

Roma employment in Danube Region countries: Selected data from FRA Roma surveys

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Vienna, October 2025

FRA mandate in regards Roma inclusion in employment

- Collect evidence on the realization of fundamental rights
- Support COM and MS in their efforts to monitor and evaluate progress on Roma inclusion
- Principle of non-discrimination is the fundamental principle of EU law. Equality and non-discrimination are explicitly acknowledged as foundational values in the EU context in Article 2 [TEU](#).
- [Charter of Fundamental Rights](#) enshrines the right to engage in work, the right to have access to a free placement of service and the right to fair and just working conditions (Articles 15, 29 and 31, respectively).
- [EU Racial Equality Directive](#) proscribes any discrimination based on racial or ethnic origin in employment and working conditions, including social protection and social advantages, dismissals and pay.
- [EU Roma framework](#) aims to increase effective equal access to quality and sustainable employment for Roma.

EU Roma framework – headline and secondary indicators

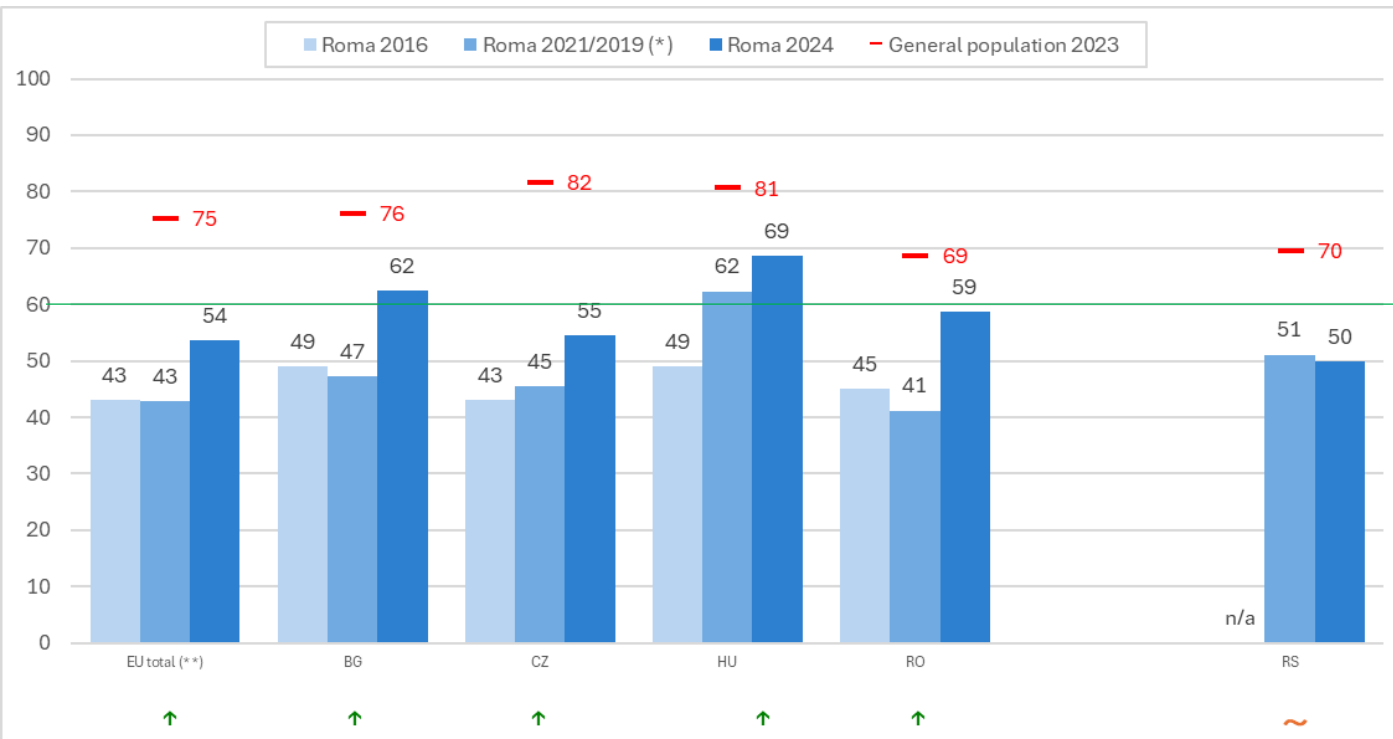
Roma employment in the Danube Region countries

Employment



More Roma are in paid work. One EU-level target can be achieved by 2030

PEOPLE AGED 20–64 WHO DECLARED THEIR MAIN ACTIVITY STATUS AS 'PAID WORK' (INCLUDING FULL-TIME, PART-TIME, AD HOC JOBS, SELF-EMPLOYMENT, OCCASIONAL WORK OR ANY WORK IN THE PAST FOUR WEEKS), BY COUNTRY AND SURVEY YEAR (%)



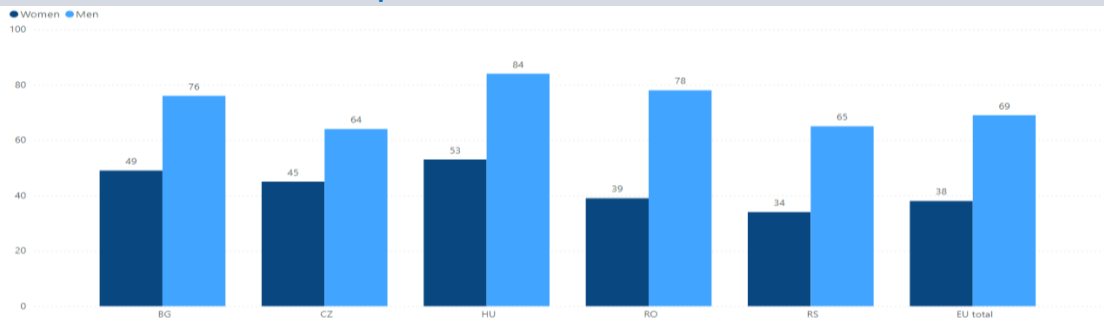
The EU Roma framework calls on Member States:

- to cut the employment gap by at least half and to ensure that by 2030 **at least 60 %** of Roma are in paid work.

