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TITLE:

Education and Employment: the situation of Roma in 8 EU Member States, 2016

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Country Codes

Country code	EU Member State
BE	Belgium
CZ	Czech Republic
ES	Spain
GR	Greece
HU	Hungary
IT	Italy
RO	Romania
SN	Slovenia

Contents

FOREWORD	7
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PART ONE: THE PAL PROJECT

1.1 Fighting discrimination and anti-Gypsyism in education and employment in EU.....	10
1.1.1 PARTNERS.....	13
1.1.2 THE WORK PACKAGES.....	15
1.2. ANATOLIKI S.A.....	16
1.3. PURPOSE OF THE STUDY.....	17
1.4. METHODOLOGY AND STRUCTURE OF THE STUDY.....	18
1.4.1 WORK PACKAGE TEAM.....	19
1.5. PRESENTATION OF ROMA SOCIAL EXCLUSION.....	20

PART TWO: METHODOLOGY RESEARCH FIELD

2. RESEARCH METHODOLOGY FIELD

2.1. Definition of the statistical population	24
2.2. Method of Sampling.....	26
2.3. Sample size.....	27
2.4. Data Collection Method - Questionnaire.....	28

PART THREE: Roma situation in EDUCATION and EMPLOYMENT

3.1. DEMOGRAPHIC CHARACTERISTICS- PERSONAL INFORMATION

- Gender.....	32
- Age Structure.....	33
- Country of residence.....	34
- Immigration Status.....	35
- Persons per household.....	36
- Type of residence.....	36

- Accommodation lifestyle.....	37
- Roma in neighborhoods.....	37
- Annual income.....	37
- Parent's education level.....	38
- Bank Account Holders.....	39

3.2. EDUCATIONAL SITUATION

- Responder's educational level.....	40
- School Category.....	43
- Roma and non-Roma classmate's rates.....	43
- Roma and non-Roma student's rates.....	43
- Opportunities on additional teaching for Roma pupils.....	44
- Support from Roma mediator.....	45
- Participating in a targeted/affirmative action educational programme for Roma.....	45
- Government Financial support.....	47
- Reasons for dropping out school.....	48
- Experience discrimination in education.....	49
- Desire for returning to education.....	51
- Importance of learning qualifications.....	53

3.3. EMPLOYMENT SITUATION

- Current Occupational Status.....	55
- Professional specialization.....	57
- Unemployment Status and Space.....	58
- Professional Status and aspiration.....	60
- Support in job seeking	61
- Experience discrimination at work/in job hunting.....	64
- Shift one's ground for job searching.....	65

PART FOUR: CONCLUSIONS

- Conclusions.....	66
- Some Comments.....	67

ANNEX 1: THE ROMA QUESTIONNAIRE.....	68
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Foreword

Roma people are the largest ethnic minority in the European Union (EU) and have for centuries constituted an integral part of European society. But despite efforts at national, European and international level to improve the protection of their fundamental rights and advance their social integration, many Roma still face severe poverty, profound social exclusion, barriers to exercising their fundamental rights and discrimination. These problems affect their access to quality education, which, in turn, undermines their employment and income prospects, housing conditions and health status, curbing their overall ability to fully exploit their potential.

Ethnic segregation is influenced by factors ranging from residential characteristics to anti-Roma prejudice. Whatever the reasons, from a human rights perspective any ethnic segregation is unacceptable. In a time of economic crisis affecting everyone in the EU, we cannot afford not to promote equal treatment and social inclusion. Persisting discrimination and marginalisation can result in the loss of the skills and talent that could help bring us out of this crisis. The problems faced by Roma are complex and therefore require an integrated approach – low educational attainment, labour market barriers, segregation in education and poor health outcomes must all be addressed simultaneously. The EU has an important role to play in implementing such change, by improving legislation against discrimination, coordinating policy, setting common integration goals and allocating funding. National, regional and, especially, local governments are also responsible for making change happen. However, political alone is not enough. It must be matched by the knowledge of what works and what does not and by reliable monitoring tools capable of capturing the results achieved and their determinants.

PAL's contribution is to make Roma inclusion efforts more targeted and inclusive by gathering data and testing novel approaches involving Roma communities at local, regional and international level.



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PART ONE: THE PAL PROJECT



1.1. Fighting discrimination and anti-Gypsyism in education and employment in EU (PAL)

The project PAL is aiming to develop a **comprehensive approach and achieve a number of goals in education, employment in order to speed up Roma Integration** and support the implementation of National Roma Inclusion strategies and the Council Recommendation of Roma Integration.

Many EU Member States continue to **struggle to deliver effective results** in the implementation of local measures to support their **National Roma Integration Strategies** in four key areas: access to education, employment, healthcare and housing. Moreover, few member states have allocated EU funds to this priority, showing a clear lack of commitment and political will.

The overall objective of the PAL project is to support the education and employment enhancement of the youth Roma and children in Belgium, Czech Republic, Italy, Greece, Slovenia, Romania, Spain, Hungary and France through training as well as informing them, their teachers and Roma experts about the possibilities arising from EU policies and laws.

The project aims to support Roma youth participation of different levels, by gathering qualitative data about approaches and practices of Roma youth and supporting initiatives where Roma participation is key to long-term change.

The Specific Objectives of the project involve:

- a) Fighting discrimination and anti-Gypsyism.
- b) Enhancing multi-stakeholder cooperation.
- c) Promoting common democratic values, strengthening fundamental rights and consolidating the rule of law are horizontal concerns for the participant countries.
- d) Debating the way forward for the European network for Roma social Inclusion.
- e) To develop capacities for Roma participation at regional and local level.
- f) To develop data and information on forms, approaches, challenges of Roma participation.

- g) To raise awareness among relevant stakeholders concerning the need to assure annual access to education and employment.
- h) To train and transfer skills on desegregation to trainers and other stakeholders at grassroots levels in order to achieve Roma' children and youth integration in education and employment process.

The expected results of the project PAL can be summarized as following:

- a) Fostering mutual understanding, through cross-community mediation, work with Roma children, women, community of educational and employment activities and their awareness raising through more than 100.000 people
- b) Countering stereotypes and raising awareness of racism through promoting positive images, public media campaigns, mentoring Roma in public authorities and extensive networks
- c) Understanding and analysis racism through research
- d) Supporting the official recognition of anti-Gypsyism as a specific form of racism targeting Roma people at all levels and especially in the partner countries
- e) Promotion of the human rights perspective and equal citizenship of Roma through established Common Community Prevention Policy
- f) Emphasizing the importance of political will when fighting discrimination and anti-Gypsyism and the importance of ensuring the partner countries accountability for their actions
- g) Enhancing the importance of sensitising the mainstream population, service providers, including teachers, public servants about various forms of discrimination and anti-Gypsyism
- h) Supporting the fight against all forms of anti-Gypsyism in education and the employment sector
- i) Supporting the participation of youth Roma in public arenas and in education
- j) Enforcement of antidiscrimination legislation, independence of equality bodies from political parties and access to justice
- k) Establishment of an effective coordination and cooperation platform to ensure the partnership among all stakeholders in implementing Roma integration
- l) Linkages between local and national levels and also between national and European levels ensured

- m) Enhancement of visibility of European tools and frameworks should be increased at the national level
- n) Increasing the participation of Roma youth and children in education and employment

The PAL contribution to the National Roma Inclusion Strategies includes the following activities:









- a) Promoting common democratic values, strengthening fundamental rights, consolidating the rule of law in the selected countries, with special attention to combating discrimination and racism by promoting tolerance and multi-cultural awareness
- b) Ensuring strategic cooperation with external actors through the PAL network, involving partners from 9 European countries
- c) Setting Roma inclusion targets and preparing the Memorandum of Understanding of the PAL network for enhancement of the situation of the Roma population up to 10%
- d) Focusing on the support of specific sectors in Education and Employment
- e) Using specific implementation tools as “Push Education Training” and “Push Employment Opportunities”, Web Training of teachers, trainers and experts, geographical targeting, capacity building and empowerment measures
- f) Consolidating data on Roma inclusion, current situation with qualitative and quantitative methods using primary reports, research based on questionnaires and evaluation forms, analysis of the collected data and the main trends in the current case law of the EU Court of Justice
- g) Reinforce comparable efforts at European level through the approval and advocacy of community prevention policy for Roma in EU

The project is implemented from January 2016 to December 2017 and is financed under Justice Programme Rights, Equality and Citizenship Programme and Pilot Projects 2014 of DG Justice



1.1.1 PARTNERS

PAL is based on a large consortium of NGOs, services providers and universities from across Europe with European Union support. Twenty four (24) partners are cooperating together for the project implementation: 1 leader partner, 19 partners and 4 associate partners

	LOGO	NAME OF THE ORGANIZATION	COUNTRY
Leader Partner		UC LIMBURG VZW	Belgium
Partner 1		RomPraha	Czech Republic
Partner 2		Komunikujeme o.p.s.	Czech Republic
Partner 3		House of National Minorities	Czech Republic
Partner 4		Consorzio Innopolis	Italy
Partner 5		Fondazione Leone Moressa	Italy
Partner 6		Comune di Reggio Emilia	Italy
Partner 7		Institute of Psychosocial Development	Greece

Partner 8		Institute of Entrepreneurship Development	Greece
Partner 9		Anatoliki SA	Greece
Partner 10		University Rehabilitation Institute	Slovenia
Partner 11		Društvo za razvijanje prostovoljnega dela Novo mesto	Slovenia
Partner 12		Asociatia MERGI ÎNAINTE	Romania
Partner 13		Foundo Formacion Euskadi S.L.L.	Spain
Partner 14		Florida University	Spain
Partner 15		ENLACE	Spain
Partner 16		SRDA	Belgium
Partner 17		Corvinus University Budapest	Hungary

Partner 18		UCCU Alapítvány	Hungary
Partner 19		ALDA	France
Associate Partner 1		Open Media Group	Croatia
Associate Partner 2		Shoqata Shqiptare e Ambientalisteve Industriale	Albania
Associate Partner 3		Suleyman Demirel University	Turkey
Associate Partner 4		United Societies of Balkans - U.S.B.	Greece

1.1.2 THE WORK PACKAGES

The PAL project is organized into four (4) workstreams that include besides management and coordination, a comparative research analysis of the current education and labour Roma Situation, two (in education and employment) awareness raising campaigns and exchange of best practices, one Common EU Community Prevention Policy, 27 Push Education events, 34 Trainers' Training courses, 18 Workshops and 9 Seminars for training of Romani people, 2 Common Toolkits (one for education and one for employment) and plenty of communication and dissemination activities in the nine (9) participated European countries.

1.2. ANATOLIKI S.A.

ANATOLIKI S.A was established in May 1995 as a result of the regional characteristics and rate of growth, such as the dynamic coexistence of all sectors of the economy, rapid land use and land value changes, residential pressure and the concentration of service activities of the urban area of Thessaloniki. The Region of Central Macedonia, which is the major shareholder of the organization, consists of more than 1.250.000 inhabitants (the second largest in Greece), in residential complexes with a variety of features, from dynamic parts of urban area to disadvantaged remote mountain villages. In addition to the Region of Central Macedonia, ANATOLIKI has in its shareholding structure nine municipalities, three chambers of commerce and industry, business associations and cooperatives.

Our basic operating policy is the combination of parallel interventions in all sectors of society and the incorporation of elements of integrated development to individual actions by utilizing our participation in co-funded EU programmes as well as national projects.

We have particularly contributed to promoting recycling in the Municipalities of Eastern Thessaloniki and the Municipality of Thessaloniki, addressing employment issues, promoting renewable energy sources and energy efficiency, the management of mobility, the management of water resources, the functioning of social structures, the operational planning of LAs and supporting the operation of the European Network of Elected Greeks in Local Authorities Abroad.

Our experienced and highly trained human resource is an important capital towards achieving the above objectives.

ANATOLIKI S.A.. operates in the following axes:

- Human resources
- Environment and infrastructures
- Energy
- Sustainable mobility
- Environmental education
- Consulting support on school communities
- Social economy
- Agricultural development
- Promotion of innovation and new technologies
- SupportingLocalAuthorities



- Supporting enterprises

During our operations we particularly emphasize on the following:

- the sustainable management of natural resources by means of a balanced development in all sectors of the economy
- strengthening the endogenous growth potential, particularly human resources
- ensuring quality of life through the promotion of infrastructure works, the changing of consumption patterns, and the support of information dissemination and cultural development
- sharing expertise and introducing innovation in the production process and in civic administration and service systems
- promoting cooperation between public, private and social sectors to achieve common development goals.

The result of the above was the selection of ANATOLIKI S.A. by the Greek Ministry of Environment and infrastructures as the Greek proposal for the initiative '101 ways towards Sustainable Development' during the United Nations Johannesburg Summit 2002

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1.3. PURPOSE OF THE SURVEY

During summer 2016 (June-July 2016), pal project partners conducted a pilot survey on Roma populations living in 9 EU Member States: Belgium, Czech Republic, France, Greece, Hungary, Italy, Romania, Slovenia and Spain. The aim of this survey was to examine Roma socioeconomic situation in employment and education, as well as issues of equal treatment and rights awareness, as Roma themselves perceived their current situation in these fields. The analysis tries to understand the employment gaps identified in the survey and how this might be related to factors, such as segregation, living conditions and education. These factors are important to take into account, because employment in the form of paid work requires that there is, first, a supply of jobs; second, an adequately skilled workforce; and third, adequate conditions that allow the workforce to engage in regular daily work. In this regard, lack of state or private investment limits the supply of jobs; lack of qualifications

limits the skills that employers need. Moreover, factors such as living in segregated areas with limited or no access to public transport and poor infrastructure, child care obligations, as well as discrimination and racism reduce the possibilities of finding work.

In total 400 Questionnaires were filled in Belgium, Czech Republic, France, Greece, Hungary, Italy, Romania, Slovenia and Spain. For each country, there were a minimum number of questionnaires to be completed. Roma ethnicity was determined solely through self-identification. This implies explicit awareness and a certain feeling of belonging to the Roma minority. For each country about fifty (50) Roma people, aged above 18 years old were sampled randomly. The sample included regions which were known by pal partners to have a significant Roma population.

The sample reflects the situation of all regions in the 9 Member States with an above-average proportion of Roma. Consequently, the survey is not representative of the total Roma population or the general population of the Member States surveyed. The survey spotlights the living conditions in areas where Roma identity is more visible than elsewhere.

1.4. METHODOLOGY AND STRUCTURE OF THE STUDY

The structure of this study is composed of four parts.

The first part of the study includes a brief presentation of the PAL-project, a reference to the partner of the project, ANATOLIKI S.A., which is responsible for implementation of the analysis of the gathered questionnaires, the purpose of the study.

At the end of first part a brief reference to Roma discrimination and social exclusion faced by focusing on the difficulties for equitable access to education and employment is presented.

The second part presents the methodology of primary field study to record Roma current situation by using a special questionnaire, which is to collect primary data from the target group, Roma residents of the nine participating in pal project countries. Specifically, it presents the definition of the statistical population, sampling, sample size, the method of data collection, namely the questionnaire.

The third part presents in detail the educational and employment situation of Roma respondents in the nine (9) countries. The demographic characteristics of the Roma population in the areas of the study, their marital status, place and type of residence, the level of their education and the difficulties encountered, issues regarding the employment

status of Roma, the type of their employment, the level of unemployment and any discrimination against them are some of the topics that are recorded.

In the fourth part of the study a presentation of the general conclusions of the primary research, analysis and a comparative recording of the differences and similarities between countries is done

1.4.1 WORK PACKAGE TEAM

This study was prepared by Kostas konsatntinou, partner project manager in the pal project and Eleftheria Pita, senior expert, who worked in data processing of primary field research, drafting and completion of the Study. In order pal partners to achieve the relevant sample (according to project targets) the distribution of questionnaires to Roma was made by:

Belgium:

Czech Republic:

Greece: Mrs Pita Eleftheria - senior expert & Mrs Eftihia Kinrakidou - financial manager (ANATOLIKI S.A.), Mrs Elli Papadimitriou - Psychologist & Project Manager & Mrs Rita Spanoulis - Sociologist & Ethnology (IPSA), Mr Michael Lagos - Researcher, Mr. Alexandrou Theodoros – Business Consultant and Mrs Katerina Pariza – Researcher (IED).

Spain:

Hungary: Questionnaires were collected both online (34 respondents) and through personal contact (19 respondents). Roma were encouraged to complete the online (English or Hungarian) version of the questionnaire by spreading the news through thematic mailing lists, Roma chat rooms, facebook, emails sent to a selected list of Roma NGOs and informal contacts of the staff of Corvinus University of Budapest and UCCU foundation, the Hungarian PAL partners.

Italy: The Italian partner was supported in filling out the questionnaires by four (4) Italian organizations who are daily working with Roma communities: “Cooperativa LaEsse” (4 questionnaires) & “Associazione Volontari Cittadinanza Attiva” (16 questionnaires) in Treviso, “I Care Onlus” (24 questionnaires) in both Treviso - Venezia and “Parrocchia S. Antonio” (8 questionnaires) in Venezia.

Romania: The questionnaires were filled out by Mr. Robert Serban-project manager, Mr. Radu Gheorghe-volunteer and Mrs. Manuela Serban-assistant manager.

Slovenia: All questionnaires were filled online. The link of the online questionnaire had been sent to more than 100 Roma people on private emails and through personal contacts by:

- Mitja Bukovec- project Coordinator-manager (Društvo za razvijanje prostovoljnega dela Novo mesto),
- Local representatives of Roma people (with whom all Slovenian partners had previously information-meetings)
- NGOs who work with Roma in Pomurje region (with whom Slovenian partners had previously information-meetings)
- Slovenian partners' executives who have already been working in Romas' rehabilitation programmes and informed the beneficiaries of these programs
- Providers of vocational rehabilitation (with whom Slovenian partners had previously contact)
- Jasmina Ahmetaj, young Roma women, activist for Roma people helping Roma population with establishing social enterprise for hand work art.

1.6. PRESENTATION OF ROMA SOCIAL EXCLUSION

The concept of "social exclusion" is usually delivered along with the concept of "Poverty" and is mainly related to the exclusion from the labor market, linked not to racism and discrimination. Social exclusion is for people without access to social rights without access to resources and opportunities, where people actually live in poverty conditions marginalized, stigmatized by social prejudice, excluded from goods and social services and is deprived of whatever the majority of citizens enjoy. In the "Green Book" of the European Communities' Commission the term "social exclusion" refers to the restructuring process which excludes part of population from economic and social opportunities.

But social exclusion does not only mean insufficient income. It goes beyond the participation in working life and affects areas such as housing, education, health and access to services. It affects not only individuals but also groups, particularly in deprived urban and rural areas, which are subject to discrimination and segregation.

Racism is a dangerous phenomenon for democracy, opposes the principles that protect human rights and is inconsistent with the values underlying the modern societies. One of the



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groups that strongly experience social exclusion is the Roma. The social discrimination suffered, did not occur nowadays, but is the product of social prejudices that exist about them from previous years. Indeed, the Roma live on the margins, in isolated neighborhoods - ghettos, have very low levels of education, are unemployed or are in a constant struggle for survival in inefficient jobs and develop delinquent behaviour.

On the State side, there is a tolerance for the existence of this degraded population, which exacerbates the isolation and marginalization. But Roma themselves want to integrate. They seem to overcome fears and hesitations created by its long-standing blockade and claiming the spatial and social inclusion, acceptance by local communities and cooperative coexistence.



