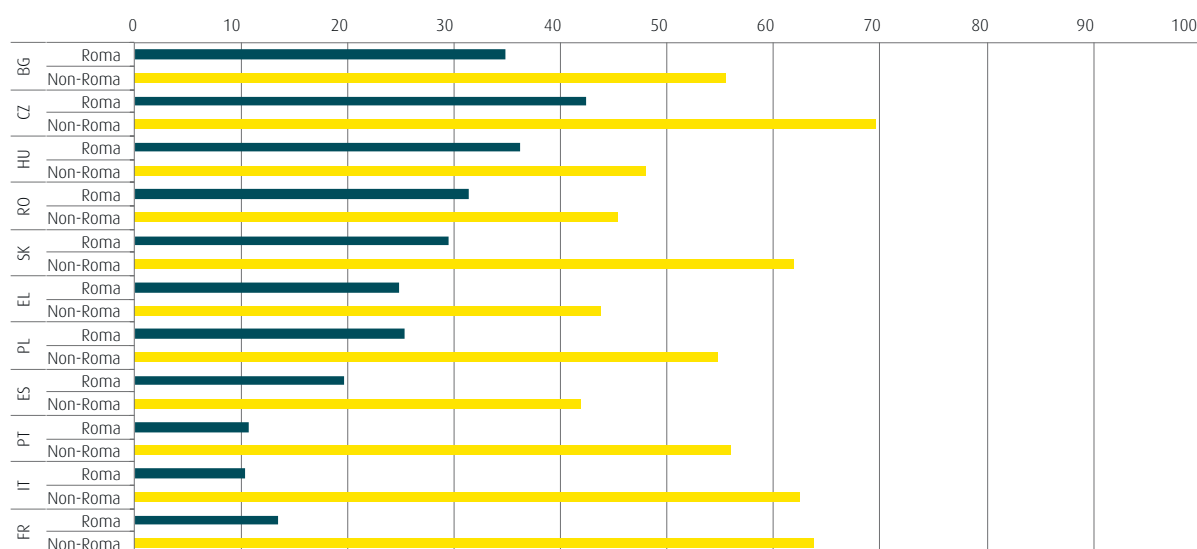


Figure 5: Household members aged 20 to 64 in paid employment (pooled data) (%) – excluding self-employment



Source: FRA Roma pilot survey 2011, UNDP/World Bank/EC regional Roma survey 2011

## Employment

According to Eurostat figures, the paid employment rate<sup>27</sup> in the EU for those aged 20 to 64 amounted, on average, to 68.6 % in 2010; the Europe 2020 strategy sets a headline target of 75 %. In the context of the economic crisis, however, it is reasonable to assume that competition for jobs, especially low-skilled jobs, will increasingly put many Roma at a disadvantaged position when competing for employment. This is not only due to their lack of adequate education and marketable skills, but also because they are often discriminated against: in 2009, EU-MIDIS data showed that one in five of the Roma surveyed reported discriminatory experiences when looking for work.

### Paid employment rate

The term ‘paid employment’<sup>28</sup> includes paid work (full time, part time and ad hoc) as well as paid parental leave, while excluding self-employment. In certain EU Member States, the self-employment rate is quite high, as explained below. It should also be noted that the non-Roma surveyed are not representative of the general population; the results for this group will therefore differ from data on general population statistics, such as the Labour Force Survey (LFS).

Overall, the results show that the headline target of Europe 2020 poses a considerable challenge. In this regard, the EU Framework target for “cutting the employment gap between Roma and the rest of the population” will require substantial efforts by EU Member States.

The surveys found important differences between the Roma and non-Roma surveyed in France, Italy and Portugal, where only about one out of 10 Roma aged 20 to 64 is reported as being in paid employment (see Figure 5). This is in stark contrast to the non-Roma surveyed, who report much higher employment rates. These low employment rates of Roma require further investigation as several explanations for these findings are possible: it may, for example, be related to the varying extent of self-employment across the countries surveyed – about 20 % of the Roma surveyed in France, but also in Greece, and about 25 % in Italy said that they are self-employed. In this regard, the European Commission Communication on an EU Framework for national Roma integration strategies asks EU Member States to grant Roma people full access in a non-discriminatory way to self-employment tools and initiatives, as well as access to micro-credit.

