÁNGEL GABARRI.  
Madrid.

As many other Roma used to *make a living* through markets, Ángel would like to have his own business. “If I win to lottery I would buy a few fruit stalls and with the money earned in three days I would stay very comfortable. I don’t ask for more to God”.



Ángel was born in Madrid in a family with five brothers out of which none studied more than the age of 15 or 16. He has always lived in the same neighbourhood and sometimes he went out with his father to sell “bags to the metro, at Goya station and in the neighbourhood”. Many times it happened to be run by the police, an experience he does not remember with pleasure, but with a sensation of injustice, “because I did not commit any offense”.

Today his brothers are making a living from itinerant sale, and he is the only one out of them who works at an employer; he works as a driver on sweepers at a cleaning company subcontracted by the town hall, “it is a good job”. Together with another colleague, he is the only Romani of the team, is satisfied and in general would not change anything of his professional situation, except for some small organizational issues, but “regarding the colleagues, relationship with the boss, the working program ... I am satisfied, I would not change a thing”.

His contract is concluded only for the end of the week and even if he likes it, he understood perfectly that “if I work now it is because the itinerant sale would end at a certain time”. Fortunately Mari Carmen, his wife, works too as a cleaning woman at two different houses and thus their family succeeds to manage between the two wages. For Ángel it is important that they both work, not only for the financial part, but also because he thinks about their children: “it is important to see that both of us work because they would have to work some day. From what they see they learn”. They have a girl of 11 years and a boy of 7 years whom Ángel drives and sometimes takes from school, considering that during the week he does not work, even if he recognizes that the housework and the responsibilities for the children still devolve upon his wife.

### ***Work and its playful part***

Ángel abandoned school very early. “I renounced when I was in the VI grade (mandatory general education), I lied my mother, but I did it because I wanted to work, I wanted to have my own things”. Eventually, it did not go wrong. In the neighbourhood was a carpentry workshop where “there were recruited boys who abandoned school in order to not stay on the streets to commit offences”. They were paid 1.500 pesetas per week, money with which they went to the cinema on Friday or they bought a hamburger. He remembers dearly and with great nostalgia that experience: “it was fun because we were all Roma, we laughed a lot, made jokes to the ones who entered the workshop, we put a piece of emery in the sandwiches or we said to the new one to ask a tool that did not exist... an experience and some jokes very funny”.

Ever since, besides carpentry, Ángel changed different places of work, from bricklayer, which he liked the least, until driver at household products store: “the job I had at the household store was good because I received tips and I was paid daily allowances, but I only remained there for a while because I concluded the contract for determined period, and I was employed instead of a person who was on leave. It would have been OK if it had been for a longer period”. He has worked for one year as a sweeper, but the most convenient employment he has ever had was the current one “due to the working program”. Now he works only at the end of the week and, even if it is night shift and he does not have to wake up in the morning, he goes to work always “in a hurry”. Then he drinks a cup of coffee with the colleagues while their areas are distributed.

Today the work is not like when he started and it does not have any more that playful spirit, it is only about spending a few pleasant moments in the company of colleagues, even if for Ángel it is important to have a good relation with them because this helps him “to go to work with pleasure”. That is why he expects from them the same thing as from himself, to help mutually: “If I can’t do a certain thing they make it for me, and I for them. We always help each other”.

On the road up here, Ángel never felt discriminated. He thinks that the discrimination is a phenomenon about to disappear, that “it was before, on the time of Franco”. And the same as the rest of the society, he looks at his community and notices that things have changed, “there are Roma women who work at the hairdressing saloons, Romani man and women who work as teachers, social workers...”. The example he shows his daughter who says that she wants to study to become a teacher, which he agrees, even if he still smiles sceptically.

***Importance of opening the roads***

Ángel wants to transmit both to his daughter and his son that it is important to work to feel somebody in life. He hopes that they shall be autonomous and live their lives on their own: “they shall have to search their own road. After all they are children and you have to do any of their pleasures, but we have to stimulate them to make efforts to search the things they need and to not be satisfied with the ones left by others”. As things are now, Ángel does not know if the life of his children can be different, “it all depends about the situation in which the country will be”, but meanwhile he teaches them that “we the Romani have equal rights with the rest of the world”. He talks proudly about his people and in the meantime in a self-criticism note affirms that “sometimes it is hard. It is hard for us to obey the situations”.

Ángel is a road opener in his family, and for his children he represents an example of initiative in searching alternatives towards something which for him does not work, but he would like to reach further, “to learn and obtain their study documents. I don’t want them to be sweepers, I want them to become something in life”.

### 14.1.2. Self-employed active population

*ANTONIO MORENO y  
JOSEFA CARMONA.  
Alicante.*



They tell amusingly that “they have only been married since they were 19”. With their two girls, Ramona and Carlota, the family always stands out with the activity of bricklayer which Antonio has delivered since he was a kid and started to work together with his father in constructions. “I have worked since I was 16, and I have always managed well financially, I had my own house, I never needed help”. That is why, before reaching the unemployment at the beginning of the crisis, Antonio has never heard of Secretariado Gitano or the ACCEDER program, “because I have never needed all this”.