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PART TWO: METHODOLOGY RESEARCH FIELD

2. METHODOLOGY RESEARCH FIELD

The approach of this primary research was mixed; there was a qualitative and quantitative approach, exploratory and descriptive, that aimed to explore both the relationship between various factors that were surveyed and explored in depth the attitudes and perceptions of the sample study.

2.1. Definition of the statistical population

As previously reported, each country interviewed about fifty (50) Roma people, aged above 18 years old randomly in areas where Roma identity is more visible than elsewhere.

The statistical population of this research field is defined as follows:

Belgium:

Czech Republic:

Greece: The collection of the questionnaires took place from the 16th to the 26th July 2016 all through personal contacts and assistance in their recording.

- in Roma camp of Agias Sofia in Diavata, Thessaloniki were filled fourteen questionnaires: is actually located on site of ex military camp in western Thessaloniki, in an area bordered only by industrial buildings, away from the urban fabric and any other residential area of the municipality. It has 3.500-4.000 Roma residents who live in prefabricated houses on concrete bases. It only has a non-permanent kindergarden and after kindergarden most children stop attending school, as parents are vendors and is very difficult to transfer their children at school on a daily basis. Women usually stay at home.
- in Roma settlement in Dendropotamos, Thessaloniki were filled eighteen questionnaires: is located in western Thessaloniki, it has 6000 residents and the Roma is approximately 50% of the total population of the region, 3,000 Roma approximately. Roma live in houses and most of them work as entrepreneurs or self-employed. While walking in the streets collecting questionnaires, we manage to interview mostly men as they were drinking coffee or being at work. All Roma children in Dendropotamos complete primary school and a lot of them continue to secondary.
- in Roma camps in Larissa (Greece) were filled twenty five questionnaires: The 1st camp is just outside Tyrnavos and has about 3,000 exclusively Roma residents. Roma in this camp live in shacks and during the summer are moving in order to work at mainly rural jobs.

Their residence is semi-nomadic (an option lacking in the questionnaire) and this is the reason for women only to answer the questionnaires and the majority of children to not attending school. The 2nd camp was another community of Roma in Tyrnavos. In this community there are almost 500 Roma who live either in houses or shacks. Most of them were not willing to answer the survey. Those who did were friendly and answer all the questions. It was easier to approach men than women because of the fact that 2 out of 3 researchers were men. Also, women could not respond without the permission of their husband. Most of Roma people in the area are collecting old objects and metal from garbage which sell and earn money from this. The 3rd camp is in the city of Larissa in Nea Smirni, has about 4,000 Roma residents that live nearby the non Roma. Roma usually are engaged in trade within the city. Their residences are permanent and live in houses. Both women and men were interviewed. Schools are nearby so most children are going to primary or secondary school. The 3rd camp was a community of Roma in Tyrnavos of Larissa (Greece). In this community there are almost 500 Roma who live either in houses or shacks. Most of them were not willing to answer to the survey. Those who did were friendly and answer all the questions. It was easier to approach men than women because of the fact that 2 out of 3 researchers were men. Also, women could not respond without the permission of their husband. Most of Roma people in the area are collecting old objects and metal from garbage which sell and earn money from this.

Spain:

Hungary: as for the 19 questionnaires that were filled through personal contact visits were paid to Roma people both in the capital city of Budapest (6 respondents) and in the countryside (13 respondents): in a very small and very poor village in North-Eastern Hungary, one of the most deprived economic areas of the country. All of them live in an "owned" house, but it is typically in very poor condition, and all of them (except for a few pensioners) are involved in the government's public works programme.

The rest of the respondents from Hungary completed the questionnaire online, on their own, including seven people from Budapest and five people from Pécs, an important city in Southern Hungary: volunteers at the UCCU foundation, students from the Central European University and parents of Roma students in the Tanoda of Pécs.

Italy: The collection of the questionnaires took place from the 1st to the 24th July 2016. The questionnaires were collected among Roma camps and Roma associations (informal groups) in Veneto Region, specifically in two (2) provinces in the same region: Venezia and Treviso.

Romania: The collection of the questionnaires took place from 10/ 06/ 2016, until 5/ 07/ 2016. To collect the questionnaires two residential areas were visited:

- A segregated community Roma people Racos, jud Brasov, Romania, about 2500 Roma people inhabitants and 600 non Roma.
- A segregated community Roma people Tarlungeni, jud Brasov, Romania, about 3100 Roma people inhabitants and 300 non Roma.

Plus, one place in a public institution providing medical services:

- Area of City Children Hospital Brasov, Romania

Almost all the interviewees were living in their own houses, but of course in poor conditions. The percentage of people employed in these two communities is very small, they live used monthly amount money offered by the government for subsistence (called: minimum guaranteed income).

Slovenia: all questionnaires were filled on-line. The Roma who were informed basically live

- In Dolenjska, a region where the largest number of Roma people live in Slovenia
- in Pomurje, the second most populous region of residence of Roma people. In this area Roma are very organized, live in coexistence with other people (city Pušča is good example of that). Most of them work, permanently or occasionally. Due to its proximity to Austria, they also work there, because of getting better payment.

2.2. Method of Sampling

Taking into account the objectives of the research, the sample was oriented in Roma living in settlements, neighbourhoods or encampments to which the executives of the project partners had access and could easily be approached. The sampling method was in two ways:

- in order to reach those Roma without any access to internet or unable to read/answer the questions, partners were encouraged to contact Roma people in person so the questionnaires were filled mainly through *personal interviews* of the Roma people or were personally assisted to complete the printed versions of the questionnaire, either after appointment or at random by simply asking passing-by Roma to participate in the research.

- a large number of questionnaires were completed *online*, directly by Roma people, who were informed either by the partners of the project either by announcements posted on partners' websites and the project's.

Pal's preference was actually to aim for a mix of Roma respondents with diverse on social and educational background.

Respondents were men and women who identify themselves as Roma and were adults (over 18 years old).

The selection criteria in interviewing a Roma were:

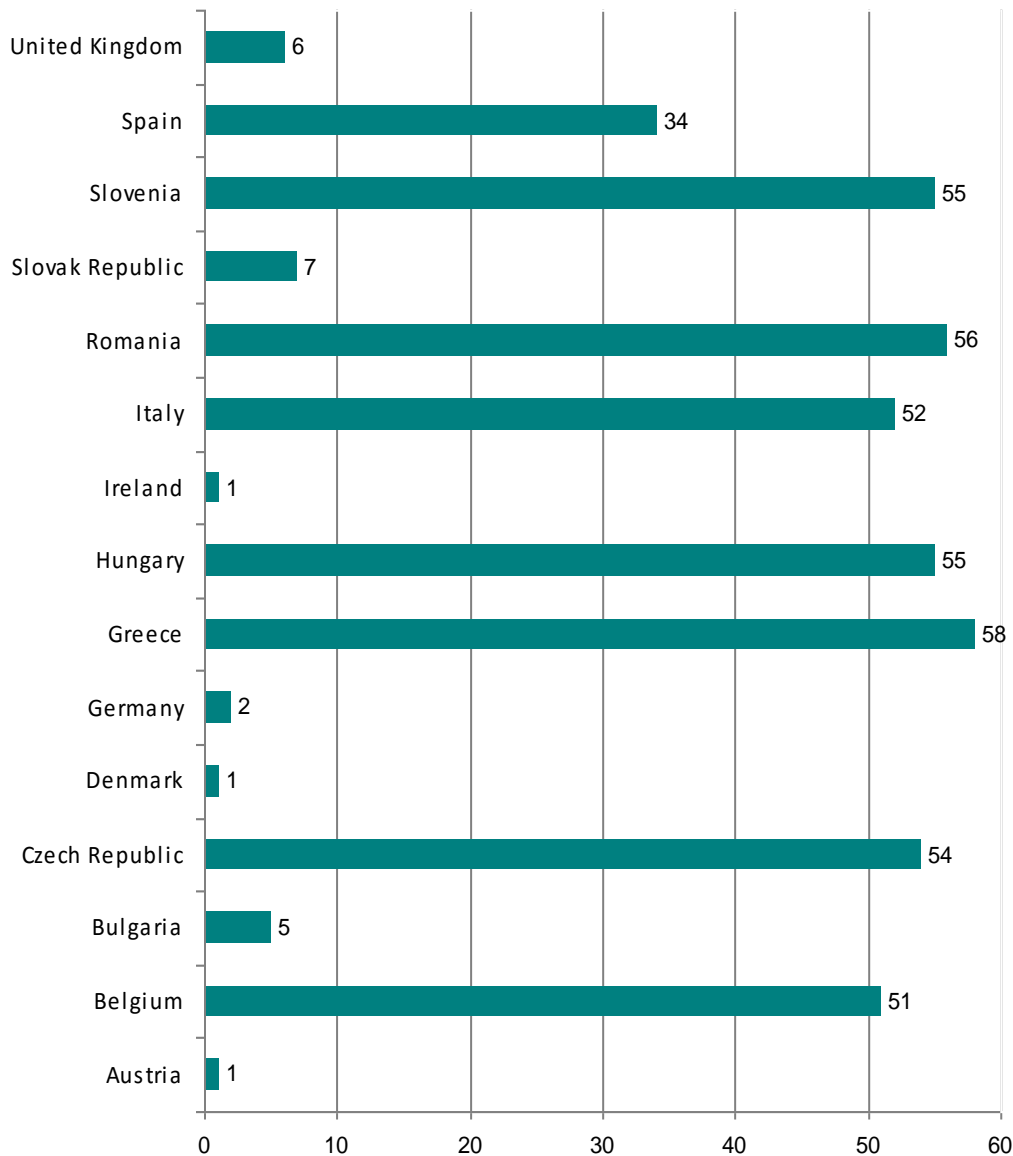
- Disposal of data provision to the interviewer
- Personal interviewer's judgment for taking the interview

2.3. Sample size

This research belongs to the empirical studies which, through sampling, attempts to estimate quantitative and qualitative variables for corresponding statistical population. The data gathered can give quantitative estimates in local level, too. In this case it is must be noted that these estimates should be construed as the mainstream, rather than as de facto quantitative estimates.

The number of the sample amounted to 438 questionnaires that defined as follows:

Total number of questionnaires per Country



The table above includes a small number of questionnaires provided by Roma who live in countries not participating in the project, i.e U.K, Germany, Ireland, Bulgaria, Austria Slovakia, Denmark. Their answers were also included in the analysis.

2.4. Data Collection Method: Questionnaire

The collection of quantitative and qualitative data decisive for assessing parameters relating to research had been done by using a structured questionnaire. The 'Roma Questionnaire' includes open-ended questions and closed (standard) type questions on specific issues for recording variables and views which the partners' members considered essential for the



study. The standard questionnaire as the main data collection method in this research was selected due to the possibility of quantification and statistical analysis of data, the comparability and the correlation of the examined variables.

The questionnaire is divided into three parts: The first part refers to the personal characteristics of the respondents; in the second part the current educational situation is examined; and in the third section, the Roma employment situation is analyzed. The majority of the questions are closed type questions, some with multiple choices, while some are opinion questions.

To ensure the validity of the questionnaire as a tool measurement, the literature and previous research record of the demographic variables of the target population were utilized and the final questionnaire was checked by members of the scientific team of PAL project partners and experts in Roma issues. Regarding the reliability of the data collection tool, the team utilized the experience from previous studies.

The disposal, completion and collection of questionnaires was effected from June to July 2016.



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PART THREE:

ROMA CURRENT SITUATION IN EDUCATION & EMPLOYMENT

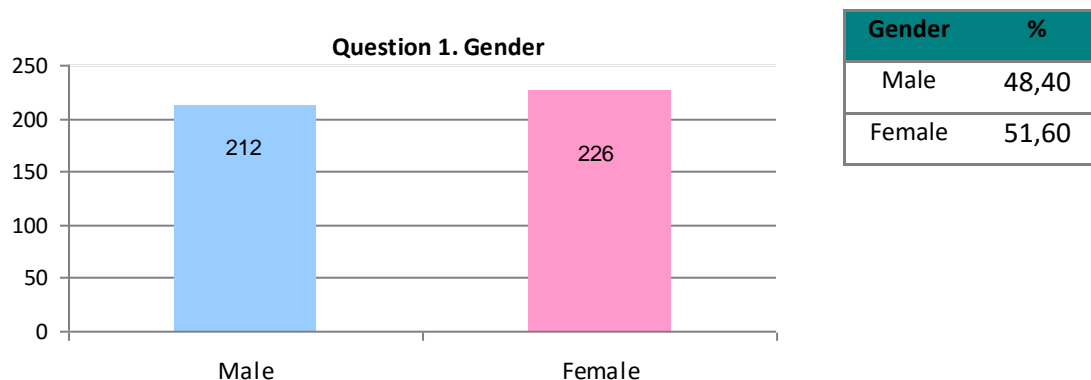
3.1. DEMOGRAPHIC CHARACTERISTICS - PERSONAL INFORMATION

This section presents the demographic characteristics of 438 Roma in the study areas. Reference is made to specific features like gender, age, country of residence, type of residence and members per residence, neighbourhood, accommodation lifestyle, income – bank account and educational status of parents' responders.

- Gender

Over the total study area population, the researchers tried to obtain equal numerical representative participation in Roma men and women distribution and this is obvious by the fact that Roma women account for 51.6% and men 48.4% (figure 1). The small difference between men and women interviewed is explained by the fact that many men were working at the time the interviews took place.

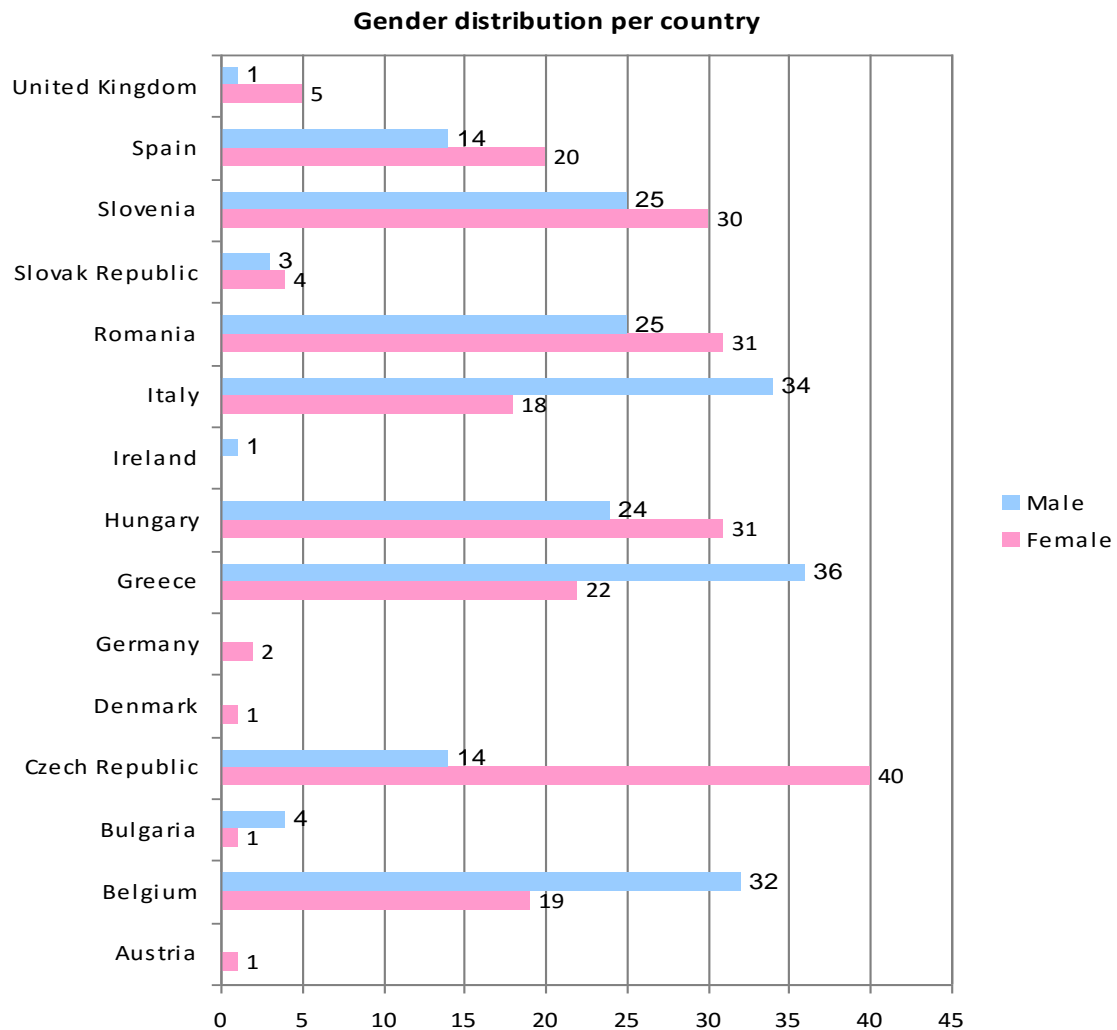
Figure 1



Note: The figure is based on the received answers

Regarding the gender distribution per country it seems that all countries manage to succeed the same percentage of participation per men and women ranging from 40-60%. (Figure 2)

Figure2



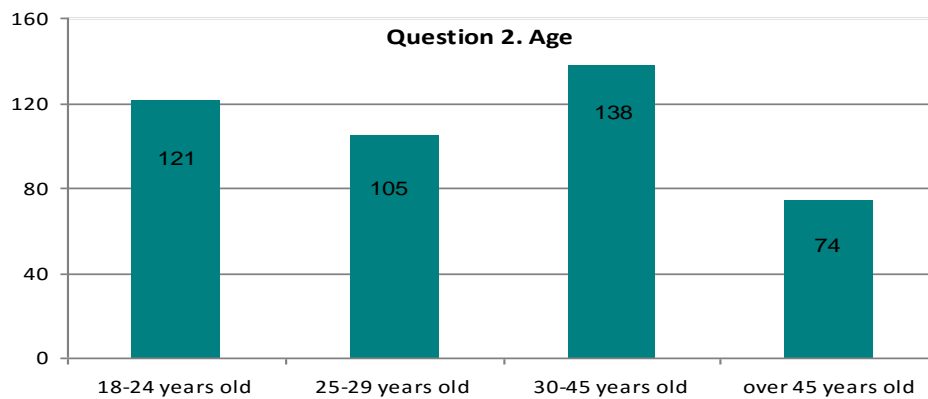
Note: The figure is based on the received answers

- Age Structure

The following table presents the gender distribution per age group. As shown, the age groups up to 45 years old are almost equally represented in the age distribution of the responded population, taking rate of about 30% per group. Less concentration of Roma population, almost half of the previous ones, in the age group 45 and over (16.8%) is a fact that confirms the small percentage in presence of the elderly in Roma population.