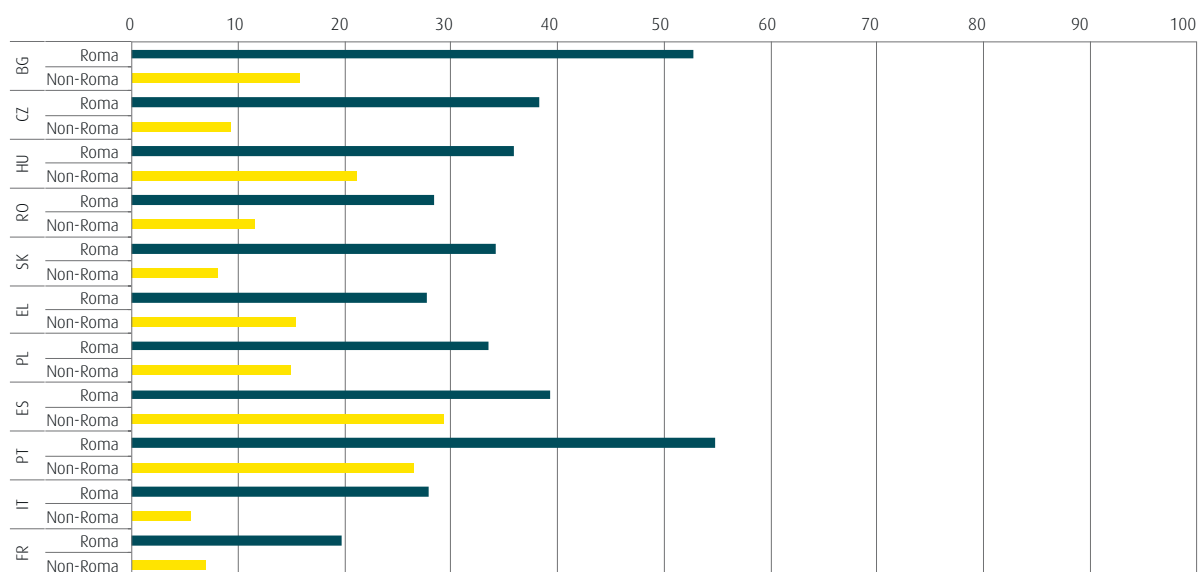
The highest rates in paid employment for both Roma and non-Roma are reported in the Czech Republic, while the smallest differences in employment rates between Roma and non-Roma are reported in Hungary.

The employment rates, which were calculated based on the UNDP/World Bank/EC data using the LFS methodology, show a similar picture, while also revealing additional important details in the five EU Member States – Bulgaria, Czech Republic, Hungary and Slovakia – covered by both surveys. For both Roma and non-Roma, employment rates for women are lower than for men, in particular for Roma.

27 This indicator is not directly comparable with the results of the surveys since it is based on a different definition. For Eurostat data, see: [http://epp.eurostat.ec.europa.eu/tgm/table.do?tab=table&init=1&plugin=1&language=en&pcode=t2020\\_10](http://epp.eurostat.ec.europa.eu/tgm/table.do?tab=table&init=1&plugin=1&language=en&pcode=t2020_10)

28 The surveys asked respondents to identify the work situation of each household member.

Figure 6: Respondents\* aged 20 to 64 who considered themselves as unemployed (%)



Notes: \* Respondents were asked to answer this question only for themselves and not for all household members. The two surveys asked questions on unemployment differently and therefore the data for this indicator could not be pooled.