When he was on the verge of unemployment he met a boy who told him that Secretariado Gitano can help him, so he went to them and ever since they have helped always him with a positive attitude, Antonio says about: “When I went there I remained surprised, because I expected to meet another type of people, because if you are Roma and you present in front of the people, you expect to be rejected. I had a great surprise when I have seen that they were extremely nice”. He started to search for a job as independent bricklayer. He made business cards which he shared, hoping for any repairs or a small work, “but nobody called me and I thought that I could not remain at my statute, I had to continue to open doors in order to keep on maintaining my family”. Driven by the initiative and the enthusiasm which characterises him, he decided, at the suggestion of one of his cousins, to buy and sell potatoes.

Antonio is friendly and open, and by interacting with people he immediately realized that there were many old persons to whom it was difficult to shop and they depended very much on neighbours and family, so he started to carry them products at their homes. “Hence it came to me the idea to open a home services shop”. Long story short, he went again to Secretariado to present his idea, “because I did not know the first steps to make and I knew nothing about it”.

#### ***From dream to reality***

It was a challenge for Secretariado as well, it was the first time they undertook into such a project. Many people dream to have their own business, but Antonio and Josefa wanted to get from dream to reality. “Here I began a new stage of our

life, a new future, which was no longer a dream. Because there are very beautiful transient dreams, but which don't accomplish because you are afraid or you don't know where to started. I told my wife, and she told me that it is worth fighting for".

They recognize that they were afraid, but enthusiasm fades any fear and gradually the project started to take shape as something real. In addition, it was the first time when both of them had a project of such amplitude: "it was a very beautiful experience, because we were the two of us". It came the moment of budgets, of searching space, buying materials... By a whole network of contracts they obtained a cash register, shelves, a scale... and the space. A lengthy process of about a year when Antonio spent his family support pension, and his family lived from the sale of potatoes. Josefa tells that "it was sometimes difficult for us, we had also lacks, but when I felt that I no longer can he encouraged me, and when he felt he no longer can I encouraged him. This remained to us". Hope.

The shop and the excitement of its opening materialized, but this was only the beginning. Their dream exceeded the borders of what they already had, because they wanted to open another place in their neighbourhood, to the thousand housings, for which they had to ask the help of the town hall. They already had a negative answer, but they had also the recently inaugurated shop and they had to try. And they retook the process of documents, projects, requests ... "We expected a „no“, Simarro from Acceder expected also a „no“... and one day they called us and told us that it was approved, that they gave us the space! But they gave it only with four walls, we had to build a toilet, a pantry, to put the sanitary installation, to draw electricity, to blanch, put the floor ...because there was nothing".

It was a moment of joy and of nerves, but also of making difficult decisions. In the other shop, they have recently opened, they paid euro 300 on the rent, and for this they had to make a new investment, not only economical of materials and labour, but also of energy. "We had the experience of the previous shop with which we struggled a lot, and now we had to take again the decision to close in order to open this business, to take it all from zero. We thought a lot". they passed through moments of discourage, but eventually they made the decision to close down the shop and to invest these euro 300 on a month in this new project in order to buy materials, brick, concrete, to pay the monthly fees to the Town Hall and to pay the architects without borders who make the technical project at a smaller price than that on the market.

### ***A family business***

Today Antonio sells vegetables while he works at the shop. He performs alone almost all the works, implementing all the years of accumulated experience in construction. The idea was that all the family to work for this

business, “I distribute at residence, and my wife and daughters serve the customers in the shop. I shall hire my daughters in order to be able to contribute to the State, thus making their own future”.

Meanwhile, until the shop is finished and they can open it, it is not at all easy for them and they are aware that they have to spend less and to overcome emotions. There were moments of crises, needs, troubles, discouragement ... “We want to maintain the family and to keep our business, but this does not come without nerves and sweat. We organize family meetings where we have time to talk, this can be done, this cannot”. And in moments of joy they spend especially with those who offer them the support, in the difficult times it is twice important the friendship, and with an intelligent proof of good sense they recognize that “sometimes we stubborn on a certain thing, but there is a solution for everything, maybe we don’t see it and then we need other persons to tell it to us”. The fact they never lose sight is that they fight for their future. Theirs and the girls’.

Ramona and Carlota left school at 13 or 14, in the moment they had to pass from gymnasium to high-school. Antonio and Josefa still doubt about the pertinence of their decision and even if Antonio thinks that “I have done no good”, Josefa justifies this fact explaining that “we have not seen from their part that they would be reluctant, that they would care about school”, even if Ramona, the biggest, wants to get at least the study diploma and the driving license, and sometimes she talks about how it would be to become hairdresser. But now the expectations of the two girls are directed towards the duties they shall have in the shop. Their parents say that “they are enthusiastic, they imagine how they will serve the clients”, but Josefa adds that she would like that Ramona to have the initiative to open at one moment her own hairdressing saloon: “to be honest, I would like that”.

### ***Management of challenges***

For each member of the family to get involved in the business it means a different challenge, but it is admirably the effort put by Josefa. She practically has not gone to school “at 13 years she was in the second grade with the small children, where the teacher would put me to stay near her, and when went out she told me ‘Carmona, you remain in the class ‘. They were 3 brothers and 2 sisters and she was the eldest, so she had to assume many responsibilities when her father and brother went on the site to work, and her mother went on the market to sell tights and socks. “I looked after my sister of a few months, I had to clean, wash, I managed all, only I did not prepare the food because my mother would not let me, she was afraid to not burn myself”. Until I got married at 27, “all my life I have cleaned and looked after my siblings”.