Age	Percent
18-24 years	27,63
25-29 years	23,97
30-45 years	31,51
Over 45 years	16,89

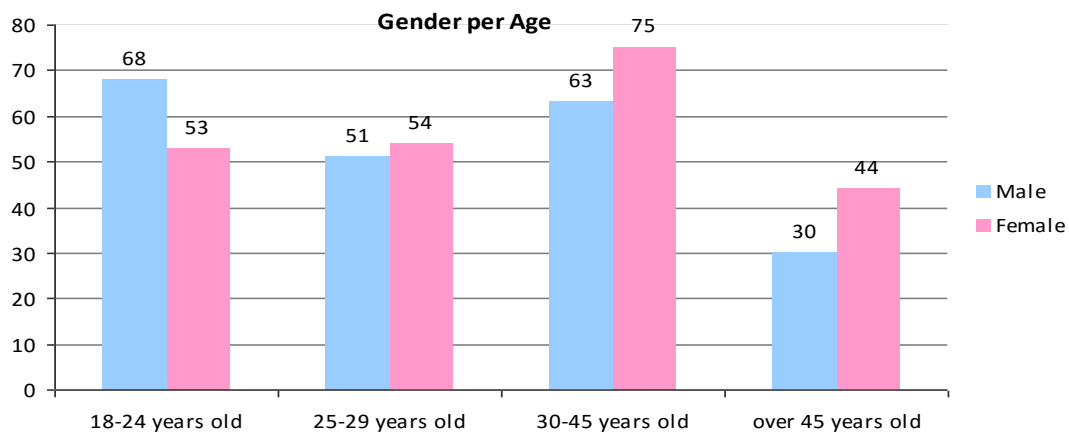
Figure 3



Note: The figure is based on the received answers

Similarly, the rates in the figure of the age group by gender are in equitable (Figure 4)

Figure 4

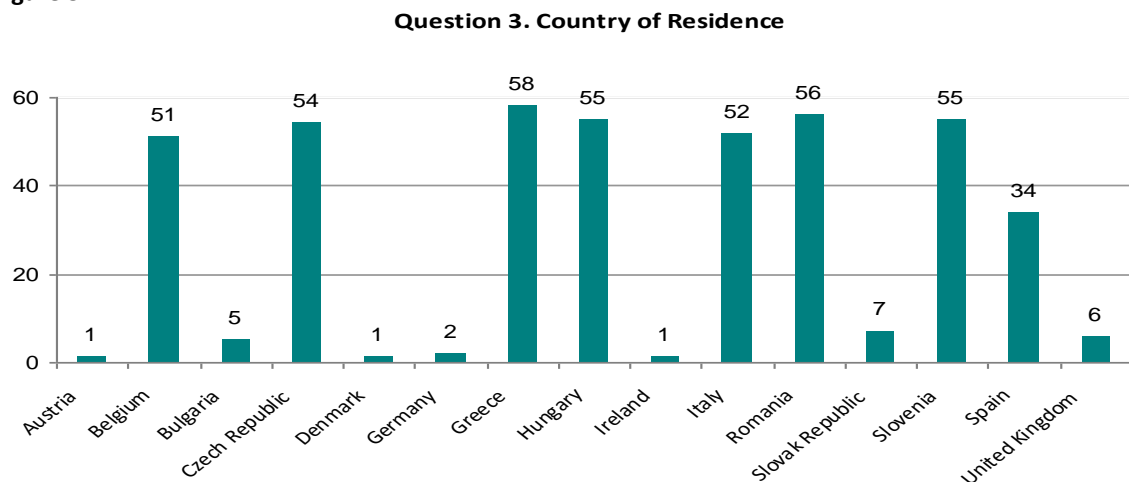


Note: The figure is based on the received answers

- Country of residence

As already mentioned, the number of the sample amounted to 438 questionnaires and is corresponded per country on the following table:

Figure 5



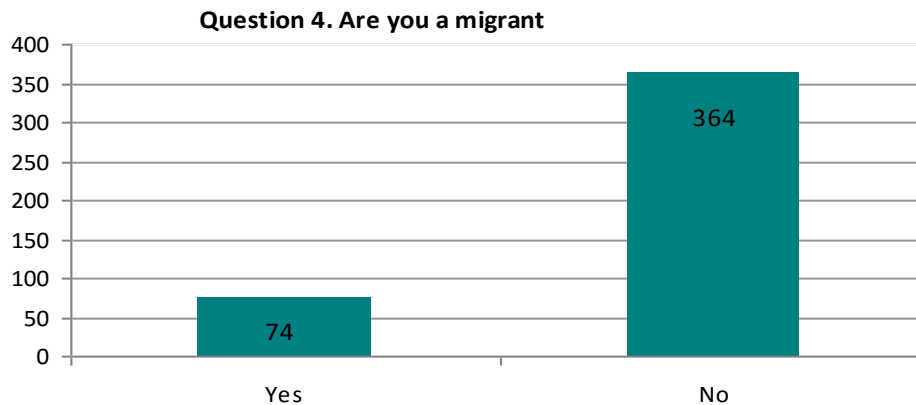
Note: The figure is based on the received answers

- Immigration Status

To question 4, respondents were asked if they were immigrants or not, the vast majority of Roma replied "NO" (83.1%) compared to 16.8% who answered "yes"

Answer	Percent
Yes	16,89
No	83,11

Figure 6

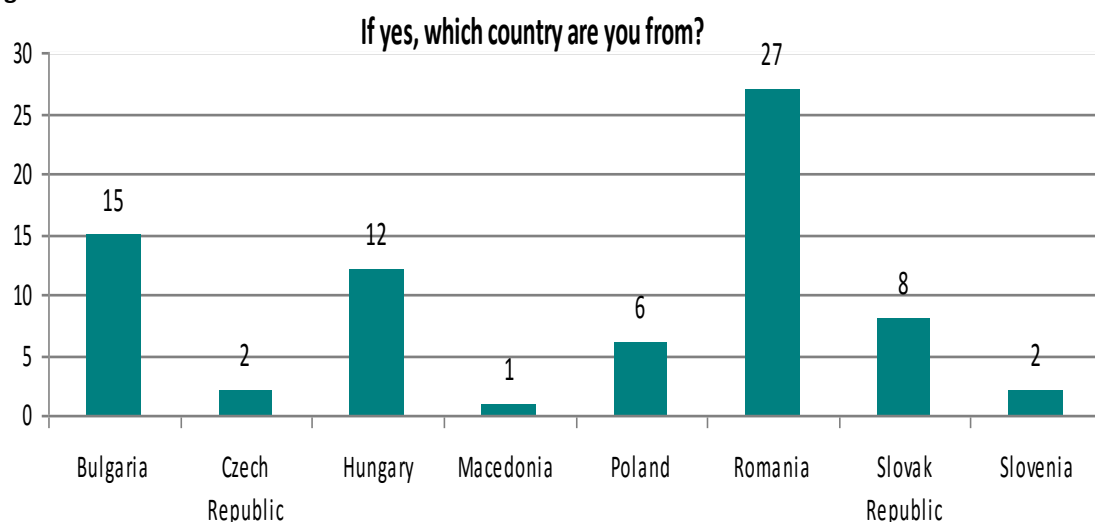


Note: The figure is based on the number of received answers

Of those Roma who said that they are immigrants, Romania determined first as country of origin (36.9%), followed by Bulgaria (20.5%) and Hungary (16.4%) with little difference.

Country of origin	Percentage
Bulgaria	20,55
Czech Republic	2,74
Hungary	16,44
Macedonia	1,37
Poland	8,22
Romania	36,99
Slovak Republic	10,96
Slovenia	2,74

Figure 7

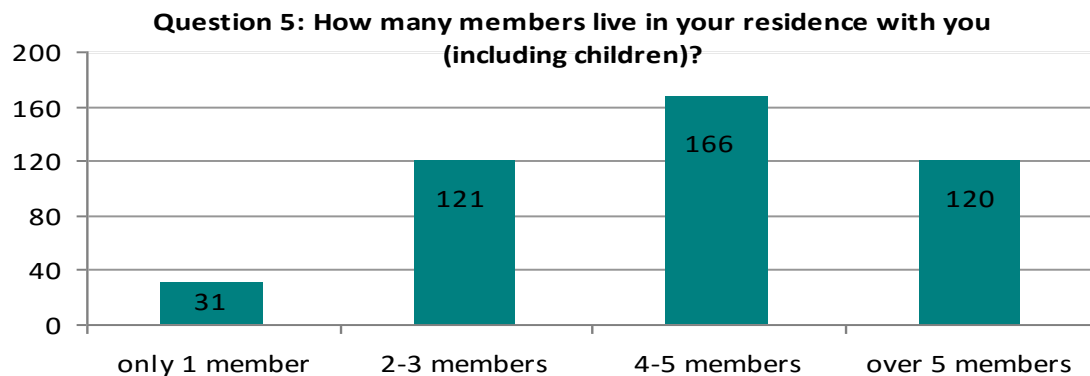


Note: The figure is based on the number of received answers

- Persons per household

The family situation of Roma responded concerning the number of members living in the same residence (including children) shown in the following table (figure 8). It is obvious that the category “4-5 members” per house shows a slight superiority and the categories “2-3 members” and “over 5 members” are quite equally distributed.

Figure 8



Note: The figure is based on the received answers

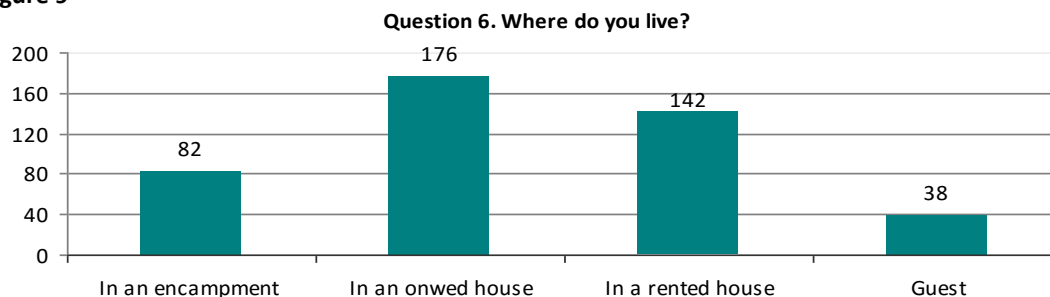
- Type of residence

To the question on residential conditions, most Roma answered that they are living in houses, owned (40.5%) or rented (31.8%).

There is a percentage of 18.8% who declare living in encampments which shows, perhaps, the degree of assimilation and acceptance of prevailing culture.

Type of Residence	Percentage
In an encampment (shanties, cabins and caravans)	18,72
In an owned house	40,18
In a rented house	32,42
Guest	8,68

Figure 9



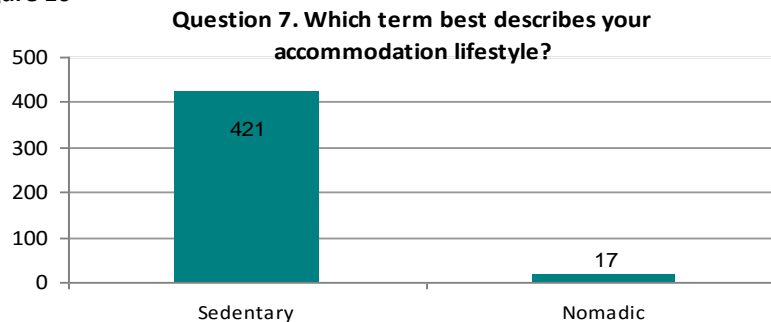
Note: The figure is based on the received answers

- Accommodation lifestyle

As figure 10 shows the nomadic lifestyle indicating the temporary and simple accommodation is the way of life of 3.9 % of total answers. This result shows that the majority of Roma (96.1%) nowadays has began adopting the lifestyle of the rest residents and resides permanently in an area.

Accommodation	Percent
Sedentary	96,12
Nomadic	3,88

Figure 10



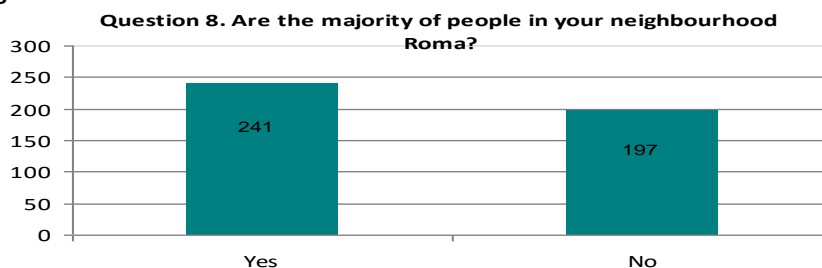
Note: The figure is based on the received answers

- Roma in neighborhoods

To the question "Are the majority of people in your neighbourhood Roma?" 55 % replied that their neighborhoods are mixed. This result shows that there is an increasing integration of Roma with non Roma population.

Answer	Percent
Yes	55,02
No	44,98

Figure 11



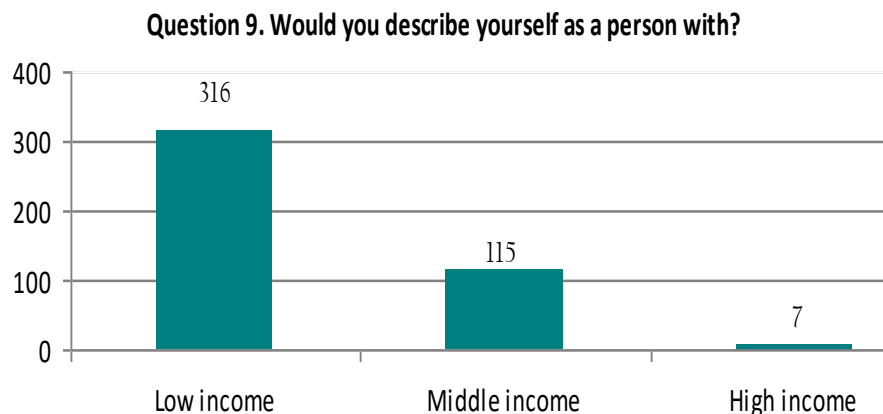
Note: The figure is based on the received answers

- Annual income

Answer	Percentage
Low income	72,15
Middle income	26,26
High income	1,60

By the answers given, it is clear that the majority of Roma (72.1%) live on low income and everyday is struggling to cover living costs. A percentage of 26.2% is well managing to cover living costs, having money for savings, consumer goods, etc and only 1.6% states that they are easily managing to cover living costs and have money left over for saving, consumer goods and going on holidays.

Figure 12



Note: The figure is based on the received answers

- Parent's education level

- Father's educational level: Only 23% of Roma fathers go beyond primary education level.

- Mother's educational level: Almost the same results (19.1%) as for fathers

Answers for father's education	Percent
No school at all	24,43
Attended a few primary education years	30,59
Primary education	21,92
Secondary education: Lower	11,87
Secondary education: Upper	7,08
Post-secondary (non-tertiary)	0,23
Higher education: Bachelor / Master / PhD	3,88

Answers for mother's education	Percent
No school at all	31,05
Attended a few primary education years	28,08
Primary education	21,69
Secondary education: Lower	9,13
Secondary education: Upper	6,39
Post-secondary (non-tertiary)	1,60
Higher education: Bachelor / Master / PhD	2,05

Figure 13

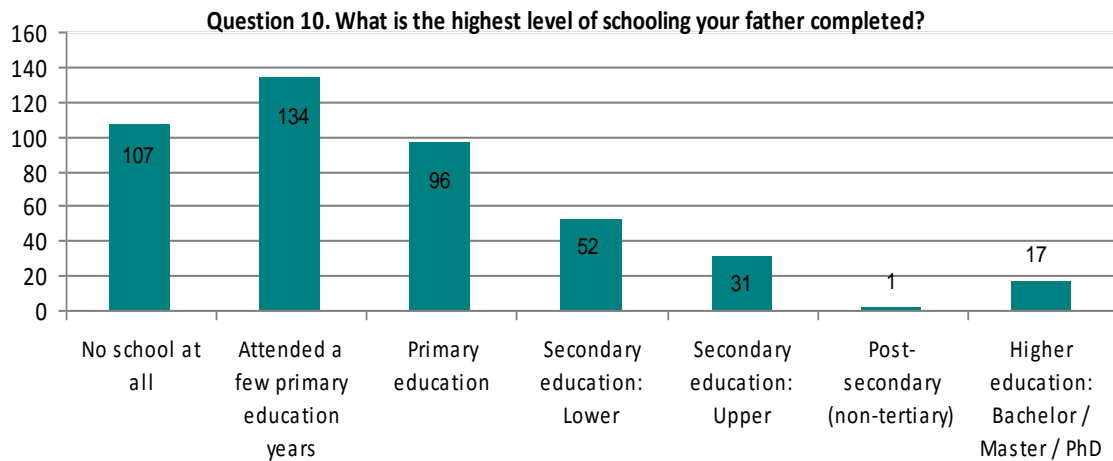
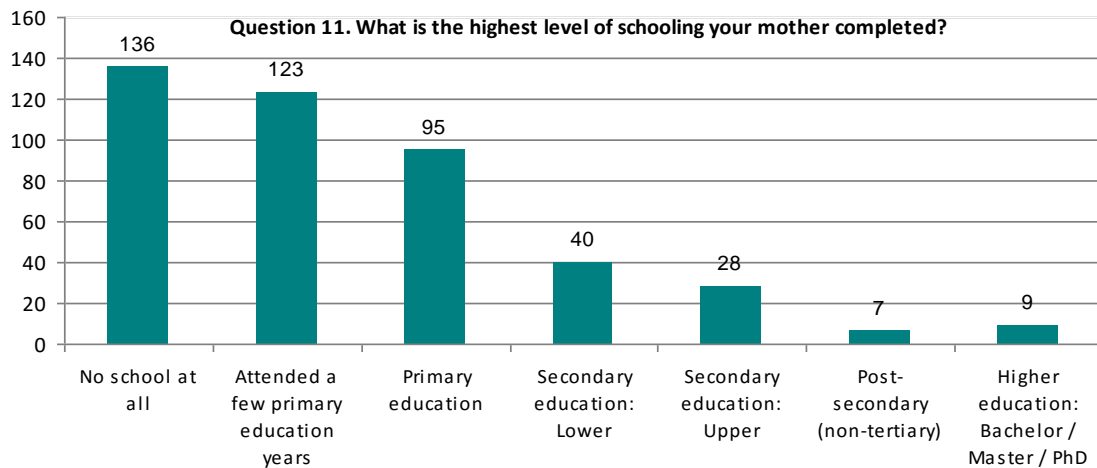


Figure 14



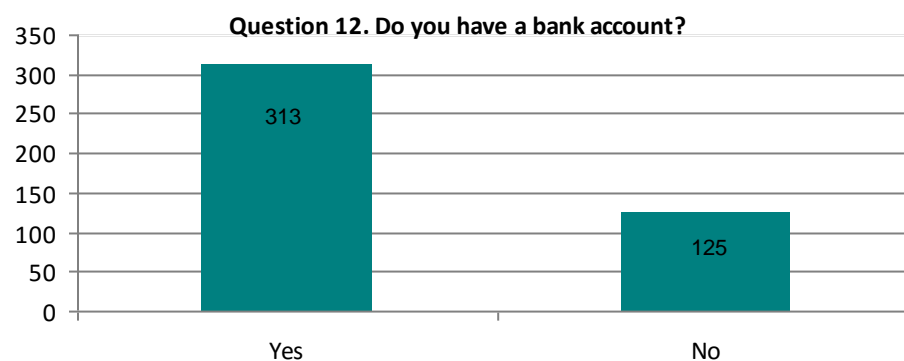
Note: The figures are based on the received answers

- Bank Account Holders

The results of the surveys shows that a percentage of approximately 30% do not yet keep a bank account.

Answers	Percent
Yes	71,46
No	28,54

Figure 15



Note: The figure is based on the received answers

3.2 EDUCATIONAL SITUATION

This section presents the current educational status of the Roma surveyed population in the study areas. Reference is made to specific features that identify Roma responder's current educational level, their educational experiences & opportunities, their believes & future educational aspirations.