Source: FRA Roma pilot survey 2011

## Self-reported unemployment

Measuring unemployment in surveys is complex as respondents may interpret their situation differently. For example, persons who work only occasionally or in the informal economy may prefer to classify themselves in a survey as unemployed. With this in mind, the findings under the indicator 'self-reported unemployment'<sup>29</sup> should be read in connection with other indicators, such as paid employment presented in the previous section.

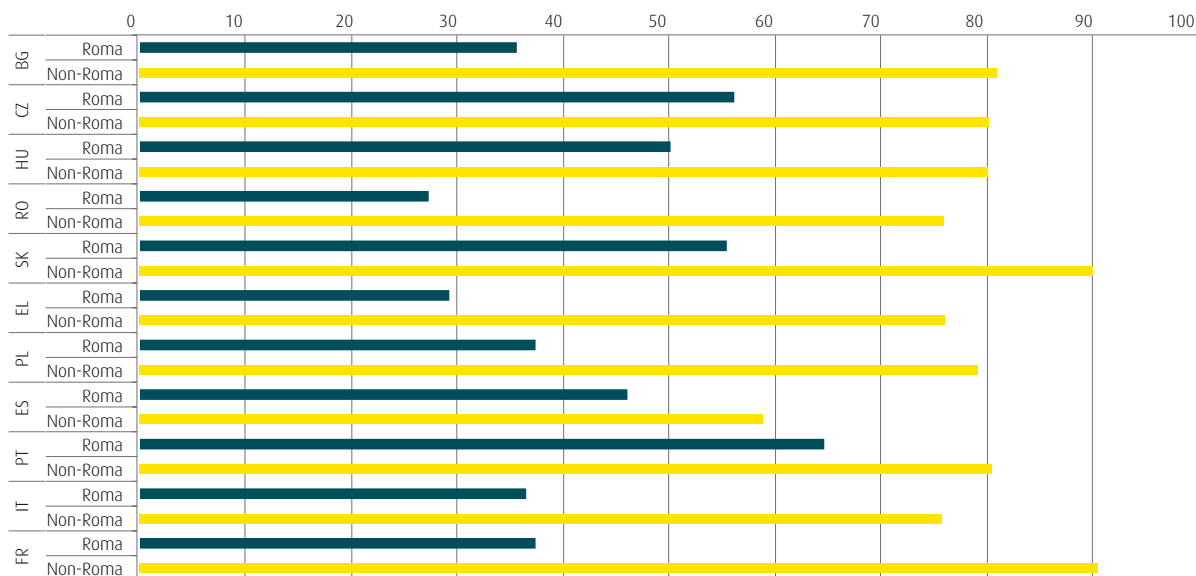
The survey finds high unemployment rates for the Roma across all EU Member States where they were surveyed (see Figure 6). In most Member States, the number of Roma saying that they are unemployed is at least double than the number of non-Roma; in Italy, the Czech Republic

and Slovakia, up to 4 to 5 times more Roma than non-Roma said they are unemployed.

UNDP/World Bank/EC data on unemployment calculated using the LFS methodology show a similar picture and reveal additional important details in the five Member States covered by both surveys in regard to gender and age. For instance, the unemployment rates reported for Roma women is on average one third higher than those for Roma men, while in the case of non-Roma the gap between female and male unemployment rates is much lower. In addition, of those young Roma aged 15 to 24, who said that they are unemployed, a worrying share – ranging from about 58 % in Hungary to 77 % in the Czech Republic – have no previous work experience.