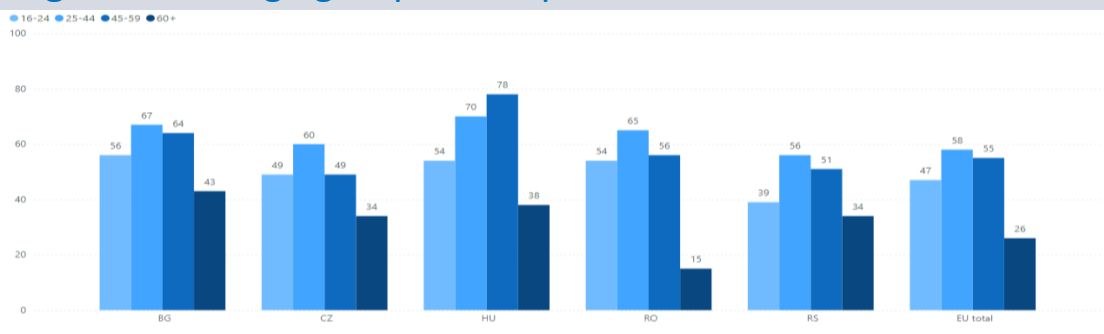
Sources: FRA, Roma Survey 2024; Roma Survey 2021; Roma and Travellers Survey 2019, EU-MIDIS II 2016; Eurostat dataset Ifsa_organ.

Key factors contributing to being in paid work

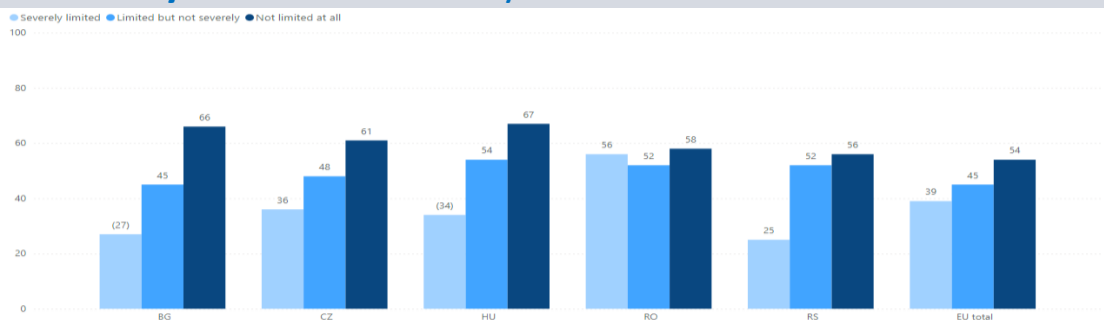
Sex – women less in paid work than men



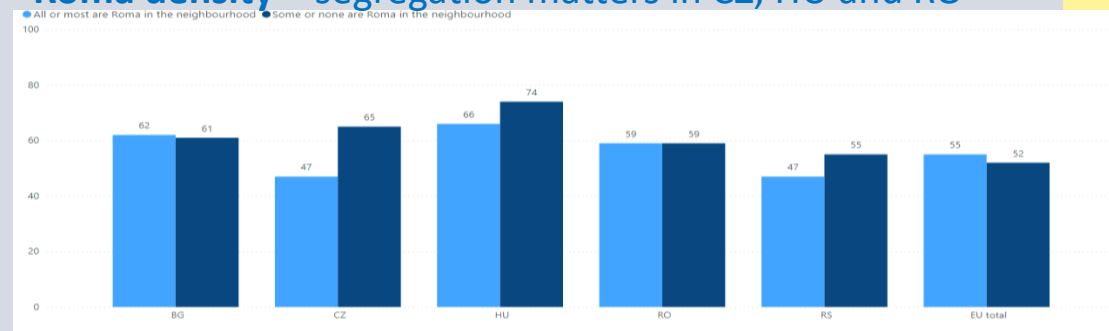
Age – oldest age group less in paid work



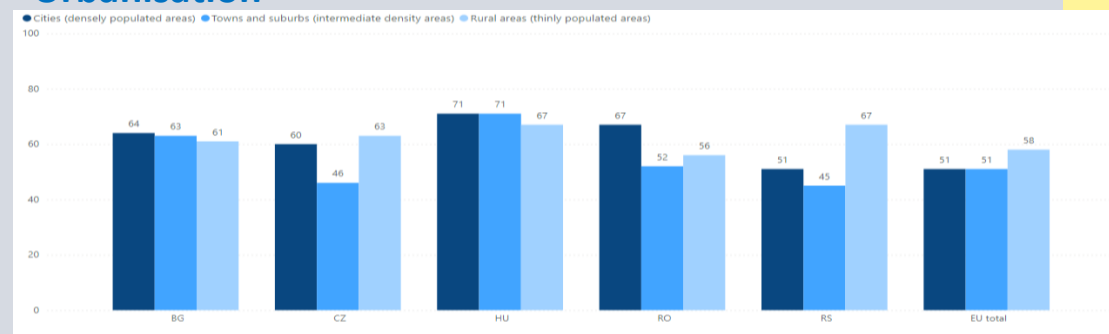
Disability – differences everywhere but in RO