- Responder's educational level

Answers	Percent
No school at all	4,57
Attended a few primary education years	14,16
Primary education	27,17
Secondary education: Lower	23,52
Secondary education: Upper	16,89
Post-secondary (non-tertiary)	2,28
Higher education: Bachelor	6,39
Higher education: Master	4,11
Higher education: PhD	0,91

More than half (54.1%) of responders have studied above primary school level, as compared to approximately 20% of their parents.

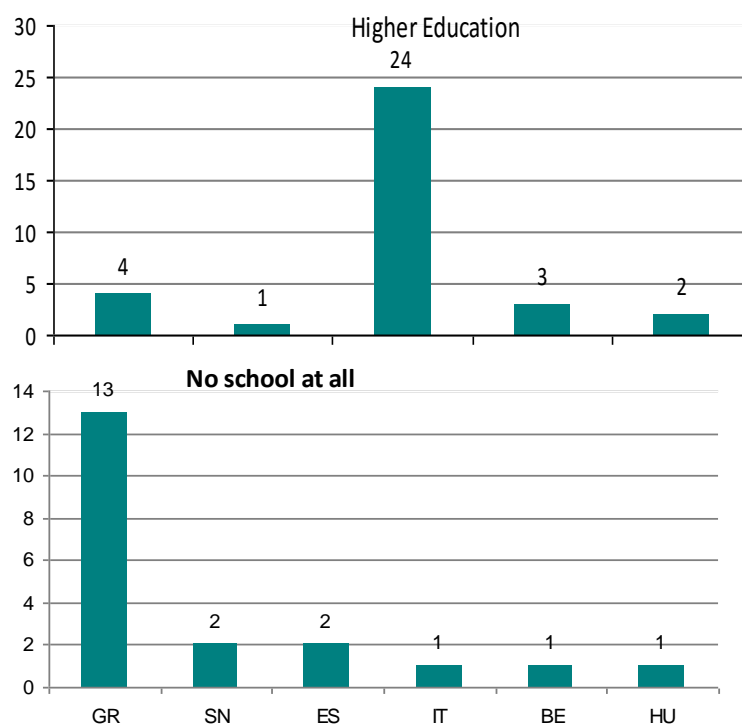


Figure 16

It is important to mention that most Roma with higher education (bachelor, master, PhD) are from Hungary (figure 16).

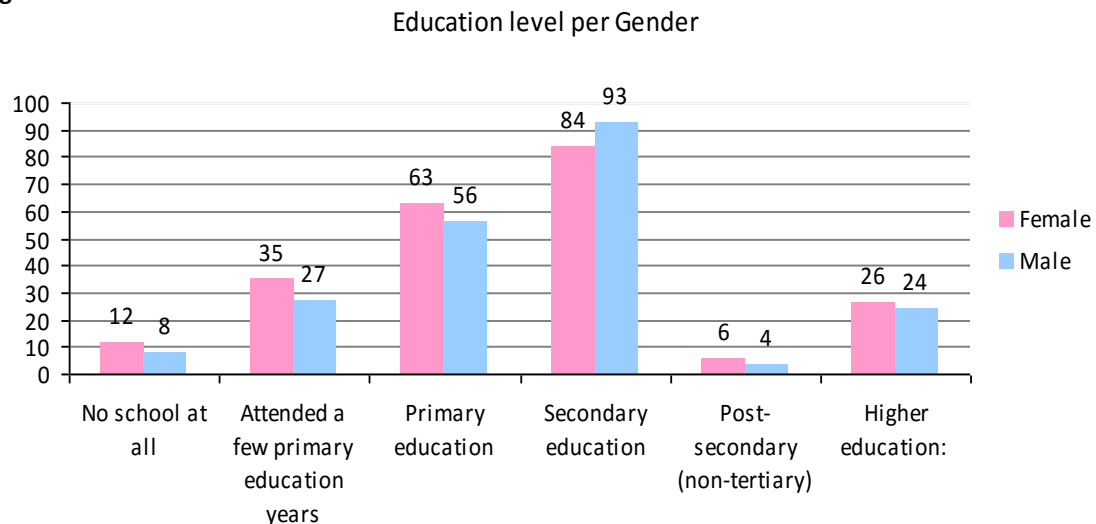
Figure 17

In contrast, Greece has the highest rates (65%) of Roma who had almost never gone to school (figure 17).

Note: The figure is based on the received answers

According to figure 18, there is no significant difference comparing the sex of the Roma respondent and the level of education has been achieved.

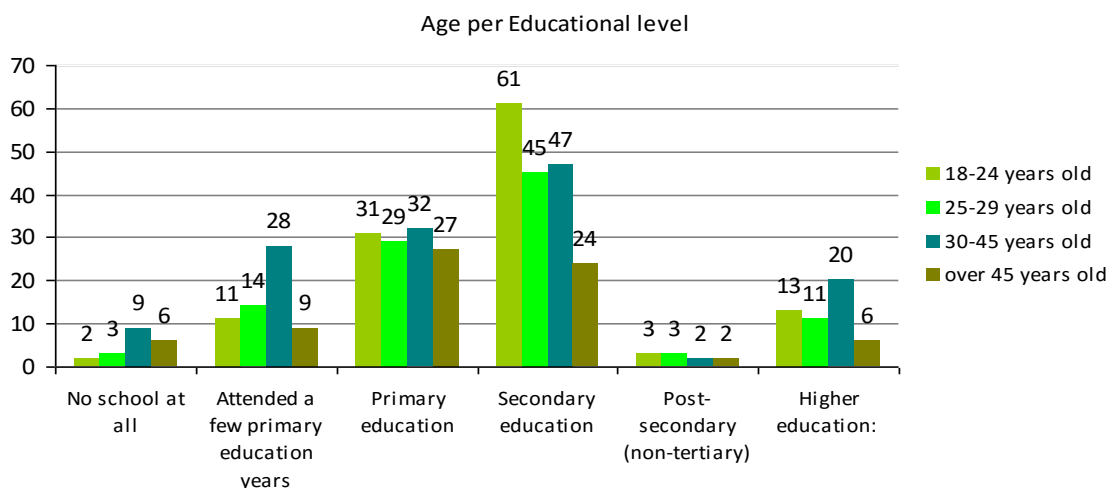
Figure 18



Note: The figure is based on the received answers

As to figure 19: "Age per Educational level" points out, the young Roma (aged 18-24 years old) appears to have completed Secondary Education in a larger proportion than the other age categories. The remarkable is that the age group 30-45 years has highest rates at all educational levels.

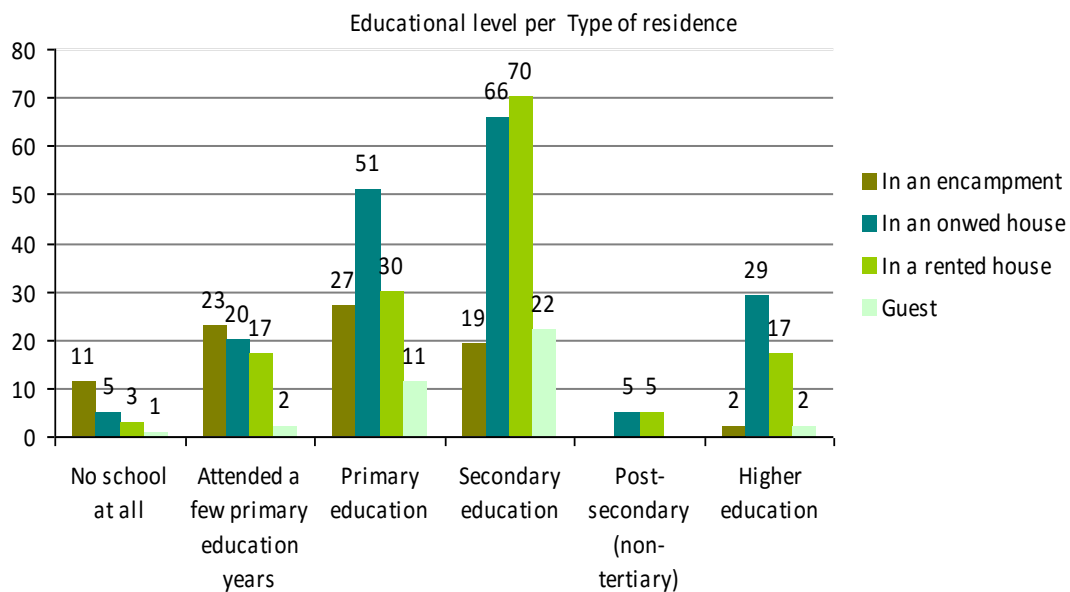
Figure 19



Note: The figure is based on the received answers

Figure 20 is presenting the influence of the type of residence in education level. It is clear enough that Roma who live in houses (owned or rented) achieve a greater level of education.

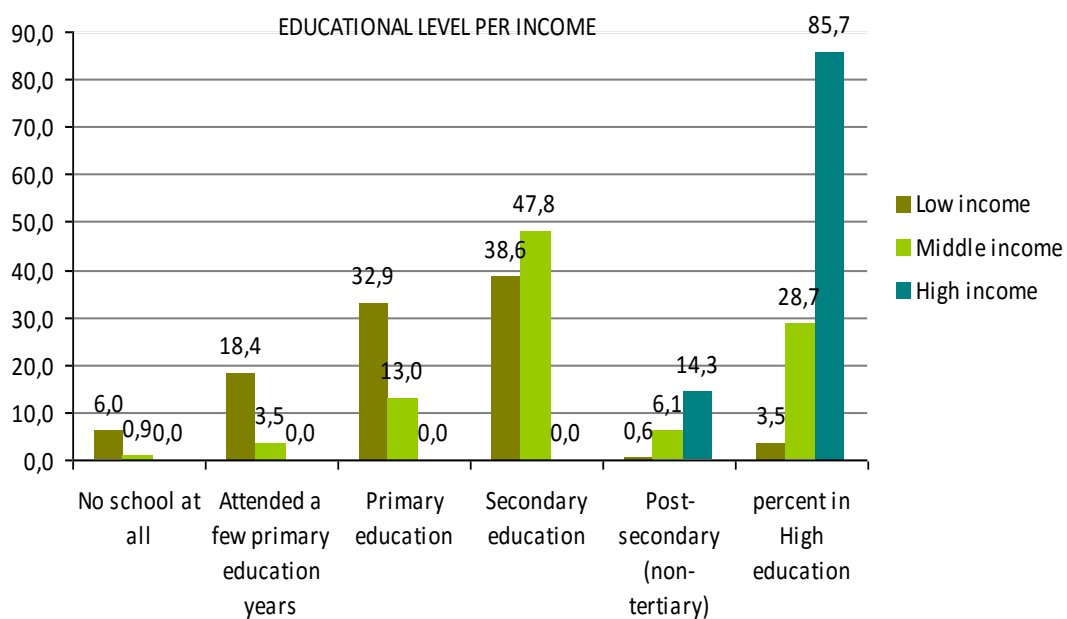
Figure 20



Note: The figure is based on the received answers

It is obvious, in figure 21, that when the income increases, the level of education also goes up.

Figure 21



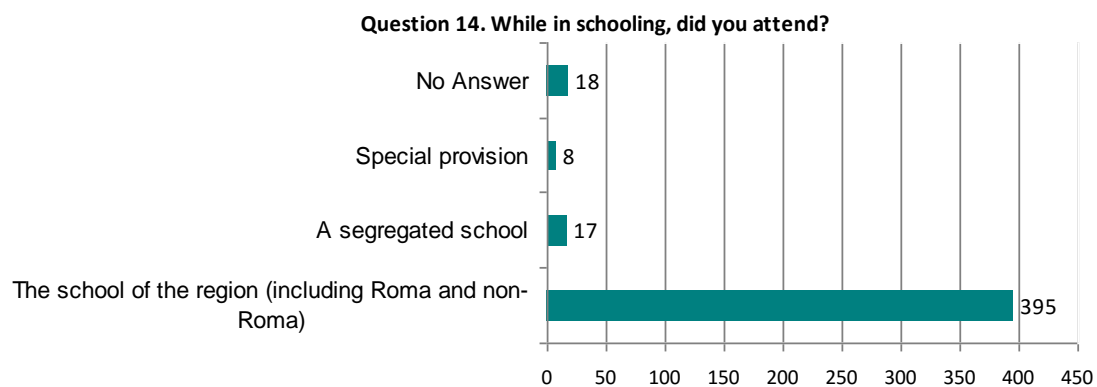
Note: The figures are percentages and are the result of the total received answers per category of income

- School Category

To the question concerning the kind of school the responders attended, the survey findings suggest that more than 90 % joined the school of their region in which could attend both Roma and non-Roma pupils. The interviewees, who did not answer (approximately 4%) this question, are those who had never been to school.

Answers	Percent
The school of the region	90,18
A segregated school	3,88
Special provision	1,83
No Answer	4,11

Figure 22



Note: The figure is based on the received answers

- Roma and non-Roma classmate's rates

- Roma and non-Roma student's rates

Based on estimates of the respondents, it is shown that while in primary/secondary education, the Roma classmates and students in all schools were less than non Roma.

Answers	Percent of classmate's rates
Less than 10%	60,27
10-30%	13,47
30-50%	13,01
More than 50%	8,68
No Answer	4,57

Answers	Percent of student's rates
Less than 10%	57,08
10-30%	13,70
30-50%	11,87
More than 50%	8,68
No Answer	8,68

It is also shown that in only 8.6% of the responder's schools the Roma pupils were as many as non Roma.

Figure 23

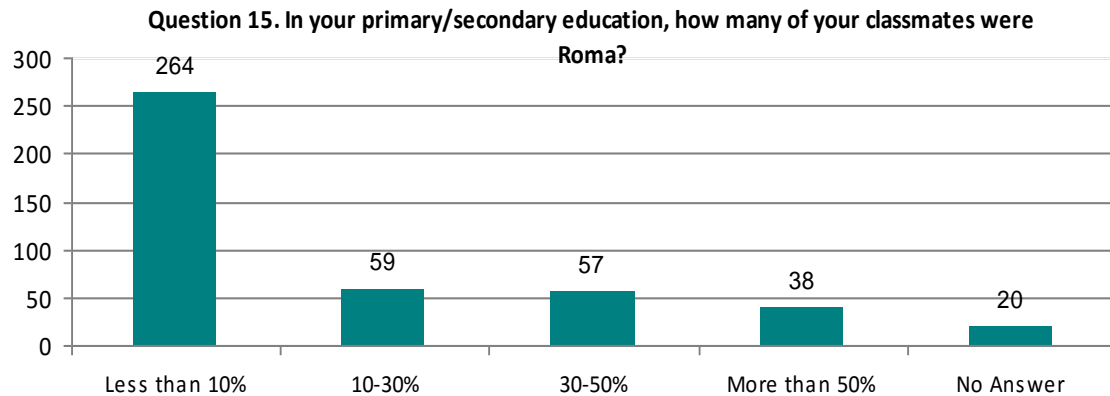
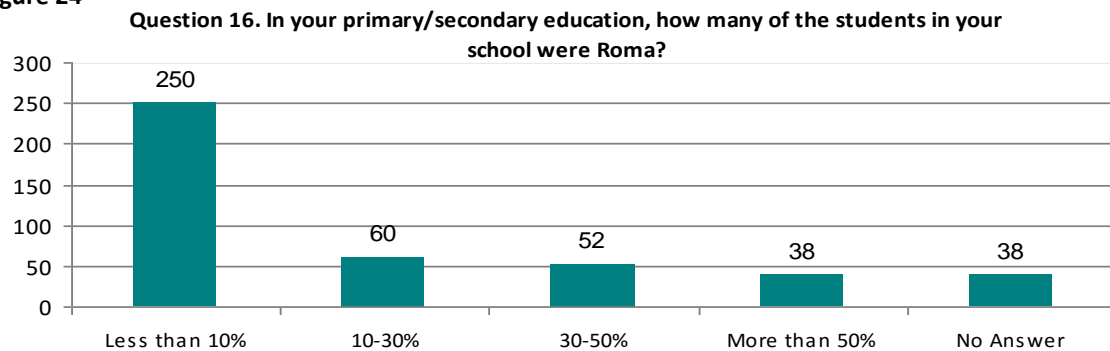


Figure 24



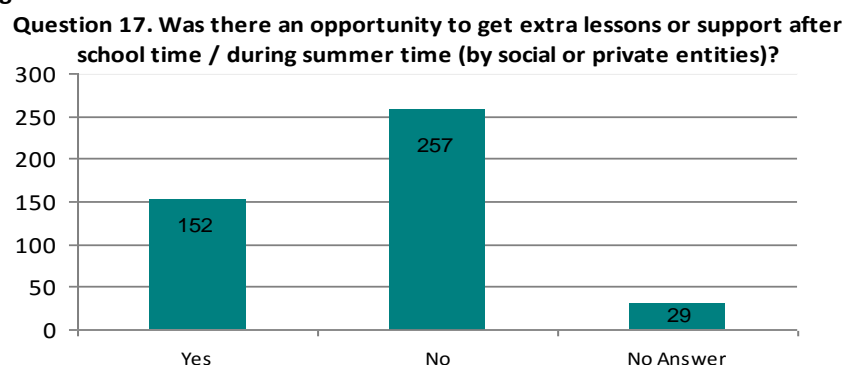
Note: Both above figures are based on the received answers

- Opportunities on additional teaching for Roma pupils

The survey findings reveal that a large percentage (58.6%) of the Roma responders do not believe/know/have an opportunity to get extra lessons or support after school time or during summer time by social or private entities in order to catch up their classmates.

Answers	Percent
Yes	34,70
No	58,68
No Answer	6,62

Figure 25

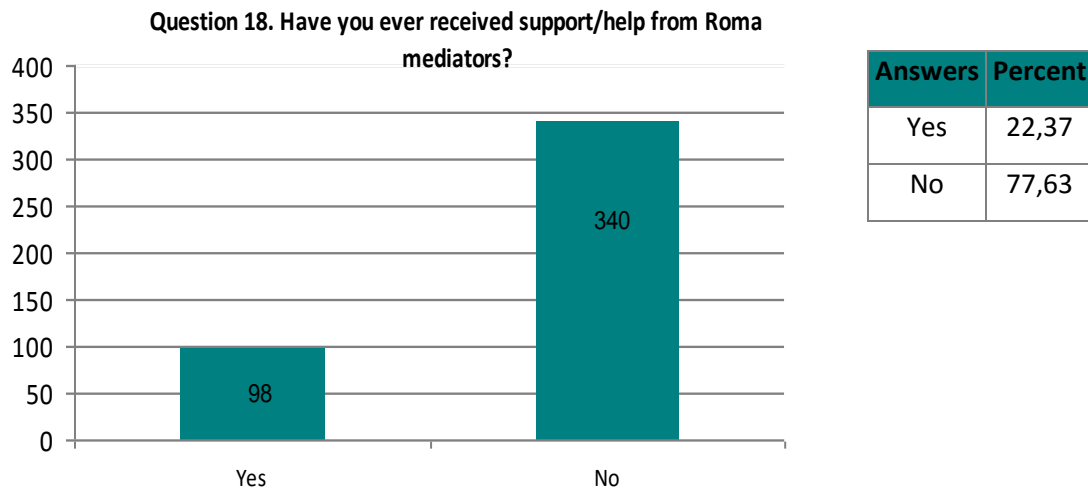


Note: The figure is based on the received answers

- Support from Roma mediator

It is clear that the majority of Roma people (77.6%) have never received support or any kind of help from Roma mediators concerning educational issues or difficulties in handling such issues or coming in contact with the educational system.