Despite the fact she is not educated, she is decided to attend to the family business. Stubbornly and with excitement, but also with nerves she faces the challenge to learn the path of things, starting with the computer and the cash register: “imagine how much nerves I had, there were nights when I did not sleep. I was afraid and I panicked”. But she learned a lot in the four months in which she had the first business, both about management, and about the importance of things which represent more than the financial statement, “because there are a lot of people, especially old men, who wants to talk, and they like to tell them things, and ask them how they feel... all the small attentions towards the clients who enter the shop. With you they manage to express their issues”. And one of the features of Josefa is sociability and the generous smile. Both of them understood that they bring to the business human quality. And that, all along with their religious belief which is part of the energy that help them to go further.

Antonio and Josefa, nonconformist and fighting characters and generous spirits (offered potatoes or chickens to those who have seen that they cannot pay for their services), they are the openers of roads. They are an example of constancy, dignity and initiative for their people. They know that you are allowed to dream, to purchase your dream and, with support and patience, to achieve it. That is what they want: “that our experience could serve the others, that people to get inspired, to see these circumstances, and that the doors don’t always stay closed, that always a new day is looming on the horizon. I hope to be another Roma to take the initiative I took, to fight for what they want, for their future and freedom”.

### 14.1.3. Unemployed population

*PIEDAD SILVA. Madrid.*

The colleagues and peers from the chef course which Piedad graduated talk about her as being an honest friend always with a smile on her face.

She was born in Extremadura where her parents are from, but has been living since the age of 7 - 8 in Latina district from Madrid. A great part of her childhood she spent it in Las Mimbreras, “a neighbourhood at the edge of the world, but with quiet people. Then followed Barrio de Abajo, which became rather disreputable”. They distributed them in Caño Roto neighbourhood where she also lives now: “Once arrived here, we started a new life”.



She is mature and decided, and even if she does not know well to write and read, ever since she was a child she knew that she wanted to work, to obtain her driving license, to be active. A decision for which in the first instance did not benefit from much support. Her parents did not want to let her work, “they told me don’t work, even if you would be in the front of many doors they won’t let you in when they find out that you are Roma. I told them that it cannot be, that I will try”. Since then I have tried many jobs about she talks with pride and satisfaction.

But Piedad always worked, in the house and at the market with her parents and brothers: “Many times I went out with my brothers and I told my parents to remain that we go in the market”. Already at 18 years she decided to get employed with her neighbour in the trading of underwear which she bought from a shop and then sold it at overcharge to her friends and to other persons which she knew in Vallecas where her father worked. Following this initiative, she obtained her first contract in a clothing store near her home, where she filed a resume and worked for one year. An experience from which she learned not only how to keep a business, but also how function the preconceptions of people: “A Chinese hired me. I thought that all the Chinese are the same, but there I changed my mind. I thought that all the Roma are treated alike, but this man behaves very nice to me”.

He distributed his duties with other Chinese woman, a Brazilian and a Romanian, and despite her low level of studies she believed in her experience and her ability of self improvement, “because the best sellers we are the people from the markets, because we interact a lot with people, and in addition we the Roma have this thing ... we have our charm.”

### ***Education***

Piedad started school late and abandoned it around the age of 12 or 13, “the idea is that I would attend for one day and not go for three days”. She remembers her teacher with love and gratitude placing her by her side to help her. “She taught me everything I know, I shall be grateful all my life. Her name was Trini and she was from Extremadura”.

Now she wants to “study thoroughly” and she relates that she would have liked to be able to write and read better and to learn history, because she likes castles and she dreams of seeing the world, although she is constantly told that “a girl of the Roma ethnicity group cannot do so”. She is trying not to reproach her mom for the decision to keep her from attending school like her brothers, and she encourages them to try harder: “I always tell them, do you want to be an illiterate like me? Be what you want to be, you should at least give it a try, set your goals.”

### ***Identity***

“I did not want to be... to spend my days in the kitchen around pots and pans. I think there is plenty around to do, other things can be learned, and by this I don’t think I am much more of a Roma than others around pots and pans”. Today Piedad got her driver’s license, and she drives to work and to many places, she lives an autonomous life without forgetting to visit the Evangelical Church to preserve the Roma values that her parents left her. “They offered me respect and an education. They are authentic Roma representatives, although nowadays our condition is evolving. We are familiar with our values and that we must not give up our Roma status if we want to accomplish a great deal”

Clearing new paths, working, even if she is not married, Piedad feels good about herself: “I acknowledge what I am and that is why I think my parents trust me this much”. A trust which she earned with effort and perseverance from the moment of her first job where everyone though she was crazy and not last very long, up to the moment when they discovered that her contribution to the family economy proved to be fundamental in harsh times.

She knows this is not an ordinary thing in her entourage, “because the fate of the Roma woman is to get married. I know this very well, because it is important to start a family and manage a household, but I believe there is more to life than just this”.

### ***Discrimination***

When Piedad was 20 or 22 years old, her parents decided to go back to live in Extremadura, when her father lost his job. “They bought a house there and started trading in the market because it was a lot easier there”. After living with them for two years she decided to look for a job in Madrid. With the help of her parents, she was selected for several jobs as a door to door sales agent and as a receptionist of a building, “where a lot of people would ask me, and I confirmed that I was a Roma woman. A boy used to always call me ‘gypsy girl and I would laugh”. Her family was constantly amazed. “They laughed so hard when I would tell them about my job as a receptionist, they said” if you cannot read and write, how can you do your job?” And I would answer, well, I’m trying, what else can I do?” Piedad has always tried.