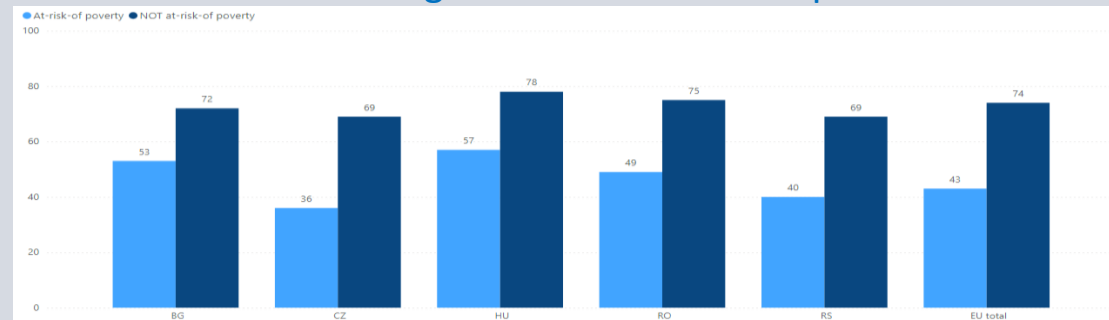
Roma density – segregation matters in CZ, HU and RO



Urbanisation

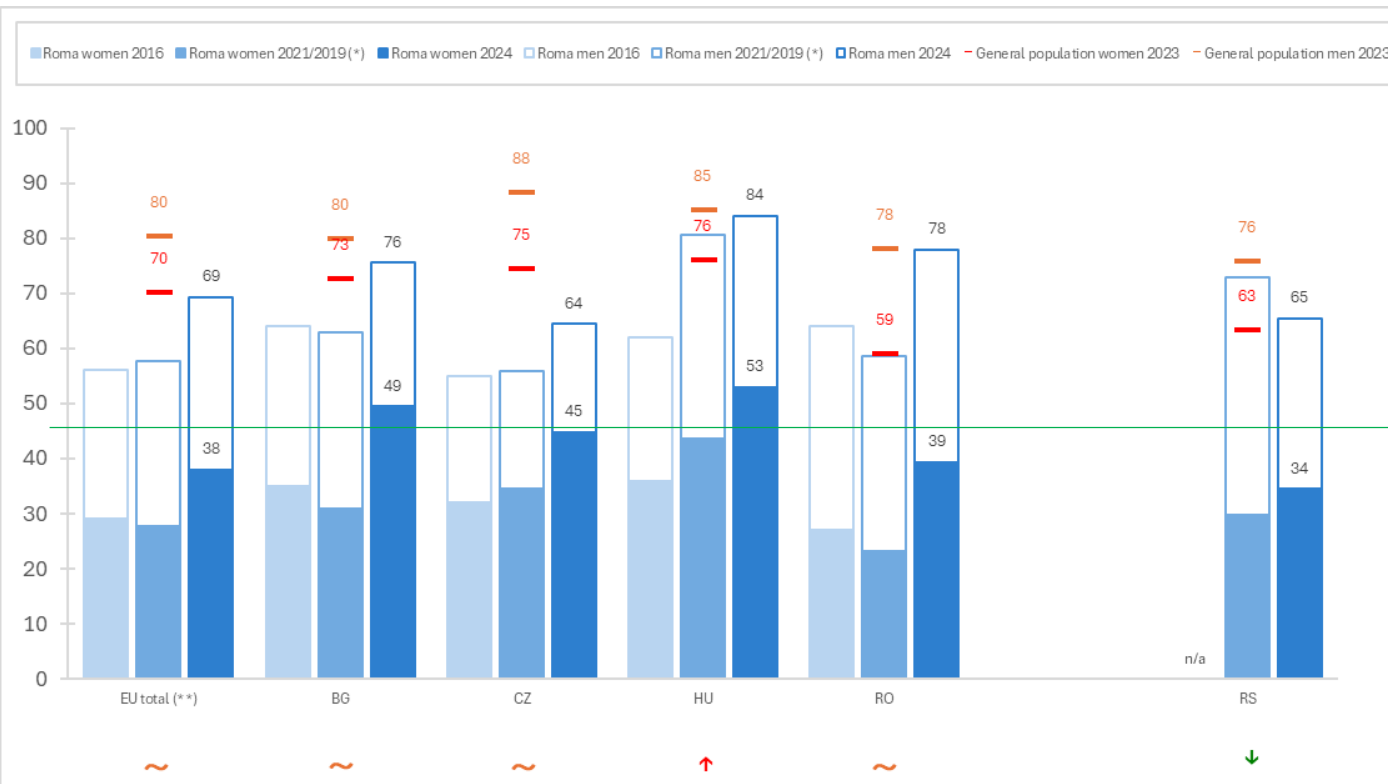


AROP – Roma not living in AROP are more in paid work



Gender gap increased. One EU-level target can be achieved by 2030

DIFFERENCES IN PAID WORK RATES BETWEEN WOMEN AND MEN AGED 20-64, BY COUNTRY AND SURVEY YEAR (%)



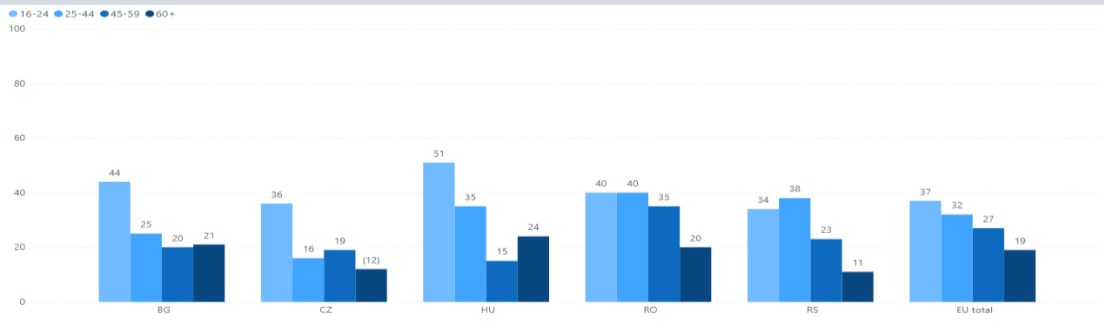
The EU Roma framework calls on Member States:

- to cut the gender employment gap for Roma by at least half and to ensure that by 2030 **at least 45 % of Roma women** are in paid work.