Figure 26



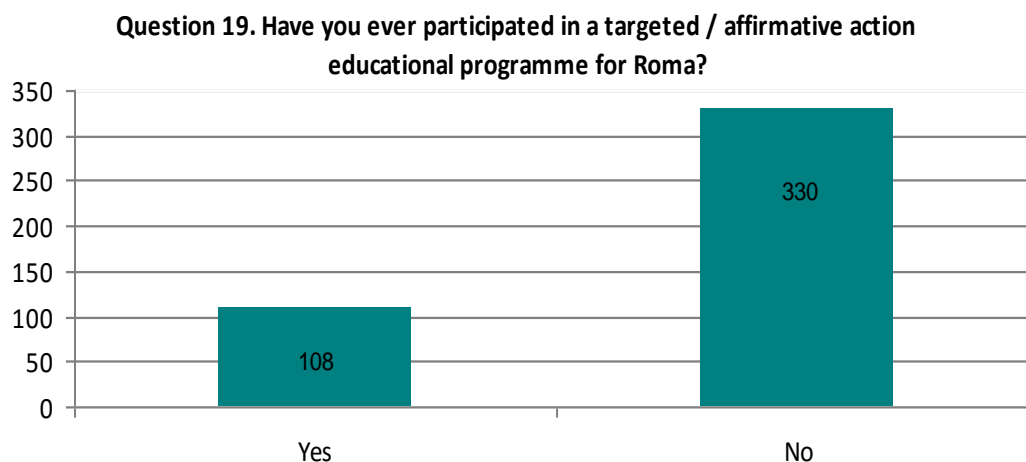
Note: The figure is based on the received answers

- Participating in a targeted/affirmative action educational programme for Roma

Once more, it is more than clear that the majority of Roma people (75.3%) have never participated in a targeted / affirmative action educational programme for Roma

Answers	Percent
Yes	24,66
No	75,34

Figure 27



Note: The figure is based on the received answers

- Roma's opinion on targeted/affirmative action educational programme

In question 20, we had a total of 178 answers from 74 people who had participated in a targeted /affirmative action educational programme for Roma in the past and 104 answers from Roma who had never participate in such initiatives.

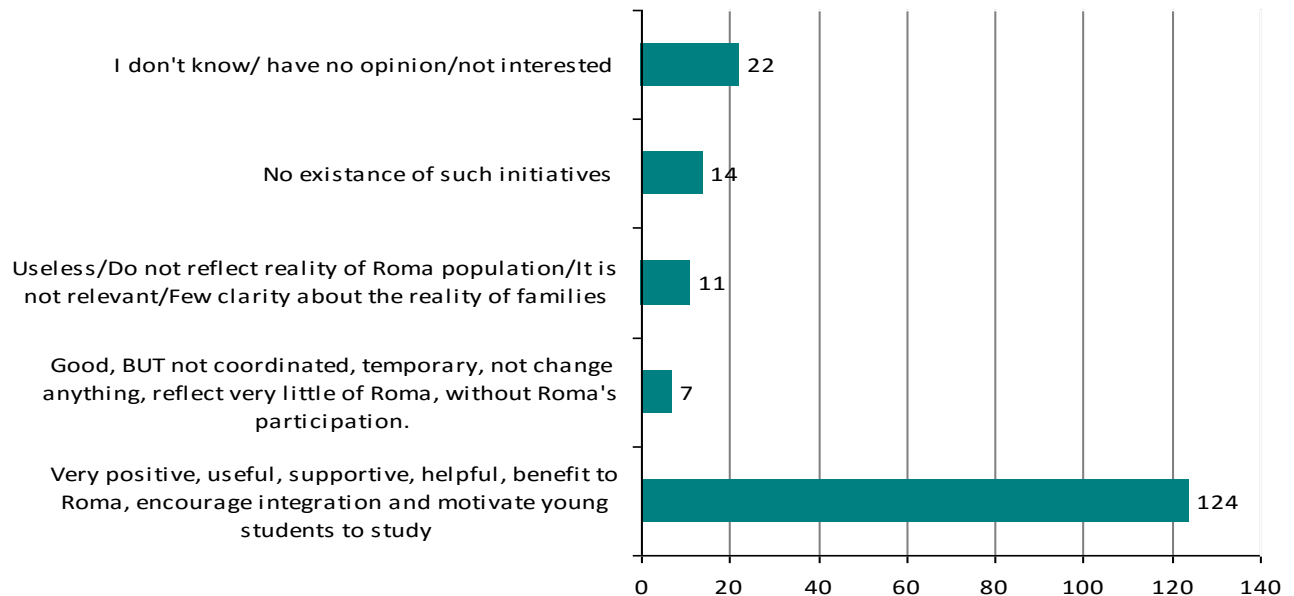
The majority of Roma (124 out of 178) people have a positive opinion about these initiatives and believe that are very useful, important, necessary, supportive, interesting, helpful, benefit to themselves as they can learn new things, develop themselves in many areas, give opportunity to access formal education (as providing permanently help in learning and development) & work programmes (opportunity to work and be justified). They also think that the initiatives are in the correct approach to motivate young Roma students and create awareness among population about discrimination's fighting, to create Roma (women's') forums, are essential to support Roma pupils to get better education or even help to maintain at school and not be illiterate.

Some of them (six-seven persons) are making comments on the difficulty in "syzefxis" theory and action (going from theory to action), meaning that these are only temporary, and in the end, nothing would really change for the Roma's reality. Besides, the absence of participation of the Roma community in the preparation of such initiatives was also mentioned. There are a few respondents who want these initiatives to be multiplied and extra funded. There is someone who believes that such initiatives could have a negative impact on majority if majority gets the impression that the Roma are getting something "for free"

It is important to mention that from the 74 people who had participated in a targeted / affirmative action educational programmes for Roma in the past, no-one has negative opinion for Roma education initiatives.

Figure 28

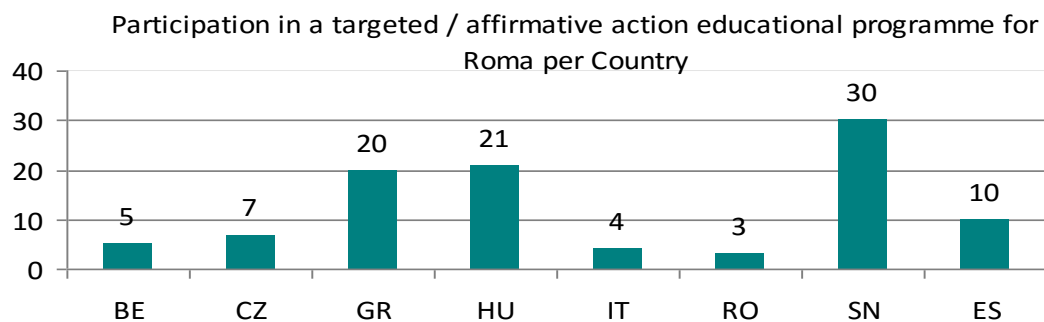
Question 20. What's your opinion about these initiatives?



Note: The figure is based on the received answers

In figure 29 it is shown that Slovenia is the country that has the most Roma participating in a targeted / affirmative action educational programme, and Hungary and Greece are following. In contrast, Romania, Italy, Belgium, and Czech Republic have the lowest participation rates.

Figure 29



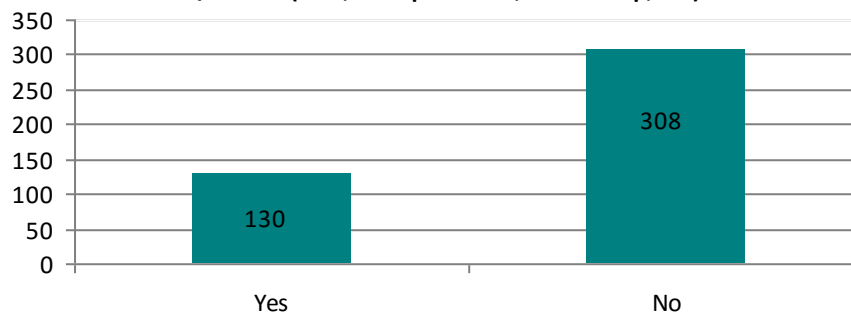
- Government Financial support

The results show that almost 70.3% of the Roma responders weren't aware of the financial support that their government can provide them in order to complete their studies / school (fees, transportation, scholarship, etc)?

Answers	Percent
Yes	29,68
No	70,32

Figure 30

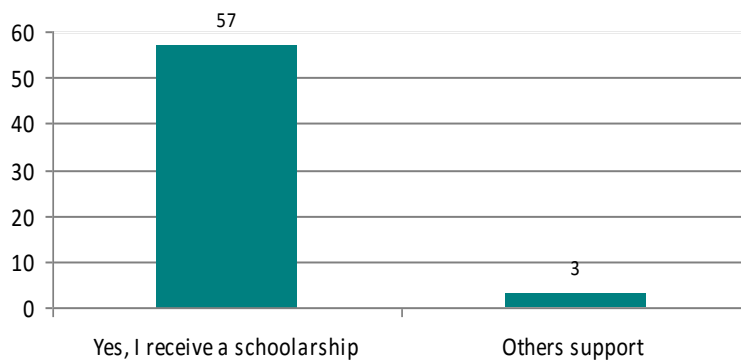
Question 21. Are/were you aware of any financial support that your government can provide to Roma people in order to complete their studies / school (fees, transportation, scholarship, etc)?



Note: The figure is based on the received answers

Figure 31

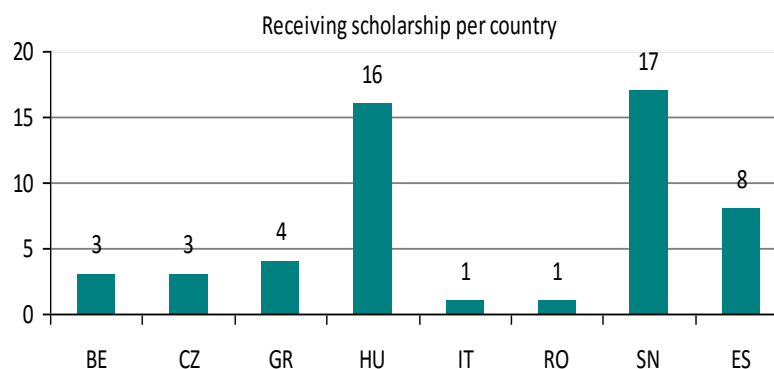
If yes, have you received scholarship?



57 of 130 responders, who knew the existence of financial supports, reported to have received scholarships while schooling. (Figure 31)

Note: The figures are based on the received answers

Figure 32

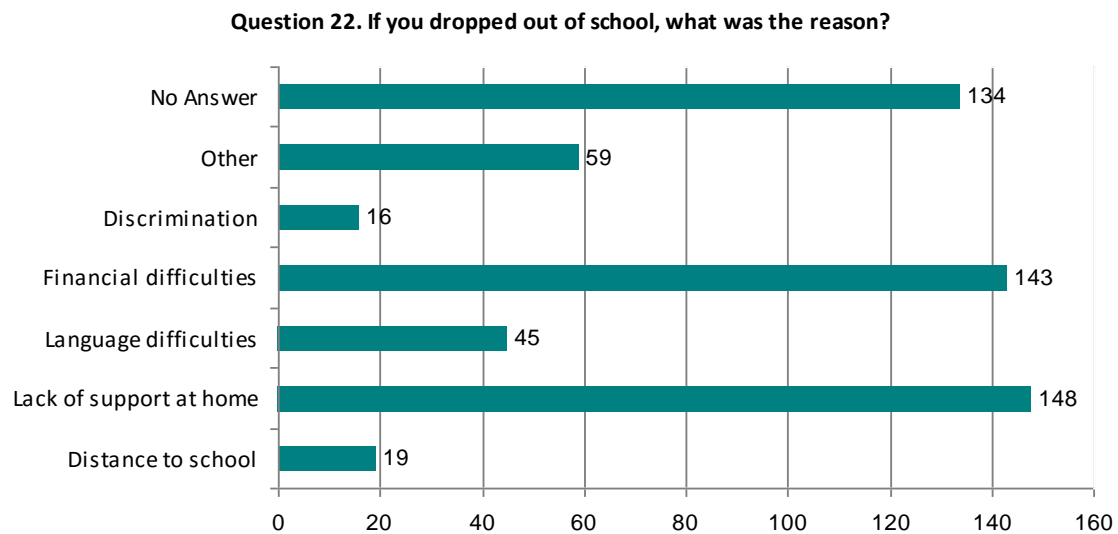


In figure 32 it is shown that Slovenia and Hungary are the countries having the most Roma receiving a scholarship, and Spain is following. In contrast, Romania, Italy, Belgium, Czech Republic and Greece have the lowest participation rates.

- Reasons for dropping out school

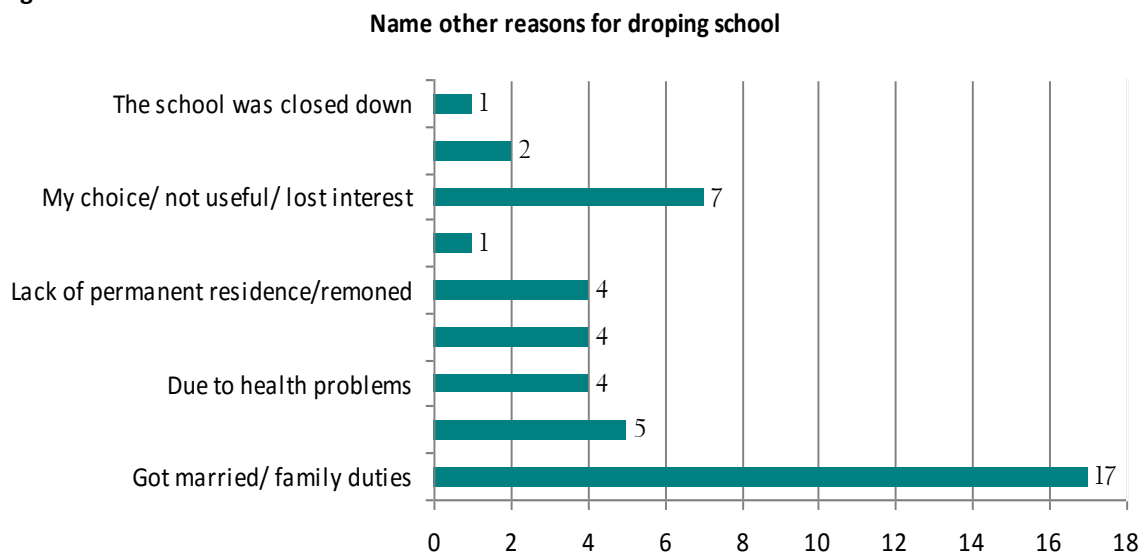
Although respondents could choose more than one answers, it is clear that lack of family support and financial shortcomings are the primary reason for Roma dropping out of school. (Figure 33)

Figure 33



When the “other reasons” asked to be specified, the share of Roma who said that they did drop out of school due to getting married or having family duties is a very high as figure 34 shown.

Figure 34



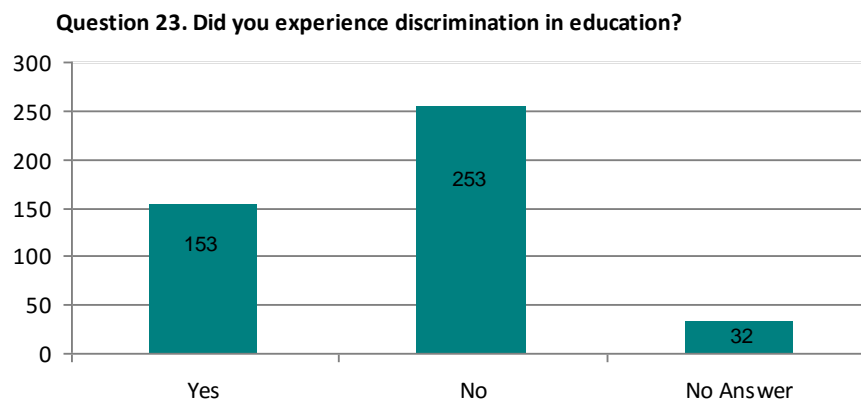
Note: The figures are based on the received answers

- Experience discrimination in education

Respondents were asked if they had experienced discrimination while in education and the results reveal the share of Roma who have experience discrimination is still very high (34.9 %).

Answers	Percent
Yes	34,93
No	57,76
No Answer	7,31

Figure 35



*Note: The figure
is based on the
received answers*

It is evident, as it is shown at the next table, that discrimination comes first from peers than other actors; even

Question 24: if YES, from whom?	Percent
Discrimination from the institution (headmaster/teachers)	31,44
Discrimination from other pupils	53,71
Discrimination from parents/parents associations	13,54
No Answer	1,31

though, school personnel also present an important factor.

In figure 36 it is shown that in Slovenia Roma had received more discrimination while in education, and Hungary and Greece are following. In contrast, Belgium has the lowest discrimination rates.

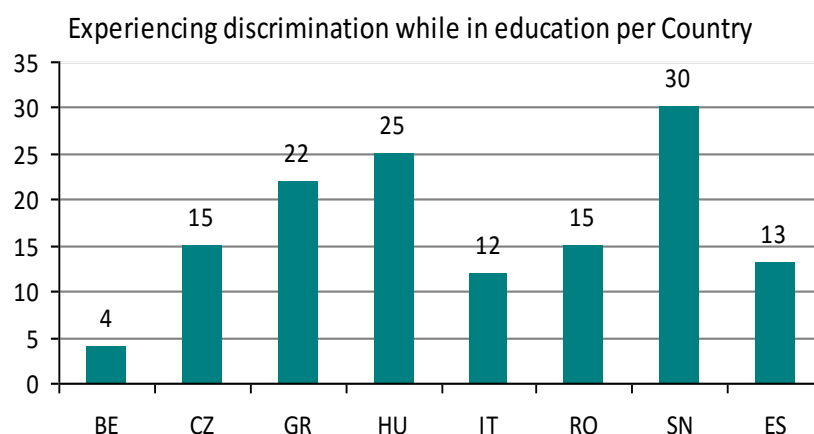
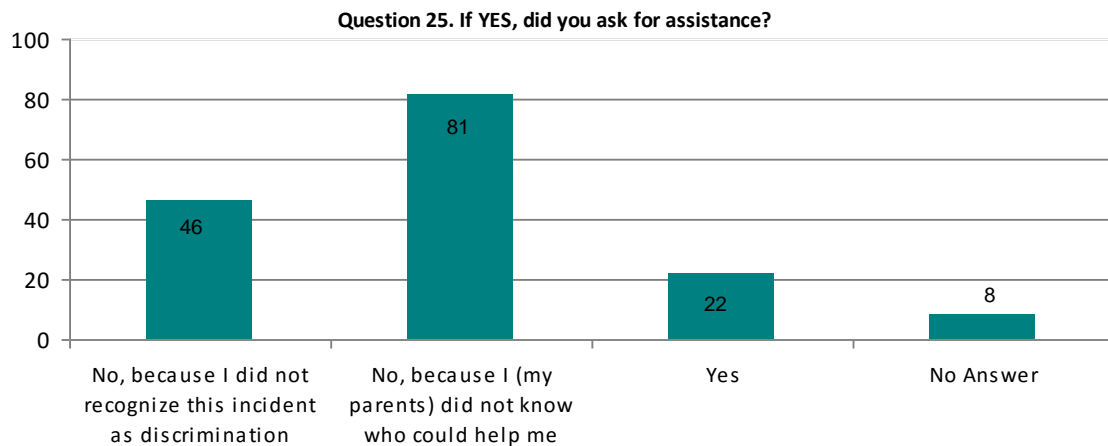


Figure 36

*Note: The figure is
based on the
received answers*

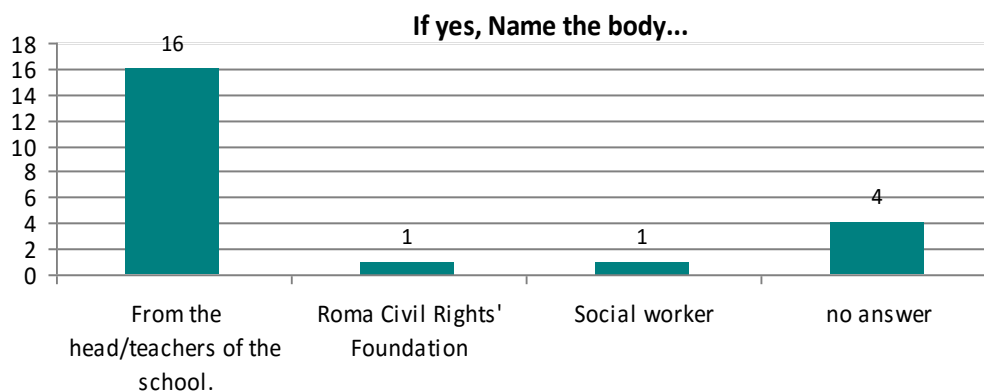
In question whether they had seek for help, the majority of Roma replied “no”, as they themselves or their parents didn’t recognize the incident as discrimination or didn’t know where turn to for help (Figure 37).