Then she got a job that she enjoyed very much and where she lasted the most, as sales representative for ‘La Fábrica de Chocolate’, a food unit in the Isla Azul shopping centre. “It was the most beautiful experience of my life”. She got the job with the help of Estrella, evangelical pastor at the church of the Pan Bendito neighbourhood, and she worked with another Roma girl she fondly remembers of. A lot of Roma representatives asked us if that unit was ours and we would tell them it was not and then they asked how we got the job and we would tell them it was either a fluke either the will of God. But our manager had to suddenly close the unit and Piedad all of a sudden went from happy to facing even more discriminatory reality.

She was hired by frozen products company where after a trial period they told her they were satisfied with her work and called her to sign the final agreement. “They asked me if I was Roma and I said no”. But because I had nothing to hide, I admitted to the Official that I was a Roma woman. After only three or four days, Piedad was fired for moving too slow they said. “It was the most horrible experience of my life, the ugliest! They humiliated me a lot, they underestimated me and I was very angry, I felt weak.” She is aware that she was the victim of a discriminatory act, but this experience made her stronger: “I told them that when a door closes another one opens and that I don’t want to work with such people “I don’t want to work with you”.

At present Piedad is building a new future, without losing her strength, enthusiasm and characterizing cheerfulness. She just finished a chef course and is glad to have started practicing the knowledge acquired in the kitchen of a general school. She would like to work here and continue exploring her autonomy. “I am a person that can stand on my own, I’d rather earn my living through my own strength and say, I earned this, I learned this, I did this”. With this belief she greatly appreciates what her decisions and professional path brought her so far: “the first time I left on vacation from work I was thinking “Oh God, if had gotten married I would not be here now. And I think about the same thing whenever I meet so many important people in life who offered me affection, friendship, wisdom ...”

Without being truly aware of the example she represents for a lot of Roma women, she smiles and always goes back to claiming her origins and freedom: “I will not stop being a Roma woman if I am more than that. I want to teach my children never to forget who they are, our culture, but at the same time I shall teach them to be inventive, to have a future, not to get stuck”.

*JONATHAN GABARRI.  
Valladolid.*

Jonathan is a painter and the oldest of three brothers. In his family his father works as a fruit seller and his mother as a cleaning lady. Every day, after each of the family members leaves towards their daily responsibilities, for Jonathan, a new day of job hunting begins.



He studied until the age of 16 when he decided to abandon school in order to attend a painter's course. By the time he was 17 he was already working: "after graduating the course I already found work in a company. I could not work overtime because I was a minor. I started at the hospital of Valladolid, it was very cold because it was winter, but it was all right". He was the youngest of the company and he was happy to be able to earn his own money, although today he is sorry to have abandoned school, "because without a degree you are nothing".

***A career path marked by crisis***

In his short career path Jonathan worked almost always as a painter, and among the different jobs he had the one that mattered the most and that brought his the highest amount of satisfaction was the first, "because at that moment doors started to open for me in a moment when no one cared much for a 17 year old kid". He got this job due to the recommendation obtained from the Prefecture of Valladolid, where he performed the painter's course. Aware of the importance of life support, he gladly remembers the role of his teacher: "my workshop teacher was one of the pillars of my career path; Emilio was the one who taught me everything and the one who had faith in me. The company requested for two boys, and he said you and you the other won't do, and for that I am thankful".

But the company went out of business, "and because I started to work when the crisis started, I had luck", and Jonathan went through 5 more working stages, 4 out of which as a painter with an autonomous employer who hired him and one in a brake and systems plant which he did not enjoy very much because "he was more of a slave, you had to do a great many things in very short time and you couldn't stop for 8 hours in a row". He had to work in shifts and the nightshift was the hardest, from 10 Pm until 6 am, "but I had to conform".

He took advantage of all these years and took some courses: “I took a lot of courses. Through the Secretariado Gitano I took a course of sale point, one of maintenance and one of initiation in welding; then with INEM I also took an informatics course. But I was not awarded a diploma”.

### ***Unemployment***

For almost two months Jonathan is unemployed and he is experiencing the longest period of unemployment in his career. Gradually the days get longer and he is starting to get discouraged, but without giving up hope: “you got o an interview and they reject you then you disarm and the next day you got o another interview, and you look, and eventually you find something”. He understood that this experience helped him appreciate work more. “If before I used to appreciate it more or less, now I realize how important it is. When you have a place to work you can take it for granted but when you don’t have a place, you can truly appreciate it”.

The unemployment situation Jonathan finds himself in is not only marked by the alternating feelings of hope and discouragement, but also by the certainty that his Roma statute limits his chances: “you go to an interview and you realize from the gestures and the manner you are spoken in. You are told that they have already found a man, even without him going through an interview, and you leave the room and another one follows you immediately, you realize all this, you see it”. Then he adds that this does not happen everywhere and that the situation is changing although it is a long way to go. “People will become more open minded they will get to know you better, realize that we are not all the same. But discrimination will continue to exist, not in the same amount as before, but it will not disappear either”. Luckily, in one of the work places the burden of discrimination was not felt at all, on the contrary it was the reason for my support”.