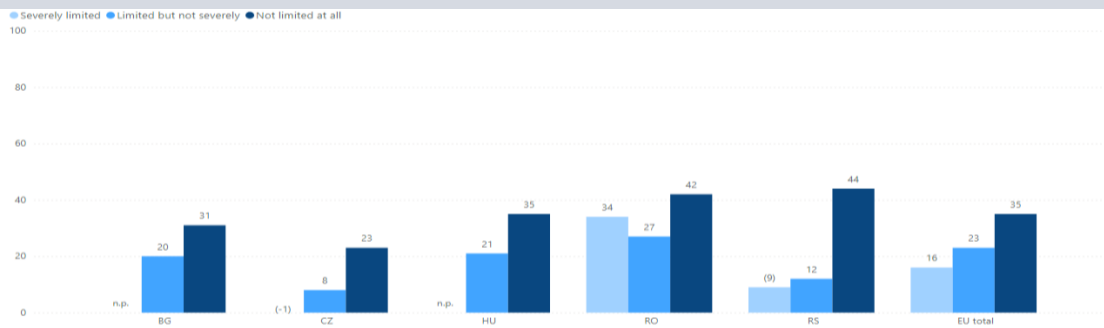
Sources: FRA, Roma Survey 2024; Roma Survey 2021; Roma and Travellers Survey 2019; EU-MIDIS II 2016; Eurostat dataset Ifsa_organ.

Key factors contributing to gender employment gap

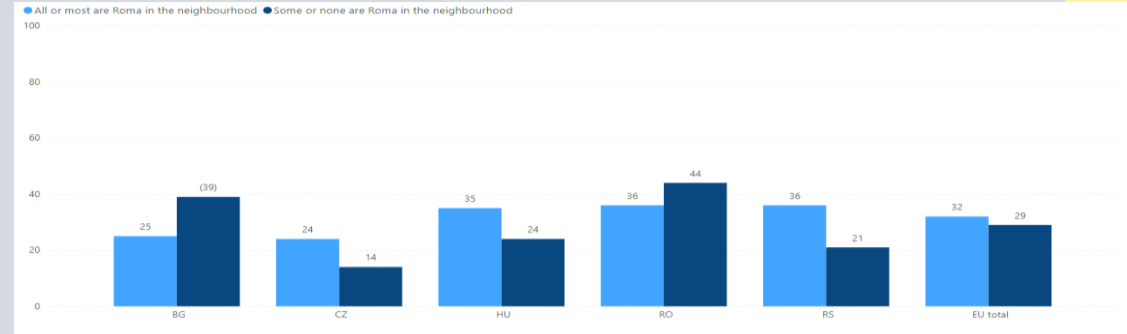
Age – largest gender gap in youngest age group



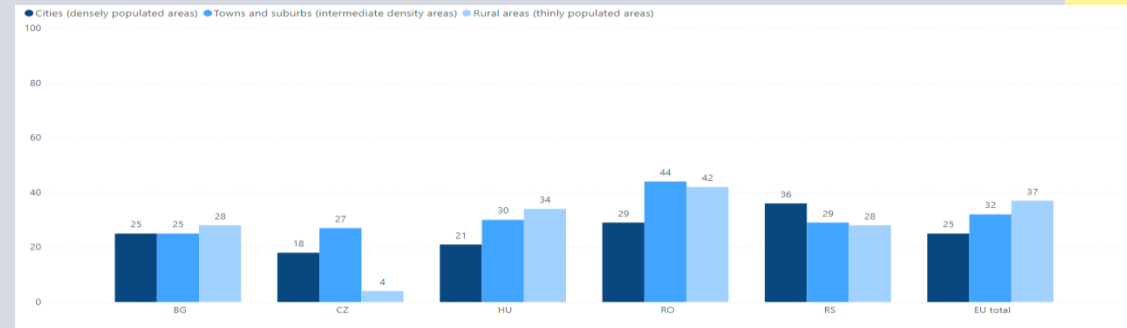
Disability – gender gap is lower if disabled person