Figure 37



As for the 19 positive received answers for asking help, the majority of Roma pupils (and parents) denoted that were turned for help to sources where assess was found more easily, like the school personnel (figure 38)

Figure 38



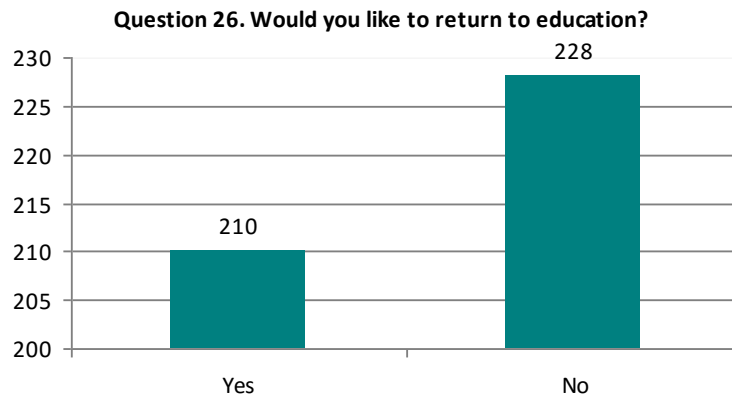
Note: the figure is based on the received answers

- Desire for returning to education

The survey findings suggest that more than the half of the respondents (48%) would like to return to education and the other half (52%) wouldn’t choose to go back to school.

Answers	Percent
Yes	47,95
No	52,05

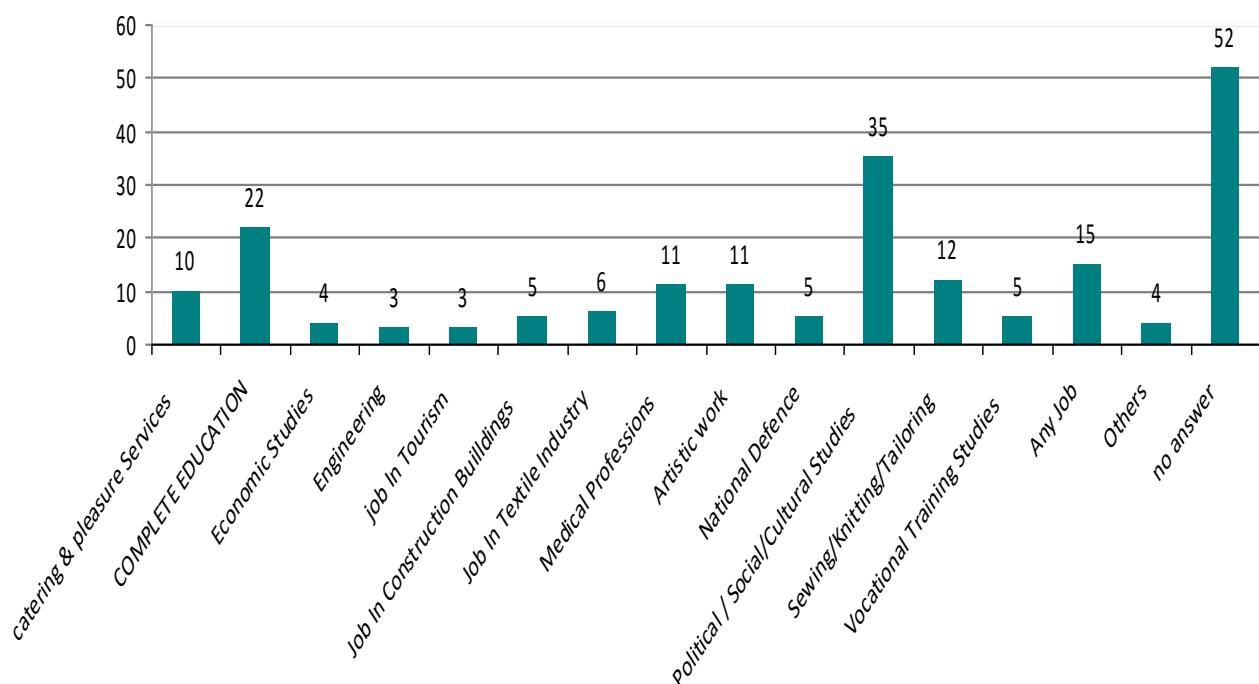
Figure 39



Note: The figure is based on the received answers

In figure 40 Future Educational interests of Roma who want to go on with their studies are presenting.

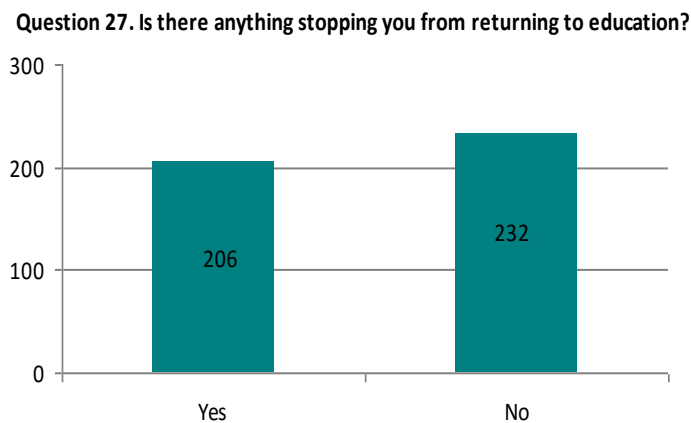
Figure 40: Future Educational interest



Note: The figure is based on the received answers

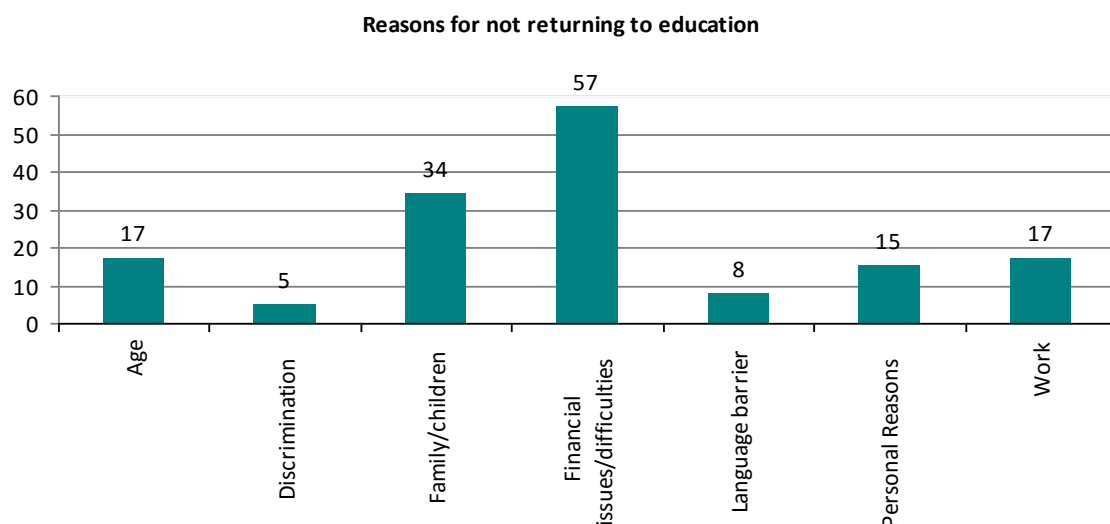
The analysis of the replies on returning to education reveals that almost 74 % of the Roma want to continue with education believe that they might have much more opportunities to find better jobs by attaining higher education. The 25 % of the interviewees although they want to continue with education, they simply don't specify the subject ("no answer").

Figure 41



More than 50 % of the Roma responders denote that there have reasons for not returning to education (figure 41) and the highest rates of the main reasons have financial issues/difficulties and family responsibilities (figure 42).

Figure 42



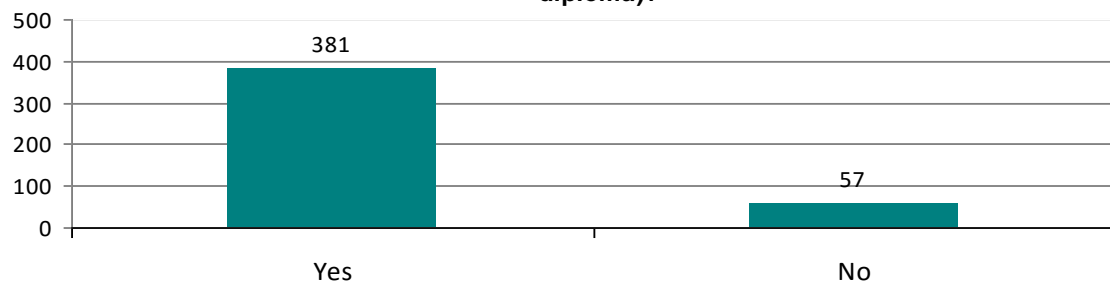
Note: The figures are based on the received answers

- Importance of learning qualifications

Although almost 11% of the Roma interviewees have higher education (see above figure 14), the answers in question of the importance of the qualifications (figure 43) shows that the acquisition of education certificate is considered as an important issue to get a better paid and stable work (87%).

Figure 43

Question 28. Do you think it is important to have a qualification (e.g. secondary school certificate, vocational qualification, or higher education diploma)?



Note: The figure is based on the received answers

The majority of Roma surveyed believe that the more qualification one has the more employment opportunities are provided, as a minimum qualification in every job is requested.

Those who answered that qualifications are not needed/not important, support their claim by saying that work experience is needed more than the certificates and a Roma regardless the number of qualifications he/she has, is still Roma and has to face many barriers.

3.3 EMPLOYMENT SITUATION

This section presents the current professional status of the Roma interviewed population in the study areas. Reference is made to specific features that identify Roma responder's current employment situation, their job specialization & aspirations, their access to services providing assistance in finding work.

- Current Occupational Status

Answers	Percent
Not working at the moment	43,15
Hourly work	13,93
Part-time work	10,27
Full-time work	27,85
In training	1,14
Working in an informal way	3,65

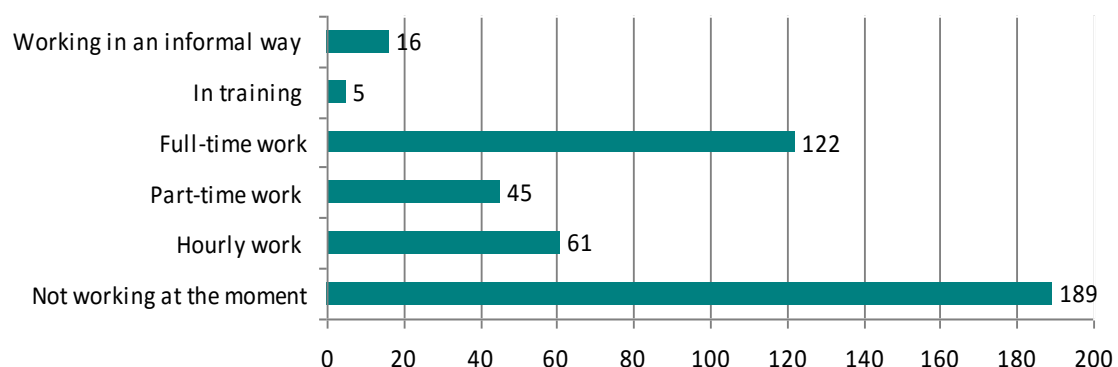
The survey's results point out that almost half of the interviewees are out of work considering unemployed the share that is in training or working in an informal way.

It is worth mentioning that 28% of the Roma surveyed denoted that they are full-time worked, without determining if the work was

as an Entrepreneur, Self-employed (without employees), Employee, or Assistant without pay in family business.

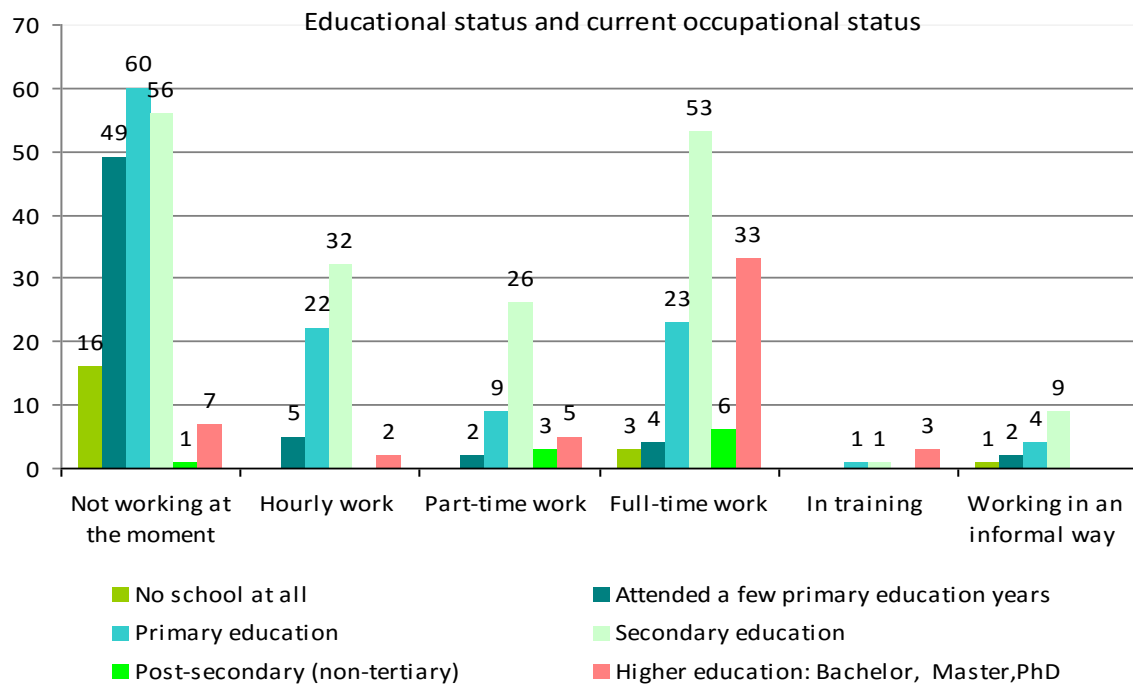
Figure 44

Question 29. Which of the following statements best describe your current occupational status?



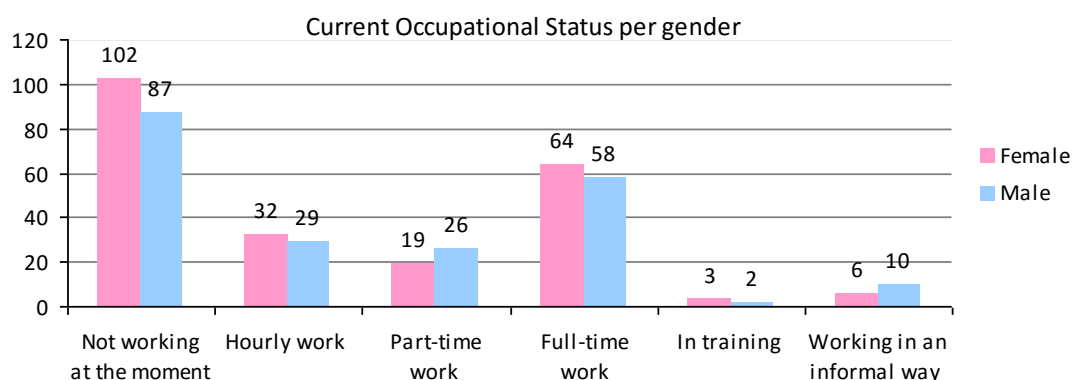
In figure 45 it is shown that the Roma who finished secondary (lower & upper) and higher education (Bachelor, Master, PhD) are working in full-time jobs. In contrast, Roma who attended a few years/ finished primary school t is more likely to be unemployed.

Figure 45



In figure 46 it is shown that both sexes have equal distribution in current working status. A slight edge of Roma women can be seen in unemployment status and even slightest in full - time work.

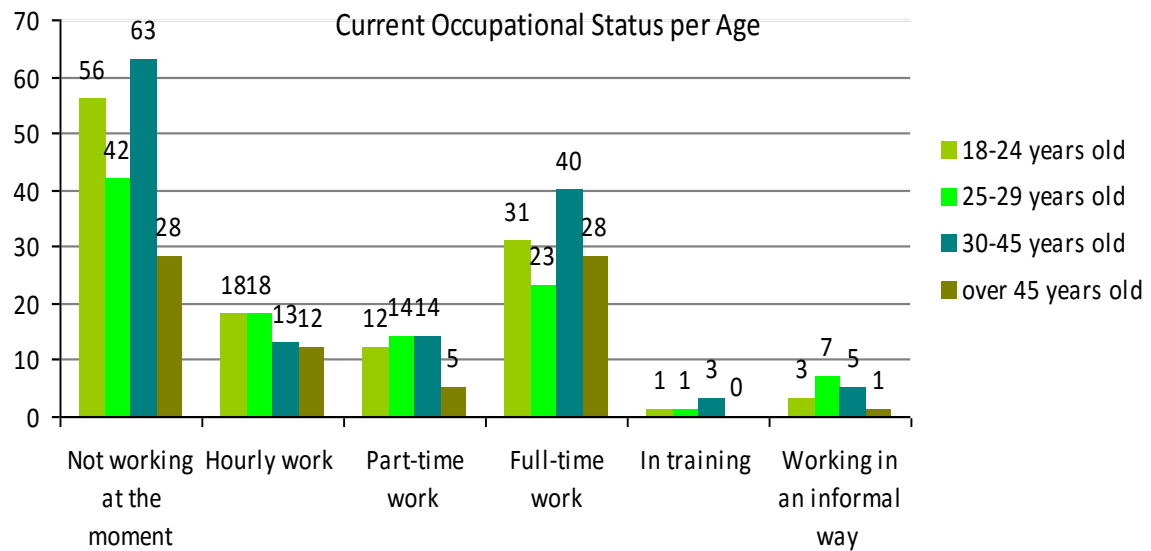
Figure 46



Note: The figure is based on the received answers

In figure 47 it is shown that the age group 30-45 years old has highest rates in full-time jobs but and in unemployment as well. The same results with clearly lower rates apply to group aged 18-24 years old. A slight edge of Roma aged 30-45 years old can be seen in those who are working in an informal way.