Despite all these things, he remains motivated, especially now when he is about to get married, looking for a home and having all his expectations oriented towards obtaining a work place and supporting his family. He is happy with his situation and, although he is only 21 years old, in comparison to his brother he feels mature: “I am old, so to speak, because my brother lost a year and he is 17. I managed better; I knew how t olive more, no matter how young you are you get to repent”.

### ***Perspectives***

For the moment he does not seek unemployment benefit, even if he is entitled to six months, “I don’t care about collecting unemployment, I dislike the idea. I’d rather have a job”. He was offered a job as a tele-operator and will

probably take it, although he says “It’s not a big deal because they don’t provide any safety, but this is it”.

He would like to find something else, as a painter, but in these times he learned to cherish what he has no matter how little and he learned that if you work, no matter what job, it will bring you the desired independence: “to depend on no one, to matter for what I am, and never to be a parasite”.

In any case he knows that, irrespective of the situation, he is lucky to count on the constant support of his family who always backed him up in his decisions. As he was sometimes contributing financially to the welfare of the family “even if they did not need it, but they are very stubborn”, now he knows that his parents will offer him “with all their heart” the things that he shall need. He considers the possibility in which, if he doesn’t find work, his wife will work. This situation is not strange for him because this is what he saw at home, his mother always worked outside the household. “If she has to work because there is more work for her then so it shall be, I see no harm in this. One must not be so narrow-minded.”

No matter what happens, for now he is counting on the enthusiasm, experience and the result of it, his: “maturity”.

*NOEMÍ MANZANO.  
Oviedo.*



On a regular day Noemí wakes up, cleans and does house chores; at 4:00 pm she picks up her brothers from school and takes them home, and in the afternoon she goes to church or home to one of her friends. One would say she is the typical example of any girl her age, if she were not one of the few Roma women in Spain who is the holder of a university diploma and in search of a professor position.

Her family offered her enough examples to follow. Her mother studied pedagogy and she is a teacher, and her father is a sanitary mediator and in this moment he is implementing a project for the opening of a PNL school (neuro-linguistic programming) and instruction. They are not the only opportunity providers, because there is a cousin of hers who also served as a model, after he quit school to work with his father, he decided to attend the university acceptance examination for people over 25, and now he is a social tutor. “He studied at Harvard and he keeps on studying”.

At first she did not think to follow this path. She planned to abandon her preparation for the baccalaureate in order to take a two-years course of professional training, “but mother told me, wait a year and finish your studies, then you will have several options and it will be better”. Now she is the proud holder of a diploma for over 6 months and it seems that the three years just flew by.

She enjoys reading and as a child she participated in several activities, “I loved to swim, from a young age I attended drawing courses and I took piano lessons. I also love philosophy”. She relates that her father has a lot of books although she does not read as she used to. She is active and always excited, and she is aware of the example she provides for many, starting with her brothers, who “tell everyone that her sister is attending University. My ten year old brother told me ‘I want to go to the University like you, I will be the first Roma representative who goes to University, I enjoyed hearing him talk. I also have a ten year old cousin who said he wants to be just like me”.

***The only Roma woman at the University***

No one in Noemí’s class knew she was a Roma woman and some thought she was a “Moor or Arab”. She paid no attention to them and neither did she comment

but she said “as they did not know, they talked badly about Roma ethnicity groups, until I told them the truth and they were speechless...” She also experimented the effects of prejudice of her own teacher who during one of her lessons of Education Pedagogy explained how the Roma should be treated adding that “they are very dirty and live in the streets, that they are bad, they steal ... the students were watching to see my reaction but I said nothing so that I would not disturb her class. I waited until she had finished and then I went to her and told her that I am of Roma ethnicity, that I have a house which I live in, I am not dirty, I am trying to find a job, I don’t steal and am not a troublemaker. She was stunned and could not stop apologizing”.

And so, eliminating the borders of prejudice, Noemí was awarded her diplomas year after year, “in the last year I was granted good and very good marks”. This was also the year I enjoyed the most, “and the teachers were very nice to me”. But the path of prejudice is a two way street, and Noemí is trying to eliminate also the prejudice coming from her own community where some still call her a „*paya*”, a word that, as she confesses, makes her feel bad. Although “there is an equal share of people who see me as a „*paya*” and who enjoy seeing me and think that I make the Roma people proud”.

The truth is that Noemí feels different. Different from many of the Roma people she knows and from the „*payos*”. She feels that “Roma women are very narrow minded they always see only what is bad. They see you got o school, or see you leave school, or they see you with a group of colleagues and they are not ok with that”. Speaking of „*payas*” they “have more freedom, because no matter what, the status of Roma is protected by law, and that is very clear”. There is one thing she is certain of, no matter how much she studies she will always respect her parents and Roma habits.

And without ceasing to surprise both the “*payos*” and the Roma, and also to look for a job, she enrolled in a University institute for a post-university course of evangelic religion. She has two more years of study, “but mother says that I can cut one off because it is a remote course and I can keep up. I got stuck so I will study a little bit more, because if I don’t my mind will lose practice...”

If she had the strength to end up here and continue studying, it does not mean that sometimes Noemí did not experience moments of despair when she felt as an outsider, “and the fact that I did not see another Roma in the same place where I was, was pretty discouraging”. But due to the support and constant encouraging from her mother and duet o her own will power she overcame all these barriers.