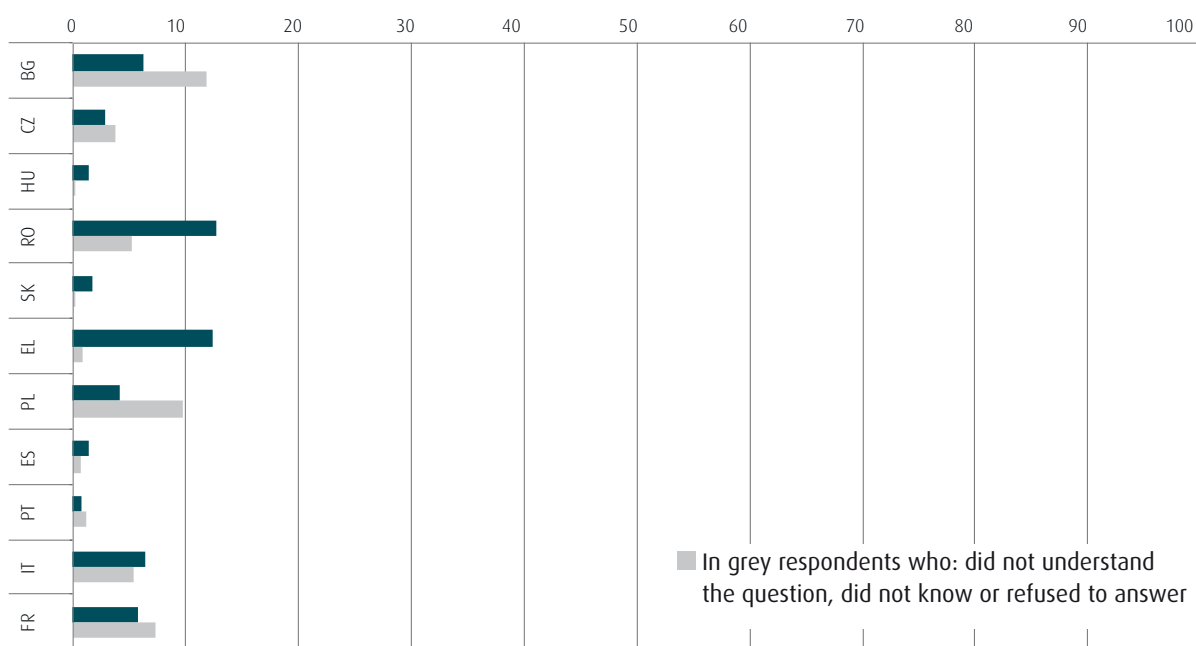
29 This indicator is not comparable to the LFS indicators for unemployment, which defines unemployed persons as those without work during a reference week but currently available for work, and who were either actively seeking work in the past four weeks or who had already found a job to start within the next three months. The FRA Roma pilot survey, unlike the UNDP/World Bank/EC regional Roma survey, did not limit the definition to any specific time period, reference week or availability and/or willingness to work in order to capture also those persons who may have been unemployed for longer periods and were not actively seeking work.

Figure 7: Respondents aged 18 and above stating that they are or will be entitled to private or state pension (%)



Source: FRA Roma pilot survey 2011

Figure 8: Roma children aged 7 to 15 who work outside the home (%)



Source: FRA Roma pilot survey 2011

## Pension

The FRA survey also asked respondents whether they are or will be entitled to a private or state pension.<sup>30</sup> In all EU Member States, fewer Roma than non-Roma respondents said that they are or will be eligible for such pension (see Figure 7). Nevertheless, more than half of the Roma surveyed said they are or will be entitled to a pension in the Czech Republic, Hungary and Slovakia, and two out of three Roma indicated this in Portugal. The results show small gender differences overall; in Greece and Spain, however, Roma men indicated more often than Roma women that they are or will be entitled to a pension.

## Child labour

The proportion of children aged 7 to 15 who are reported as working outside the home is very low in most EU Member States (see Figure 8); for non-Roma children, it is almost non-existent.