Figure 47

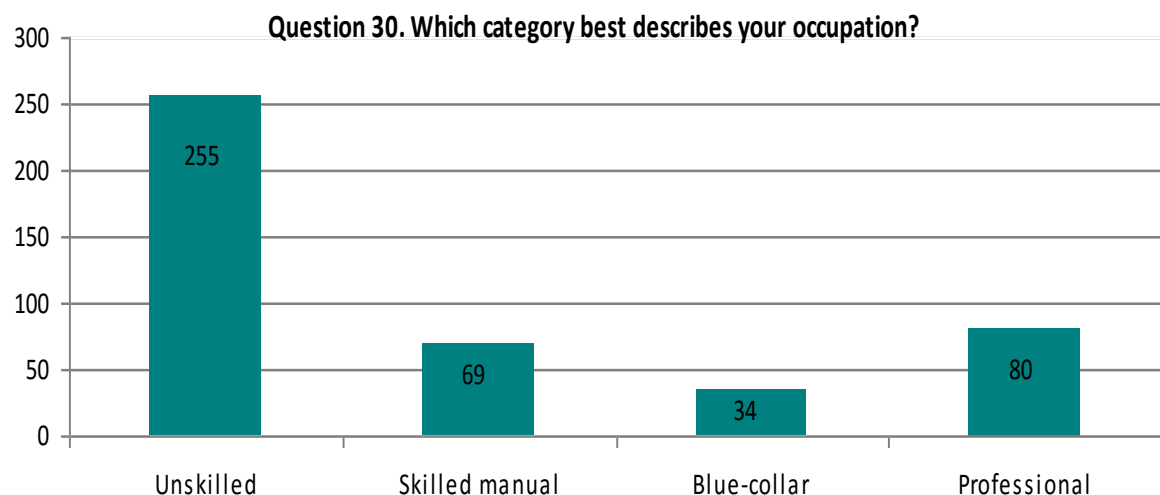


- Professional specialization

In next question (30), respondents were asked which category (unskilled, skilled, blue collar, professional) was best describing their occupation. The lack of professional specialization that characterizes Roma is confirmed by the survey results. In contrast, only 7.7 % of the Roma responders are employed in blue – collar works.

Answers	Percent
Unskilled	58,22
Skilled manual	15,75
Blue-collar	7,76
Professional	18,26

Figure 48



Note: The figure is based on the received answers

- Unemployment Status and Space

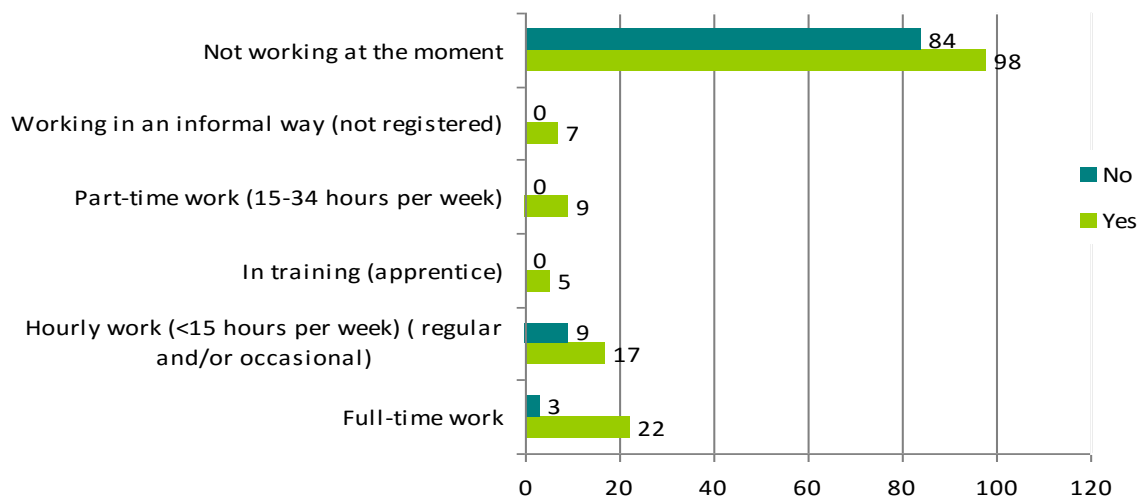
Although the responders who denoted that “not working at the moment” (see figure 43 above) were 189, in question 31 “Have you ever worked in the past?” the received answers were 254 (as 72 Roma who denoted to be working answered this question too and 7 Roma who denoted to not be working, didn’t give an answer).

For those who aren’t working at the moment, it is worth to mention that 46.1% have never worked in their whole life.

	Not working at the moment	Percent
Yes	98	53,85
No	84	46,15

Figure 49

Question 31: “Have you ever worked in the past?”



Note: The figure is based on the received answers

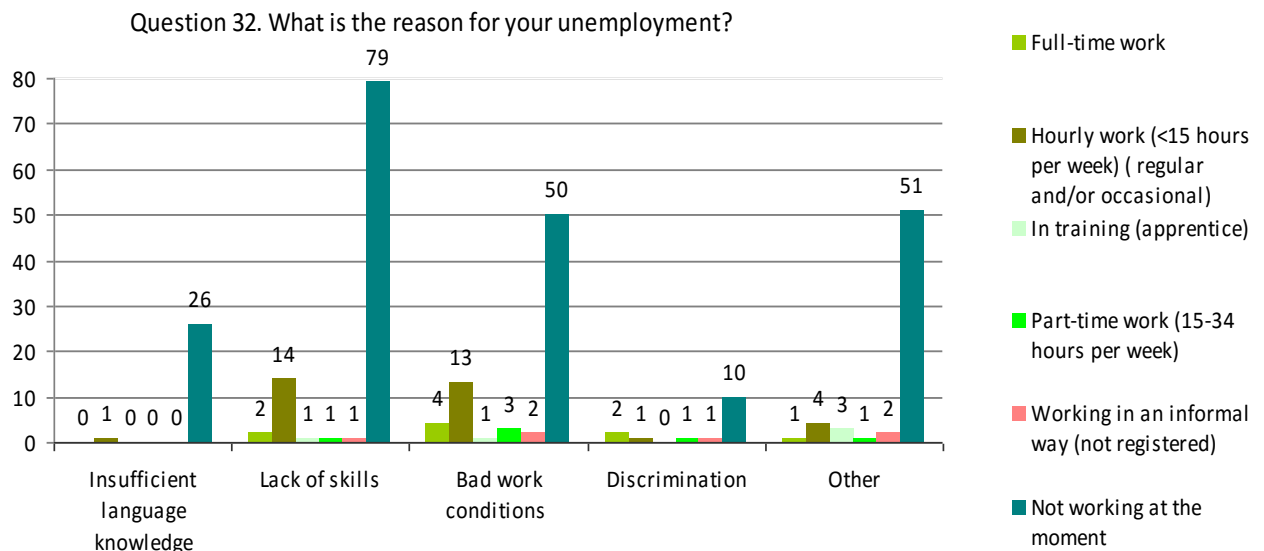
The lack of skills (36.5%) and the bad working condition (unhealthy workplace, long working hours, low payment, no insurance) are considered as the main reasons of unemployment for the interviewees who are not working at the moment.

The same reasons for unemployment are given from the

Roma who are working at the moment, as the figure 50 clearly shows. It should be noted that the responders could choose more than one answer if needed.

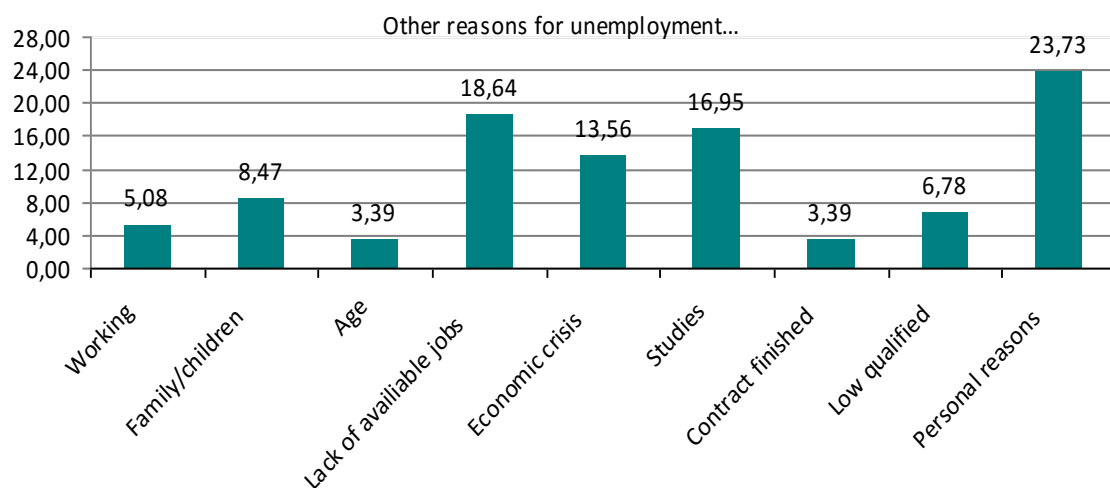
	Not working at the moment	percent
Insufficient language knowledge	26	12,04
Lack of skills	79	36,57
Bad work conditions	50	23,15
Discrimination	10	4,63
Other	51	23,61

Figure 50



Those Roma responders who denoted “other reasons for unemployment” specify them (Figure 51) by saying that they just couldn’t work due to personal reasons (own decision, disease, take pension); there are no available jobs (18.6%) in combination with those who are talking about the economic crisis; many are still studying (16.9%); and some of are having duties at home (8.4%)

Figure 51



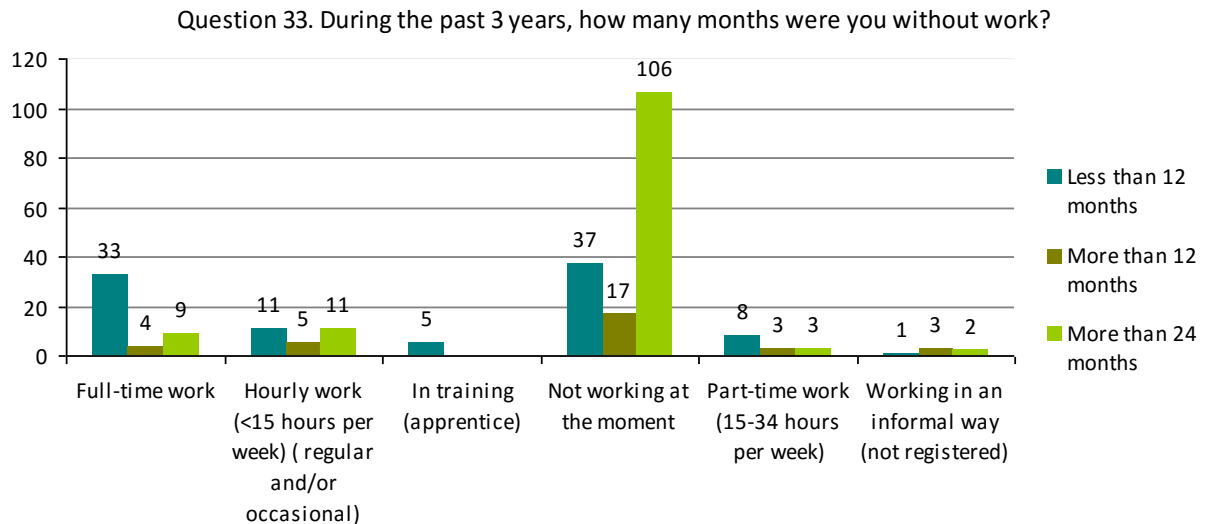
As it clearly showed in the table, a share of the Roma responders who are not working at moment and have been out of work during the

last three years more for more than 24 months is very high, 66.3%.

	Not working at the moment	Percent
Less than 12 months	37	23,13
More than 12 months	17	10,63
More than 24 months	106	66,31

As is obvious in the figure 52, Roma who are now working had been out of work during the last three years more for less than a year.

Figure 52

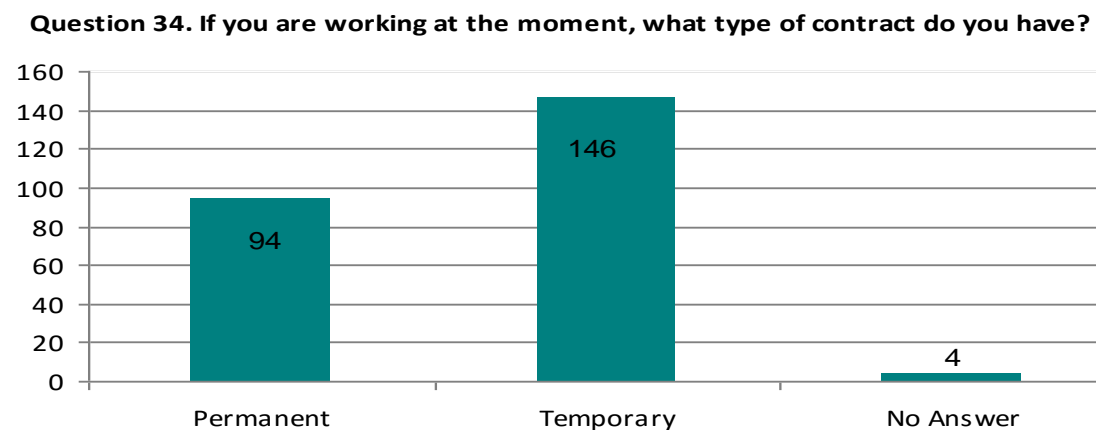


Note: The figure is based on the received answers

- Professional Status and aspiration

In question 34 "If you are working at the moment, what type of contract do you have?" we received 240 answers (out of 244 who declared not working at the moment or being in training). The results show that about 60% of working Roma is having a temporary contract (figure 53).

Figure 53

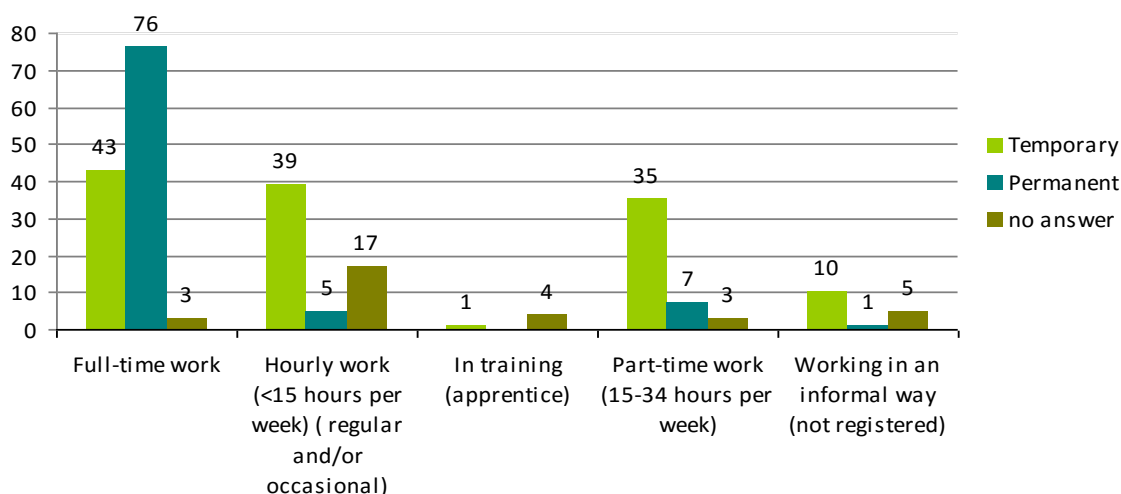


Note: The figure is based on the received answers

62.3 % of the responders who have a full time job denoted that they have a permanent contract in contrast with all the others responders who have hourly or part-time jobs or even working in an informal way who denoted having temporary working contracts (figure 54).

Figure 54

Question 34. If you are working at the moment, what type of contract do you have?



Note: The figure is based on the received answers

In question 35 “What job would you like to work in considering your qualifications (e.g. unskilled, skilled manual, blue-collar, professional, or other)?” most of Roma answered that they want to work as unskilled workers because they probably understand that qualifications are needed to find a skilled work.

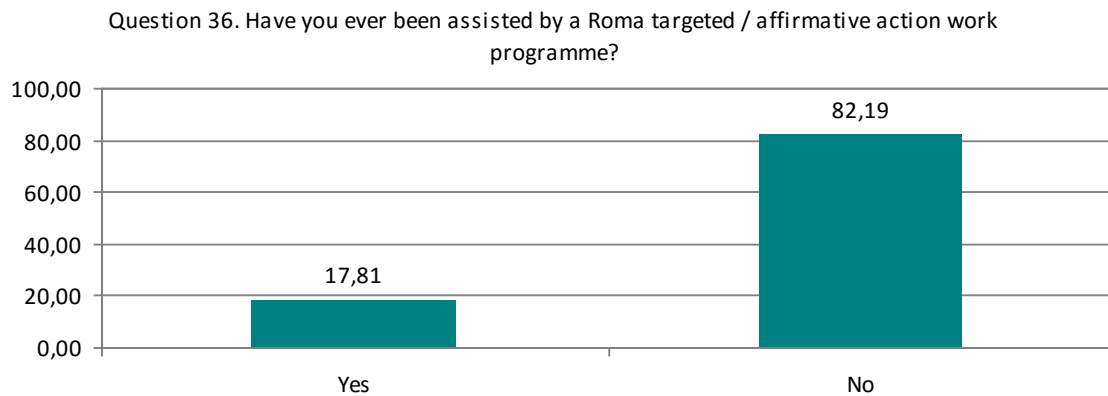
About 24% denote that they want to find a professional work, a job that is qualified. Many Roma believe that if the Roma people have accredited qualifications, they could find better jobs and surely would be accepted by the whole community as equal!