### ***Going back to school***

An irony of fate was that Noemí ended up performing her practical internship at the same school where her brothers studied and are now attending. “I met my teacher from 20 years ago. When she saw me she was extremely surprised”. She enjoyed this experience very much and it helped her strengthen her belief that she really is what she wants to be, she feels that working with children “gives a lot of satisfaction, you see results, you see they learn things and in addition they grow fond of you”.

Now she is collaborating with an association where she attends two days a week in order to exercise some tutoring activities. It is not easy because there are boys and girls of ages between 9 and 14 who are “slightly rebellious”. It is an experience from both sides, because “they are all Roma. They are used to seeing „payos” and they were surprised”. Noemí is nervous sometimes when she hears that studying is the last thing on their minds because it is not for them. “They already have this thought planted in their head and it is difficult to change their mind”.

She knows that her present mentality is due to her family and studies that brought “the change in her way of thinking, the desire to see what is beyond her knowledge”. Throughout her teaching career she lost her shyness acquired knowledge, “I was very narrow minded, but when you start to learn, you meet a lot of people and find out a lot of things. I have learned a lot from my interaction with people”.

She also believes that there will be more and more Roma men and women who will study and end up studying in a university, “I believe that parents are realizing this more and more and in a few years it all won’t seem so strange to them”. Actually, her dream is just that –Roma men and women studying and ending up at the university, just like her. She wishes to establish a group for all the Roma who are studying, an idea that she discussed with the Roma men and women that she met at a gathering where she discovered there were many who felt like her, but who knew each other. “I wish there were more meetings with young Roma to see that we are many and I am not alone, that we can come up with ideas”.

*Only to add, among smiles, that she dreams of becoming an artist.*

## 14.2. Active Immigrant Population

### *MITICĂ BĂHICĂ. Oviedo.*

Mitică was born in a village in the south of Romania, and his childhood was marked by his elder brother's illness who died of leukemia at the age of 15 – and by his parents always missing from home as they got by on selling and purchasing and often travelled to other cities leaving the other children at their grandparents. For the entire family these circumstances were difficult. Apart from the fact that they got by on selling, and that would mean getting by from one day to another, for the seven years the disease of his brother lasted, their father commuted to the city where he was hospitalized. The rest of the family barely saw him. A big part of their income was for financing these commutations, so that they could bring food and drinks to the hospital, and provide money for food for the hospitalized brother.



As if he related insignificant or ordinary activities, Mitică explains that he did not go to school until he was 11, “the ’89 revolution came, we went to other towns to work, I got sick...”, so he woke up at the age of 14 that he was attending school with the 10 year olds; it was then when he decided to quit school and help his parents. Ever since he has lived in several countries and ended up speaking 5 foreign languages.

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He lives in Oviedo with his wife, his five year old daughter and his two year old son and relates that life is very different here. He misses the parties, the habits, the places, but especially the people, “his family and several friends from the village, because everybody knows one another there”. Regardless, he is happy to have taken the decision to come to Spain, and his experience helps him become recognized for all that he obtained so far, with the certainty that it was worth the trouble “for all I have here and did not have back home, sanitary services, an incredible educational system for the children, another way of thinking, a stable job, a much more secure living... I have been here for 4 years and never have I lived such a life”.

### ***The migration experience***

“When I first got to Spain all I had was hope”. Today Mitică says that in 4 years he accomplished what he wouldn't have accomplished in 20 years back home, although his life has been marked by migration since he was a child, as he commuted through the territory of his own country, for work.

The first time he left Romania he was 18: “as we saw that business was no good at home, we left for Serbia to sell. I arrived first because I had a friend there. After I learned the language and the work, I called my family”. For two or three years I was there selling merchandise brought from Hungary, Turkey or Romania, in a moment of post-war reconstruction in which the country was passing through an embargo. Things were good until the legal reforms incompatible with their line of work were settled in, so they decided to go back to Romania.

That was the moment when Mitica got married and decided to leave his parents’ home to try to start his own family. He was 23 years old. The times were harsh and they often didn’t manage to get by. He finds it hard to believe, when he relates, that when his daughter was born he had no money to clothe her and after having paid the car that took them home from the hospital he was left with money to buy a blanket and ten diapers. It was my last money”. Therefore he did not hesitate when his brother in law who lived in Oviedo told them they should come live with them.

His first impulse on arriving in Spain was to gather enough money to be able to return in his own village and buy a house, “to keep my family stable and not wonder from one town to another”. Today, comparing the situations between the two countries, he does not know the best solution. “I see the situation from home on the internet and I see how the living is here and I don’t to whether to go back or not. We will stay a couple of years more, for the girl, who, he relates catching his breath, speaks Spanish more fluently than him, ending up even correcting him.

It was here where he learned how to be an electrician, which he enjoys. He started working as an unqualified worker, specialist in industrial electricity and due to his talent and perseverance he was entrusted a whole team that would participate in the works. He would like to continue working as an electrician, although he is a man who can easily adapt and he is aware that he cannot always have the possibility to choose: “as I am without studies I must take what is offered to me, but I enjoy working as an electrician, I learned a lot from this job and I would like to continue with it”.

His positive character always helps him see the glass half full including the case of the jobs that offer little satisfaction, such as his last job at a cleaning company: “of course, I had to clean... but sometimes this implies pretty unpleasant things, I am not saying it was not a good position, any job is good. The good part of this job was that the colleagues helped you and you felt good and supported in their presence”.