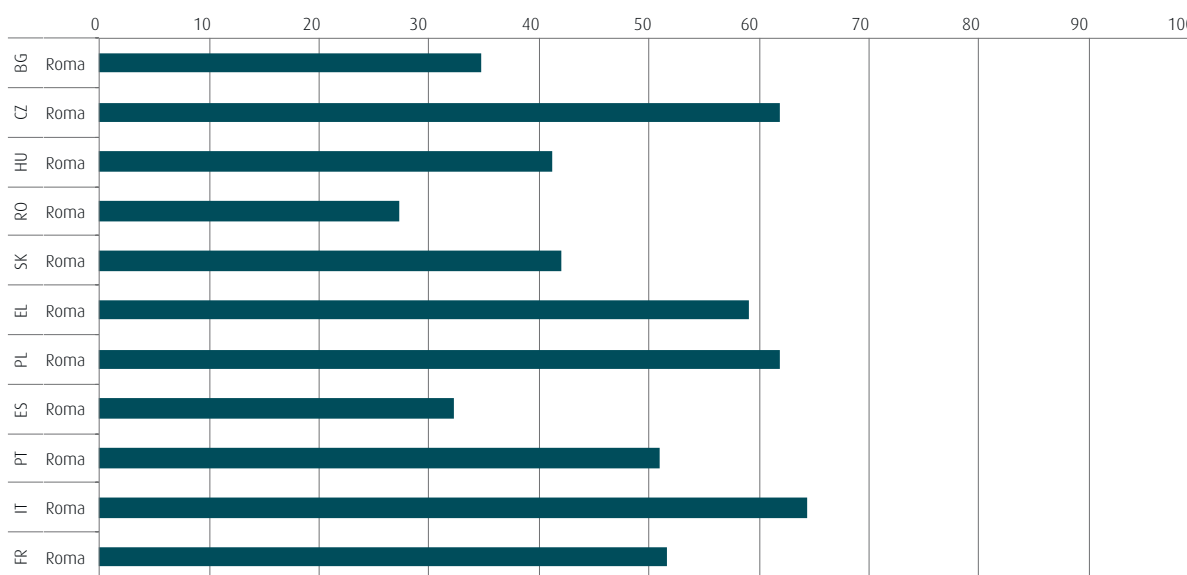
However, in Greece and Romania more than one out of 10 Roma children are reported to be working outside the home, while in Italy, France and Bulgaria the proportion is about 6 %. When asked which type of work children do outside the home, respondents said either that they are collecting objects for reselling or recycling, or they are begging on the street for money. Other activities of Roma children working outside the home include working in a shop, on a farm, in a market or selling things in the streets, running errands or guarding cars.

A significant number of respondents said that they do not understand the question, do not know or refuse to answer, which possibly indicates their reluctance to say that the children are working, or because the children's work did not fit any of the above categories.

## Discrimination on grounds of ethnic origin when looking for work

The survey results of perceived experiences of discrimination when looking for work in the past five years largely corroborate the findings of the EU-MIDIS survey in 2009. Eleven years after the adoption of the EU's Racial Equality Directive, more than half of the Roma respondents looking for work said that they have experienced discrimination because they are Roma (see Figure 9). The largest shares of discrimination experiences are among Roma in Italy and the Czech Republic. However, discrimination experiences are reported less in Bulgaria and Romania confirming earlier EU-MIDIS findings.

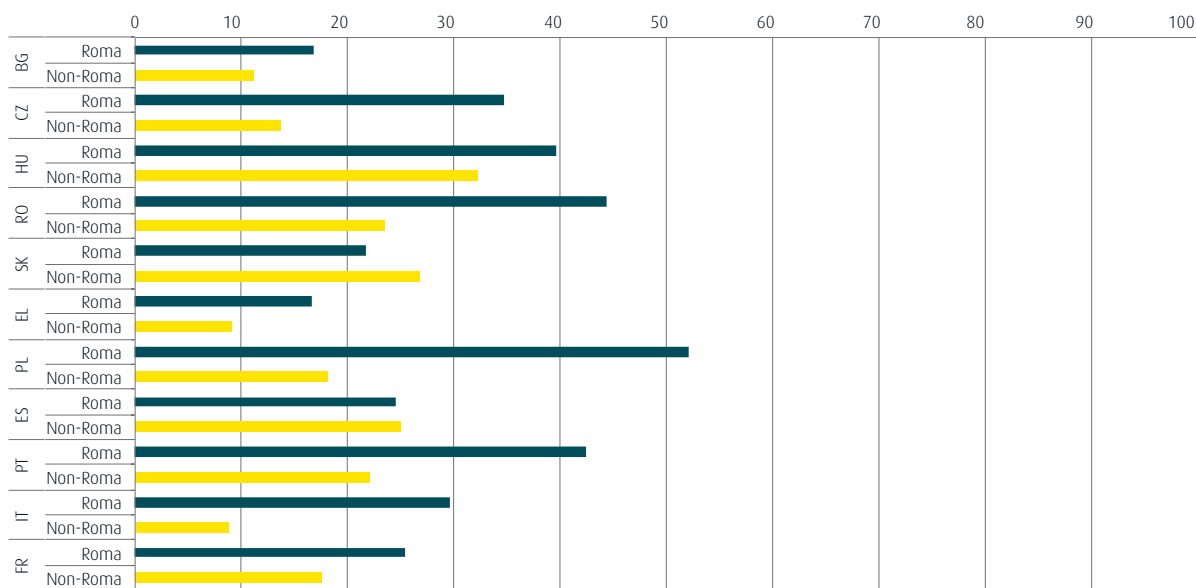
**Figure 9: Roma respondents aged 16 and above looking for work in the past 5 years, who said that they experienced discrimination because of their Roma background (pooled data) (%)**