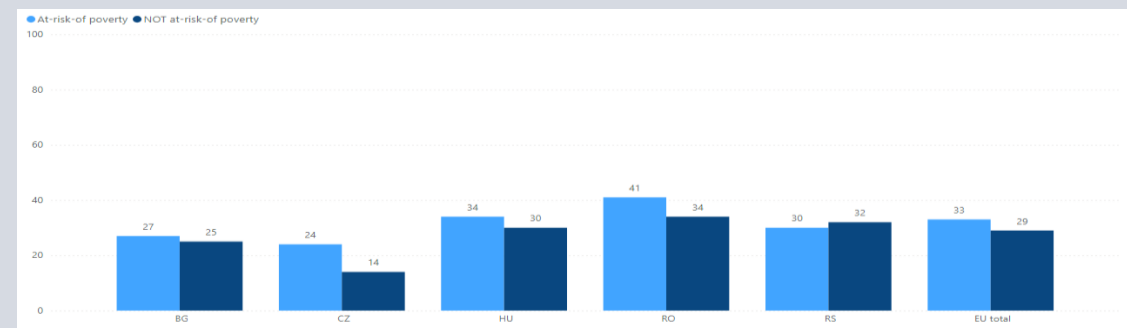
Roma density



Urbanisation



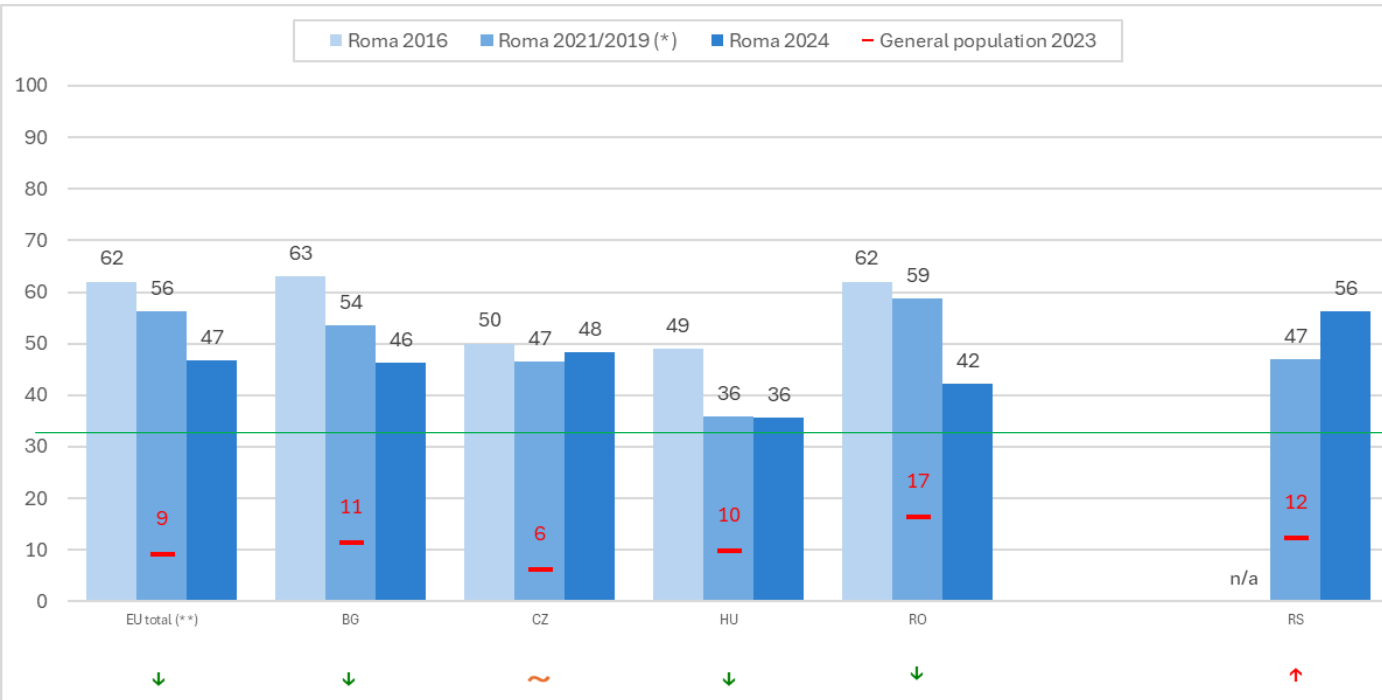
AROP



NEET rate decreased.
One EU-level target can be achieved by 2030



YOUNG PEOPLE AGED 16–24 WHOSE CURRENT MAIN ACTIVITY IS ‘NEITHER IN EMPLOYMENT, EDUCATION OR TRAINING’ (NEET), BY COUNTRY AND SURVEY YEAR (%)



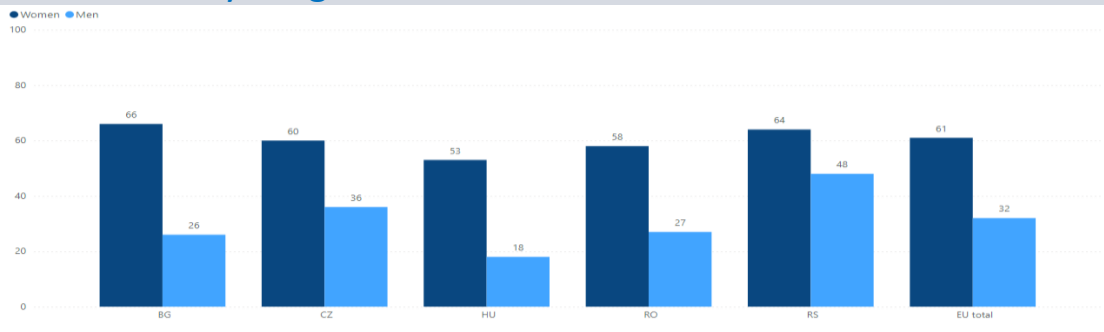
The EU Roma framework calls on Member States:

- to cut the gap in NEET rates by at least half and to ensure that by 2030 **fewer than one in three Roma youth** are NEET.

Sources: FRA, Roma Survey 2024; Roma Survey 2021; Roma and Travellers Survey 2019; EU-MIDIS II 2016; Eurostat dataset edat_lfse_20