Although Mitičã is unemployed at the moment, he is happy with what he obtained in life. His wife is working in the kitchen of a food and cider restaurant, where people treat her well and she feels well, they have their own home and especially they can afford whatever they need, things they did not even think about years ago. “I did not even dream of having my own leased apartment and my own work place, to live my life like this, it is much more than I had expected. A lot more.”

### ***Support networks***

In order to get where he is now, the existence of an elementary support network was extremely important: “if you don’ have someone to support you, to at least offer a hand, you cannot make it on your own”. In the case of Mitičã, this network was mainly composed out of his brother in law and then out of the people and associations of support such as Secretariado Gitano. His brother in law accommodated them as soon as they arrived. They shared the same space for a long time with the settlement that his wife handled the house chores and stayed with the children. Also because of him he obtained the papers, he took the steps for the incorporation in the People Records or for obtaining the health card, and especially his first job.

He is grateful for all the support offered by organizations such as FSG, especially for the support given in the sense of an effective integration, beyond the strictly professional integration. “Apart from the fact that they facilitated the participation to qualification courses and obtaining a job, they also helped on a social and personal level”, supporting them in elementary steps, as important as registering the little girl in school or information about different courses and options available.

And because the networks are connected to one another and they function back and forth, just like the experience of migration, Mitičã offered his support to others whenever it was necessary. When he managed to move into his own place he made his brother the same offer that his brother in law had made to him and whenever he could he shared his money with the family: “when someone closet o me is going through something similar to my situation, I completely understand him and I try to help him, (...) I have experienced this and I am trying to relate”. Since the crisis, it’s been two years since I sent money home, “but I truly hope that soon I can send 100 or 150 euro, I know it is not a lot because I am unemployed at the moment and it is rather difficult to get by, but I know the living is not easy and I’ve been there, so I won’t abandon anyone”.

As if he were born without an ability to be discouraged, Mitică continues to be perseverant in looking for a job to be eventually able to send money home or to get to see his home country together with his family, and he calmly states that most of his dreams came true. “Now I can afford to get to places I used to only dream about and daily have the things I need. Now my dreams are headed towards my children. One day I would like to have a household, here or in Romania, to have a home, it means a lot to me. It means I fulfilled my purpose”.

### 14.3 Inactive Population

*ROCÍO LAZCANO.  
Madrid.*



Rocío is 22 and has lived in Vallecas all her life. She assures us that there's no place else she would live in, "I like it here a lot". She is part of a family with 5 brothers out of which she is the oldest and she has a sister and brother who are twins, five years younger than her and another two baby sisters out of which one is adopted. She affectionately explains that the adopted sister is the biological child of a woman who was walking through the neighbourhood, "and every time she passed I would give her baby clothes, I often looked after her and one day, she left me the baby and disappeared". Shortly after they found the mother of the child and asked her to resolute the adoption papers and because everyone agreed, the little girl was soon part of the family.

Rocío's father sells and buys cars, and her mother takes care of the house; being the oldest she recalls contributing a lot to her siblings' education. "Yes, I raised them all. The twins were a little older, but my two younger sisters called me mom".

#### ***The will to learn***

At the age of fourteen her mother considered that Rocío had to quit studying "because, as it is known, Roma women do not attend school". But she really wanted to continue her studies and training, that is why, at 16 she managed to convince her family to let her enrol in a social warranty program for the job of hairdresser. Even if she is sorry she did not graduate, she says that for her the job of hairdresser is more of a hobby than a career and that is why she preferred to focus on what she was truly interested in: She enrolled in the medium level of training with the help of a scholarship awarded by the Secretariado Gitano, but after a year and a half of efforts she did not manage to finish. For a period she worked and resumed her studies because in her opinion "without studying you cannot do anything and because something has to be done, we cannot always remain... we must evolve. And we can do this".

At present she is studying to obtain the diploma at a high school in Vallecas, where she is strongly supported by the teachers, colleagues. She relates that she is doing “great, everyone has faith in me”, in addition she is aware that she is giving the teachers a special motivation to do their job well “Because they are not used to seeing Romani girls my age who wish to learn, and when they see such desire of learning they are motivated, when I graduate I will miss them”. At the same time she is learning to obtain her driving license explaining that she is a thousand times more nervous about her written examination than about her practical examination.

Studying gave Rocío a chance to mature, to grow up, to change her perception about the world, to learn a lot and they offered an important motivation to move on and obtain all that she proposed herself. Studying, she discovered she liked to read, a thing she was not previously aware of, and now she devours novels of intrigue and suspense, and she jokes saying that “yes, I like to read a lot, just like women like *“paya”!*”. Her objective is to study to become a specialist qualified in social integration and, with this diploma, the doors of universities will open for her and she will be able to study Civic Education.

### ***Transformation of unpleasant things***

The interest manifested and the work in the field of social integration comes from the desire to be able to help the ones around her. She says she would like to work with children, but especially with Roma women “because they must take a step forward. For what it’s worth, men are free to do what they want. Maybe the women don’t even propose to be free just because life had not permitted them to see beyond what they already have”. Another problem she is preoccupied with is the violence against women: “I see that on TV or somewhere else, it affects me and I would like to help”.