Source: FRA Roma pilot survey 2011, UNDP/World Bank/EC regional Roma survey 2011

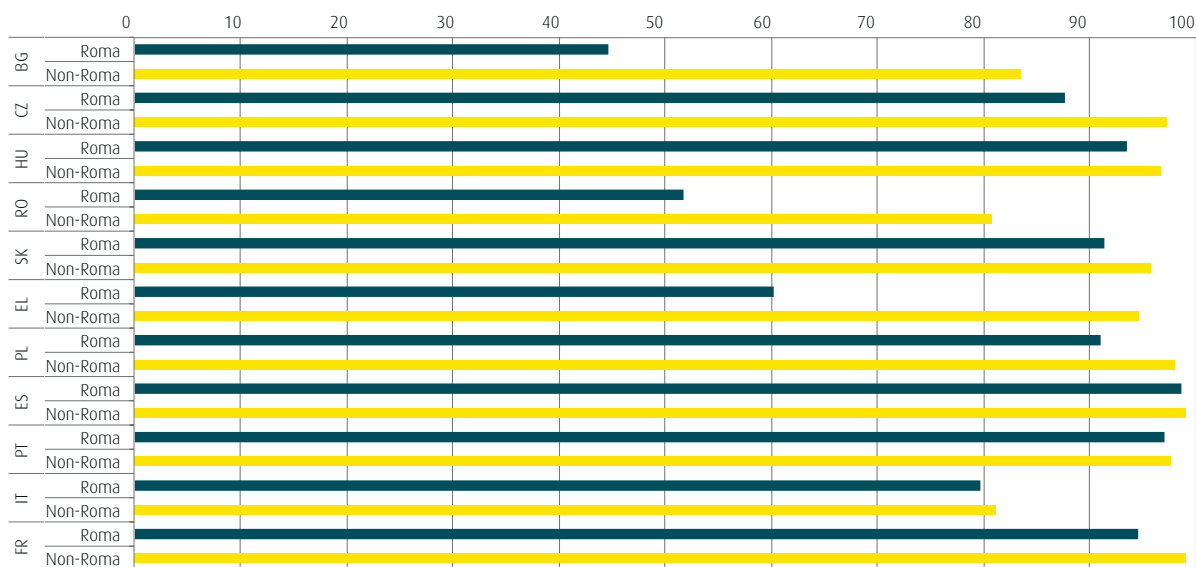
30 This question was not included in the common core questionnaire or the UNDP questionnaire.

Figure 10: Respondents aged 35 to 54 with health problems that limit their daily activities (%)



Source: FRA Roma pilot survey 2011

Figure 11: Respondents aged 18 and above with medical insurance (pooled data) (%)



Source: FRA Roma pilot survey 2011, UNDP/World Bank/EC regional Roma survey 2011