Key factors contributing to being NEET

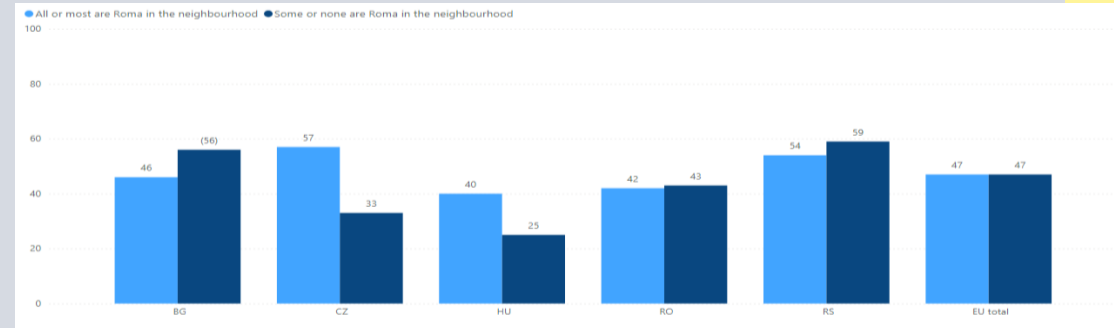
Sex – more young Roma women are NEET



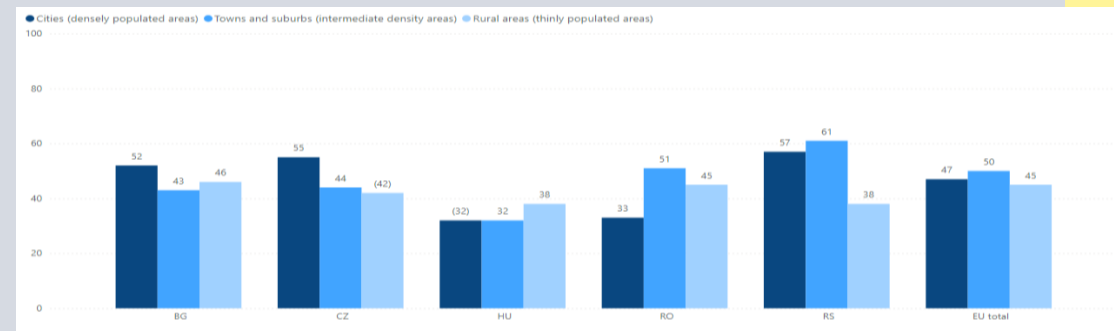
Age – not relevant

Disability – not available due to small sample

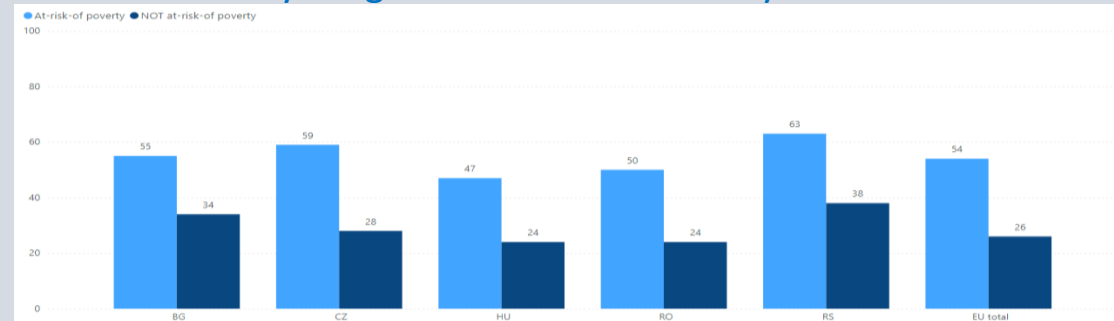
Roma density



Urbanisation



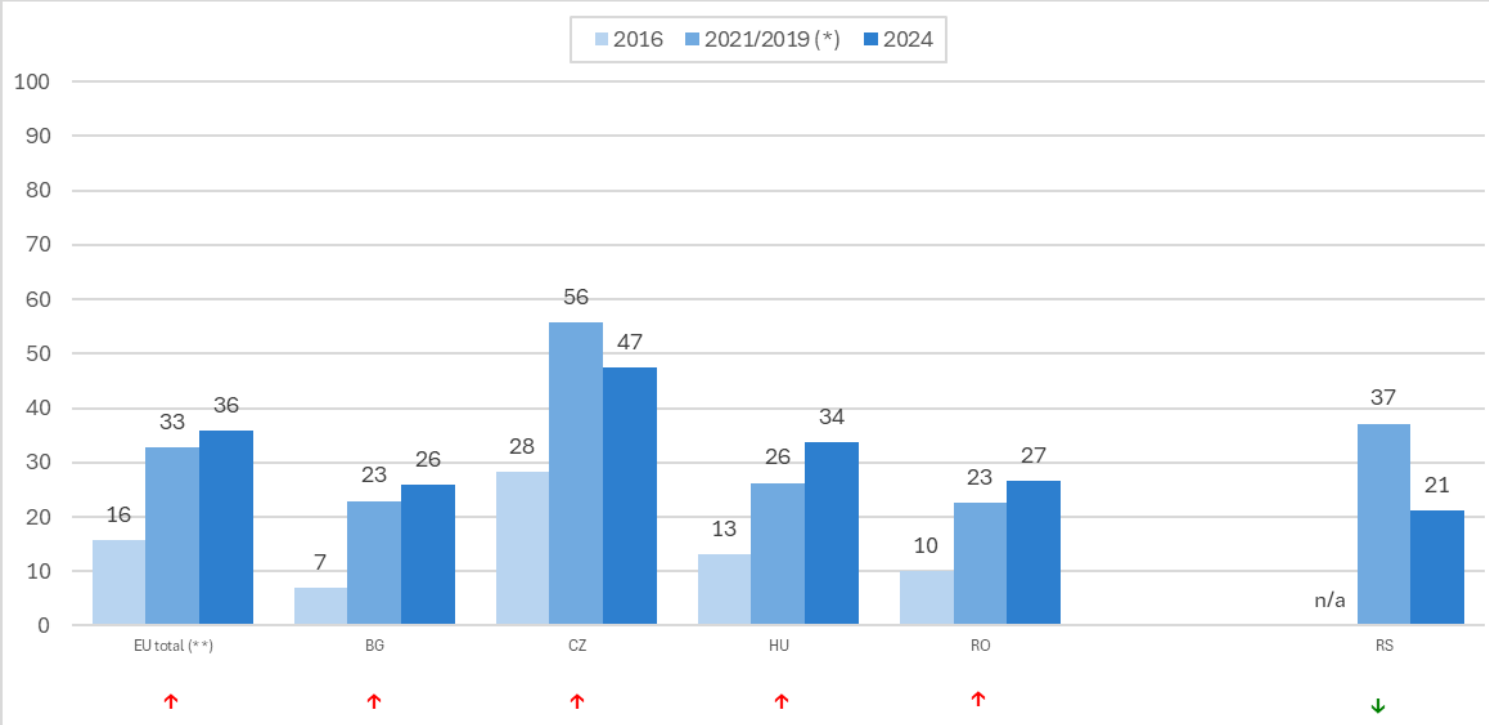
AROP – more young Roma are NEET if they live in AROP