Rocío knows she has to be professionally trained so that she can manage this, but meanwhile her interest for transforming realities she does not like have motivated her to look for an activity within the Secretariat Gitano where she could volunteer. She is anxious to begin.

Rocío alternated the periods in which she worked with the periods in which she studied. The first time she worked she was 15 and she wanted to earn some money to buy Christmas presents; she had to make Christmas pies and she worked the night shift. She was very young, but work was right outside their house and she went with her cousin, so her family was thrilled.

Then she took care of the children, she was a sales representative in a clothes store, and her last job was at a beauty and care company where she ended up signing an agreement of practice after her hair styling course. She relates that “she enjoyed” what she did there, but when they changed their schedule she could not keep up with the afternoon hours, so she decided that “it was not worth the bother, because I did not know how much this job would last, maybe for a couple of more days and I was going to get fired, and remain with no school and no job”. Despite the fact that studying is her priority, she says that she is constantly looking for “small things” to blend in with the studying and responsibilities.

### ***Conscious woman***

When speaking of the difficulties encountered, Rocío says “I feel 100% Roma, because that is what I am and nothing else. But in the eyes of the people you are not the same as everybody else you are a misfit. But not everybody, I am talking about certain people”.

Although she is fully aware of the changes produced and of the fact that more and more Roma women study and work, she knows that for her family it is complicated because not only her parents, but also a great part of the ones around them consider that I should be doing something else. She analyses with clarity the obstacles she is confronted with day after day because “I have come across many difficulties, and when there are a lot of things who are just not in your favour you end up thinking that it may be time to give it all up, that you want no more, and that, I don’t know, eventually you will end up doing what you are supposed to, get married and take care of the house, things like these”. Nevertheless, she is determined to keep studying and to work in the field that she likes and she assures us that “one’s will to try is the most important thing”.

Rocío did not have to face only the rules imposed by her community, but she suffered a lot due to the discrimination against Roma women, daily experiences in her neighbourhood that she considers absolutely embarrassing and outrageous. She tells us: “before I would get so wound up and be so angry I could cry”, but every day she confronts them with a little more sense of humor. She tells us giggling that many times when she enters a store the security guard checks her as if she was heading to steal and many times she refrains herself from telling him that not only is she not going to steal but she may even have more money in her pockets than he has. In any case, she is very optimistic that society will change so much that racism will be abolished, and she wants to contribute through work and determination to the change of reality.

### ***Hopes for the future***

Rocío dreams of becoming independent: “I see myself as a true lady, elegant, having my own car and work place”. She would like to inspire all the Roma women who want to learn not to ever doubt, and even if they come across difficulties, to have faith that they will overcome, and not to care what the world says; if they want to they can make it. Her strengths and determination allowed Rocío to achieve her goals and she is further certain that if she has faith in herself, she will make her dreams happen.

## 15. GLOSSARY

**Economically active population:** All people aged 16 or over who during the week of reference (previous to the one of the interview) offer a hand in the production of economic goods and services or who are available and perform actions for the classification in that production. These persons can be classified as employed and unemployed.

**Economically inactive population:** The economically inactive population comprises all the persons aged 16 or over, not classified as employed or unemployed. Example: persons who manage a household, retired persons, students, persons not capable of working etc.

**Occupied population:** Consisting of all those people aged 16 or over who during the week of reference (previous to the one of the interview), had a job with the employer or have worked as freelancers. In any of such cases, a person is considered to be occupied if during the week of reference they worked for at least one hour, even if sporadically or occasionally, in exchange for a retribution in money or in kind (wage, advantage or family income). Apart from these people, there are those who found a work place but there is no work for them (occupied at the employer), or who have an occupation, but do not work (occupied as a freelancer). Meaning those persons who were missing from their job or work during the week of reference and maintain a tight connection with it, due to illness, accident, work conflict, disciplinary suspension from the work place and money, rest leave, study leave, maternal leave or other related reasons.

**Unemployed population:** All persons of 16 or over who simultaneously meet the following conditions are considered unemployed: without job, meaning they did not have a job at an employer or as freelancers during the week of reference. They are in search of a job, meaning they have taken concrete measures to look for a job at the employer or for taking the steps in order to get settled on their own during the previous month. Available for work, ready to start work in two weeks' time, starting from the Sunday of the reference week.

**Activity rate:** Defined as the process of the active population in relation to the population of 16 and over. In percentage terms it is expressed as the number of actives to 100 people aged 16 and over. The activity rate can be global or specific

to a certain group. Therefore, the specific activity rate of a social group (men, women, youngsters etc.) is interpreted as being the number of actives of that group to 100 people aged 16 and over.

**Unemployment rate:** Percentage of the unemployed population in relation to the active population. In percentage, the number of unemployed persons to 100 active persons.

**Employment rate:** Percentage of occupied population in relation to the population of 16 and over. In percentage, the number of occupied persons to 100 people aged 16 and over.

**Temporary work rate:** Percentage of workers who exercise their activity at the employer based on a contract of a definite term, reported to the total volume of employers. In percentage, the number of employees with temporary contract to 100 paid employees.

**Wage rate:** Percentage of the occupied persons who exercise their professional activity at the employer, reported to the total volume of occupied persons. In percentage, the number of paid employers to 100 occupied persons.

**Part time employment rate:** Percentage of the occupied population who work part-time (meaning, not full time), reported to the number of occupied persons. In Percentage, the number of occupied persons who work part-time to 100 occupied persons.





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