35. What job would you like to work in	No of answers	percentage
Unskilled	159	36,30
Professional	104	23,74
Skilled manual	66	15,07
Blue-collar	47	10,73
The one I do is the one I desired.	14	3,20
Other	13	2,97
None	4	0,91
No answer	31	7,08
Total	438	100%

- Support in job seeking

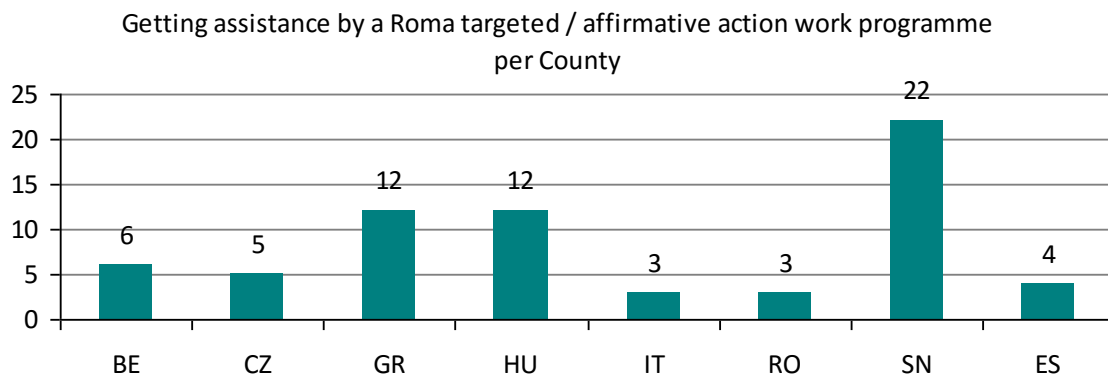
Some of the Roma responders who have never been assisted by a Roma targeted / affirmative action work programme, as it clearly showed in figure 54, is very high, 82.1%

Figure 55



In figure 56 it is shown Slovenia is the country that has the most Roma getting assistance by a Roma targeted / affirmative action work programme, and Hungary and Greece are following. In contrast, Romania, Italy, Czech Republic and Belgium have the lowest participation rates.

Figure 56



Nevertheless, the Roma who answered “Yes” in the previous question were asked to express their opinion about their experience (figure 57). The majority of them 54 out of 78 Roma denoted that they were had a positive experience as some of them learn something new, some got a job, and others took a training qualification.

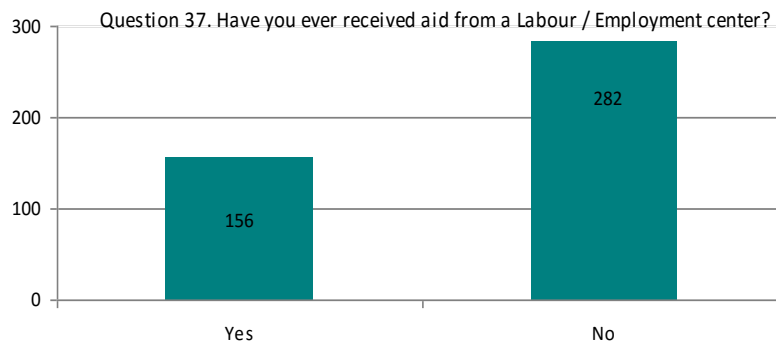
Figure 57



In question 37 “Have you ever received aid from a Labour / Employment Centre?” the share of the Roma responders who have never received aid from a Labour / Employment centre is very high, 64.4%.

Answer	Percent
Yes	35,62
No	64,38

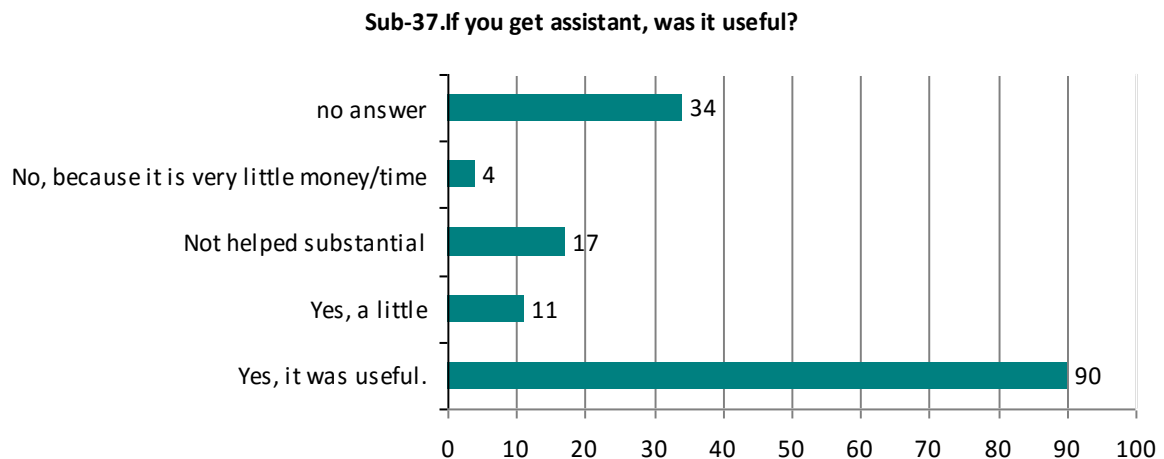
Figure 58



In sub question about the received aid from a Labour / Employment Centre the 57,7% of the interviewees denoted that the aid was useful as they gained better qualification, better opportunities to get a job and better self concept; received labour guidance, defined their professional goal, learnt social and personal skills. Some said that they were receiving unemployment benefits that helped them to come up with their duties and a few managed to find a new job.

	Answer	Percent
	Yes, it was useful	57,69
	Yes, a little	7,05
	Not helped substantial	10,90
	No, because it is very little money/time	2,56
	no answer	21,79

Figure 59

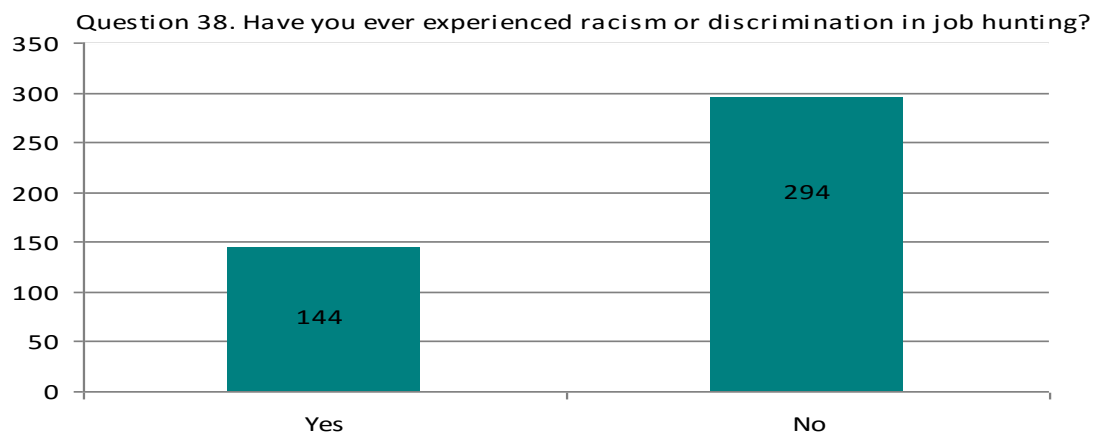


- Experience discrimination at work/in job hunting

The results reveal that high rates of 32.9 % of the Roma responders have experienced racism or discrimination because of their ethnicity while searching for a job.

Answer	Percent
Yes	32,88
No	67,12

Figure 60

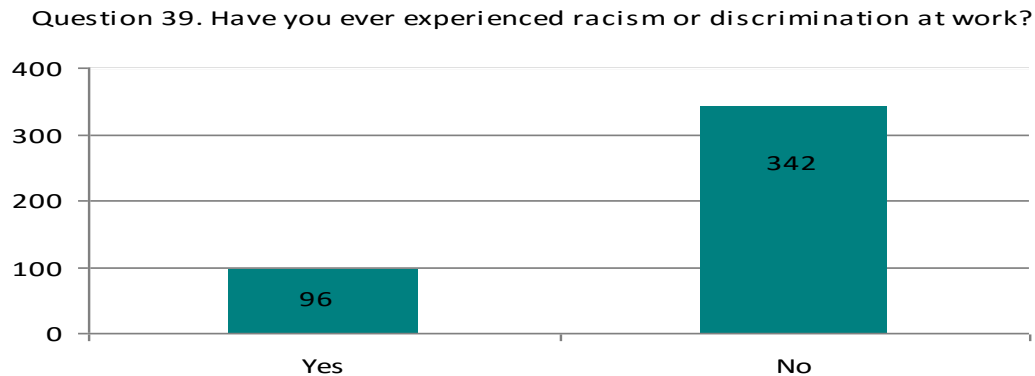


Out of 144 only 4-5 Roma ask for help: one was attended to social services, one the other Roma people, another one turned for help to the Municipality and one more just said that he/she asked for assistant. From all of them only two Roma denoted that they received help!

The rate of the Roma responders have experienced racism or discrimination because of their ethnicity while at work is smaller, near to 22%

Answer	Percent
Yes	21,92
No	78,08

Figure 61



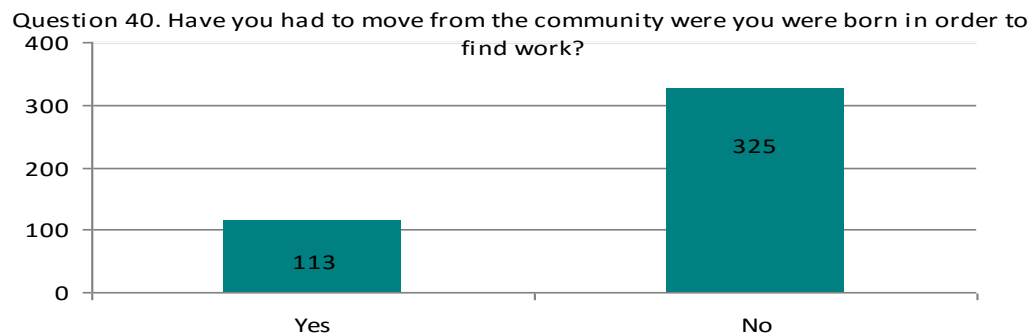
The figures indicate that Roma people either do not know where to get assistance or believe that it would have been pointless as it would not have changed anything! Some Roma also believe that they didn't have enough evidence to substantiate discrimination and some others just learned to ignore such behaviours!

There were a few (2-3) Roma who said that were afraid of getting fired if they complaint about it!

- Shift one's ground for job searching

As the answers of the Roma responders shown in figure 61, one fifth had moved from the community that was born in order to find work.

Figure 62



For those who had to move, a share of 55.8% had to move more than once in their life in order to find work.

Answer	Percent
Did not move	5,31
Once	23,89
2-3 times	31,86
4-5 times	3,54
Several times (more than 10)	20,35
No answer	15,04

CONCLUSIONS

- The questionnaires were primarily targeting Roma who live in a steady environment, not in a moving population.
- Even though the responders were from different countries, nevertheless the interviewed groups show many similar characteristics.
- There is no significant difference comparing the sex of the Roma respondent and the level of the education has been achieved.
- Roma who live in houses (owned or rented) achieve a greater level of education.
- Roma who have higher income achieve higher level of education .
- Once more, it is more than clear that the majority of Roma people (75.3%) have never participated in a targeted / affirmative action educational programme for Roma.
- Young Roma (aged 18-24 years old) appear to have completed Secondary Education in a larger proportion than the other age categories
- More than half (54.1%) of responders have studied above primary school level, as compared to approximately 20% of their parents.
- Most Roma with higher education (bachelor, master, PhD) are from Hungary. In contrast, Greece has the highest rates (65%) of Roma who had almost never gone to school.
- Slovenia is the country that has the most Roma participating in a targeted / affirmative action educational programme and getting assistance by a Roma targeted / affirmative action work programme. Hungary and Greece are following.
- About 75 % of the Roma who want to continue with education believe that they might have more opportunities to find better jobs by attaining higher education.
- 28% of the Roma surveyed denoted that they are full-time worked in contrast with the half of interviewees who denoted being out of work (considering as unemployed the share that is in training or working in an informal way)

- Both sexes have equal distribution in current working status. A slight edge of Roma women can be seen in unemployment status and even slightest in full - time work.
- Roma who finished secondary (lower & upper) and higher education (Bachelor, Master, PhD) are working in full-time jobs
- 62.3 % of the responders who have a full time job denoted that they have a permanent contract.
- Their employment aspirations are focused primarily on Finding a work to be able to feed their family. Most Roma want a job as unskilled workers because of the qualifications needed to find a skilled work.

Comments on providing the questionnaires

- There were signs of distrust by Roma communities towards external interviewers, which may have influenced the honesty of the answers. In addition, some Roma were not willing to participate to the survey.
- Some Roma could not understand the questions and needed to be explained.
- The small difference between men and women interviewed is explained by the fact that many men were working at the time the interviews took place.
- In some Roma camps (e.g. Tyrnavos), it was easier to approach women if the researchers were women, too. Otherwise, women could not respond without the permission of their husband.
- There wasn't the choice of semi-nomadic lifestyle in the Questionnaires.
- Most Roma interviewees used to refer to the financial difficulties they were experienced and their difficulties in finding work.

ANNEX I

Roma Questionnaire

"Fighting discrimination and anti-Gypsyism in education and employment in EU" (PAL)

The project entitled "Fighting discrimination and anti-Gypsyism in education and employment in EU" (PAL) with Ref. No JUST/2014/RDIS/AG/DISC/8115 and funded under the Justice Rights, Equality and Citizenship Programme and Pilot Projects 2014 of DG Justice of the European Union has prepared the following questionnaire to explore Roma educational and employment levels in European Union Countries.

PERSONAL INFORMATION

1. Gender (please select):

- a) female
- b) male

2. Age(please select):

- a) 18-24
- b) 25-29
- c) 30-45
- d) >45

3. Country of residence(please select with X):

Austria		Italy	
Belgium		Latvia	
Bulgaria		Lithuania	
Croatia		Luxembourg	
Cyprus		Malta	
Czech Republic		Netherlands	
Denmark		Poland	
Estonia		Portugal	
Finland		Romania	
France		Slovak Republic	
Germany		Slovenia	
Greece		Spain	
Hungary		Sweden	
Ireland		United Kingdom	

4. Are you a migrant?

- a) Yes, which country are you from: Bulgaria/ Croatia / Czech Republic/
Hungary/ Romania/ Slovak Republic /Other:

.....

- b) No
- 5. How many members live in your residence with you (including children)?**
- a) 1
b) 2-3
c) 4-5
d) >5
- 6. Where do you live?**
- a) in an encampment (shanties & cabins and caravans)
b) in owned house
c) in rented house
d) guest
- 7. Which term best describes your accommodation lifestyle?**
- a) Sedentary
b) nomadic
- 8. Are the majority of people in your neighborhood Roma?**
- a) Yes
b) No
- 9. Would you describe yourself as a person with:**
- a) Low income (Struggling to cover living costs)
b) Middle income (Managing to cover costs and have money for savings, consumer goods etc)
c) High income (Easily managing to cover costs and have money left over for saving, consumer goods, holidays)
- 10. What is the highest level of schooling your father completed?**
- a) No school at all
b) Attend a few primary education years
c) Primary Education
d) Secondary education: Lower
e) Secondary education: Upper
f) Post-secondary (non-tertiary)
g) Higher education: Bachelor / Master / PhD
- 11. What is the highest level of schooling your mother completed?**
- a) No school at all
b) Attend a few primary education years
c) Primary Education
d) Secondary education: Lower
e) Secondary education: secondary
f) Post-secondary (non-tertiary)
g) Higher education: Bachelor / Master / PhD
- 12. Do you have a bank account?**
- a) Yes
b) No

EDUCATION INFORMATION

13. What level of schooling did you complete? Select the highest one.

- a) No school at all
- b) Attended a few primary education years
- c) Primary Education
- d) Secondary education: Lower
- e) Secondary education: Upper
- f) Post-secondary (non-tertiary)
- g) Higher/Tertiary education: Bachelor
- h) Higher/Tertiary education: Master
- i) Higher/Tertiary education: Ph.D

14. While in schooling, did you attend:

- a) The school of the region (including the ROMA and non-Roma pupils)
- b) A segregated school
- c) Special provision

15. In your primary/secondary education, how many of your classmates were Roma:

- a) less than 10%
- b) 10-30%
- c) 30-50%
- d) more than 50%

16. In your primary/secondary education, how many of the students in your school were Roma:

- a) less than 10%
- b) 10-30%
- c) 30-50%
- d) more than 50%

17. Was there an opportunity to get extra lessons or support after school time/during summer time (by social or private entities)?

- a) Yes
- b) No

18. Have you ever received support / help from Roma mediators?

- a) Yes
- b) No

19. Have you ever participated in a targeted/affirmative action educational programme for Roma?

- a) Yes
- b) No

20. What's your opinion about these initiatives?

21. Are/were you aware of any financial support that your government can provide Roma people in order to complete their studies/school (fees, transportation, scholarship, etc)?

- a) Yes, have you received scholarship:.....
- b) No

22. If you dropped out of school, what was the reason? (you can choose more than one answer if needed)

- a) Distance to school
- b) Lack of support at home
- c) Language
- d) Finances
- e) Discrimination
- f) Other. Explain:

23. Did you experience discrimination in education?

- a) Yes
- b) No

24. If YES, from whom?

- a) Discrimination from the institution (headmaster/ teachers)
- b) Discrimination from other pupils
- c) Discrimination from parents/parents associations

25. If YES, did you ask for assistance?

- a) No, because I (my parents) did not recognise this incident/procedure as discrimination.
- b) No, because I (my parents) did not know who could help me.
- b) Yes, from (name the body):.....

26. Would you like to return to education?

- a) Yes, what would you like to study:.....
- b) No

27. Is there anything stopping you from returning to education?

- a) Yes, explain:.....
- b) No

28. Do you think it is important to have a qualification (e.g secondary school certificate, vocational qualification or higher education diploma)?

- a) Yes, why:
- b) No, why:

EMPLOYMENT INFORMATION

29. Which of the following statements best describe your current occupational status?

- a) Not working at the moment
- b) Hourly work (< 15 hours per week) (regular and/or occasional)
- c) Part-time work (15 to 34 hours per week)
- d) Full-time work
- e) In training (apprentice)
- f) Working in an informal way (not registered)

30. Which category best describes your occupation

- a) Unskilled
- b) skilled manual
- c) blue-collar
- d) professional

If you are not working at the moment:

31. Have you ever worked in the past?

- a) Yes
- b) No

32. What is the reason for your unemployment? (you can choose more than one answer if needed)

- a) Insufficient Language knowledge
- b) Lack of skills
- c) Bad work conditions (long/unhealthy working hours, low payment, no insurance)
- d) Discrimination
- e) Other Explain

33. During the past three years, how many months were you without work?

- a) Less than 12
- b) More than 12
- c) More than 24

If you are working at the moment:

34. What type of contract do/did you have?

- a) Permanent
- b) Temporary

35. What job would you like to work in considering your qualifications? (e.g. unskilled, skilled manual, blue-collar, professional or other)

.....

36. Have you ever been assisted by a Roma targeted/affirmative action work programme?

- a) Yes, was your experience positive:
- b) No, why.....



37. Have you ever received aid from a Labour /Employment Centre?

- a) Yes, was it useful:
- b) No

38. Have you ever experienced racism or discrimination in job hunting?

- a) Yes, did you ask for help: did you get assistance:.....
- b) No, why: I don't know where could get help//other, explain:.....

39. Have you ever experienced racism or discrimination at work?

- a) Yes, did you ask for help:..... did you get assistance:.....
- b) No, why: I don't know where could get help//other, explain:.....

40. Have you had to move from a community were you were born in order to find work?

- a. Yes,
- b. No
- c.

If yes, how many times have you moved in the last five years?

THANK YOU!

Additional Comments from the Interviewer:

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Analysis on Roma Current Situation in Education & Employment

WS 1.4.