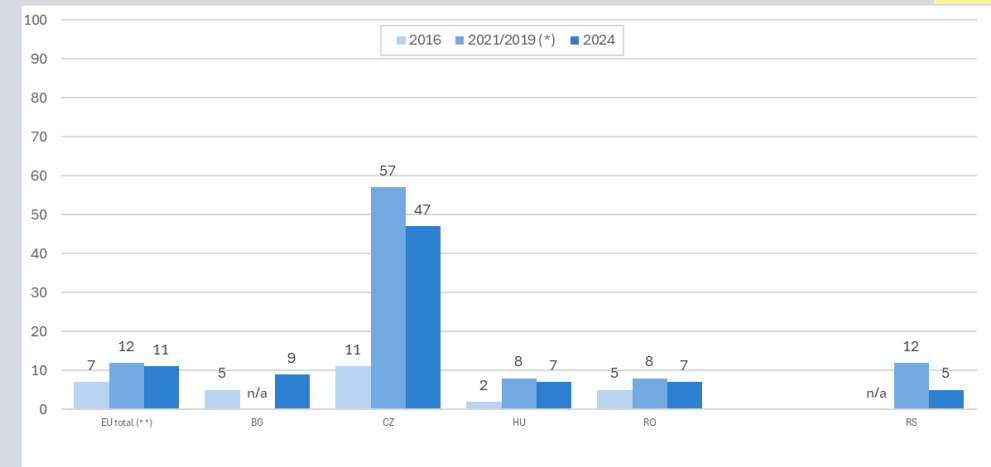
How are Roma treated in the labour market?

Discrimination in labour market I

Respondents who felt discriminated against because of being Roma/Traveller when **looking for a job** in the past 12 months (%)

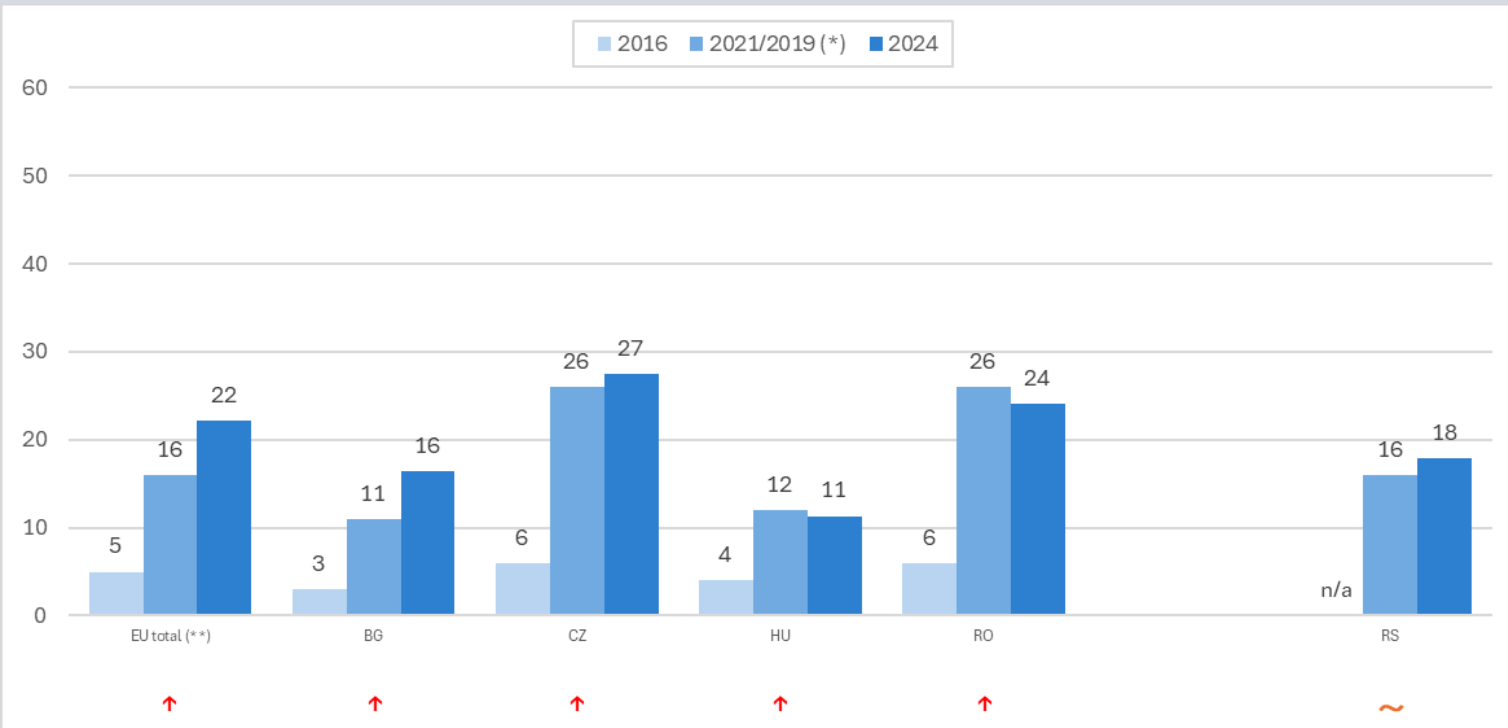


Experiences of discriminatory job adverts in country in past 5 years (%)

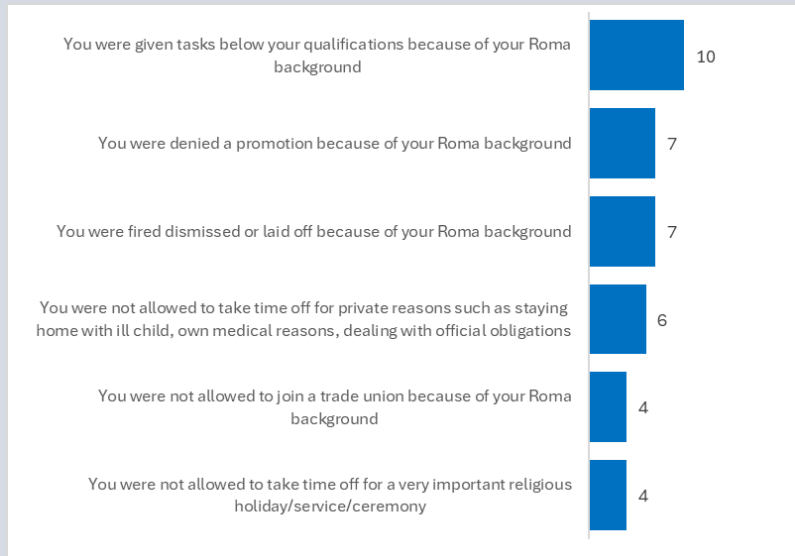


Discrimination in labour market II

Respondents who felt discriminated against because of being Roma/Traveller when **at work** in the past 12 months (%)

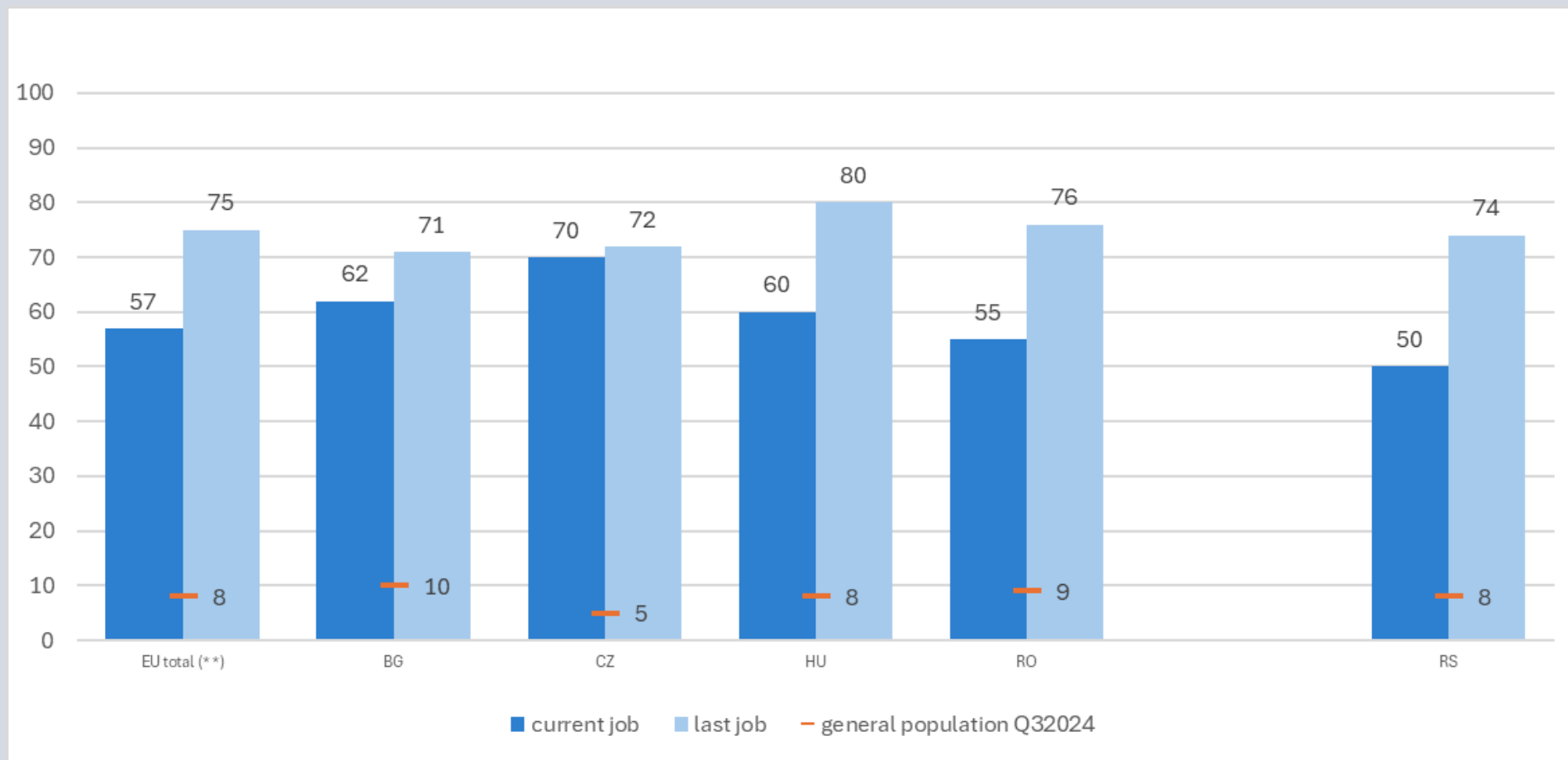


Specific discriminatory situation(s) experienced at work in the past 5 years, 2024 (%)



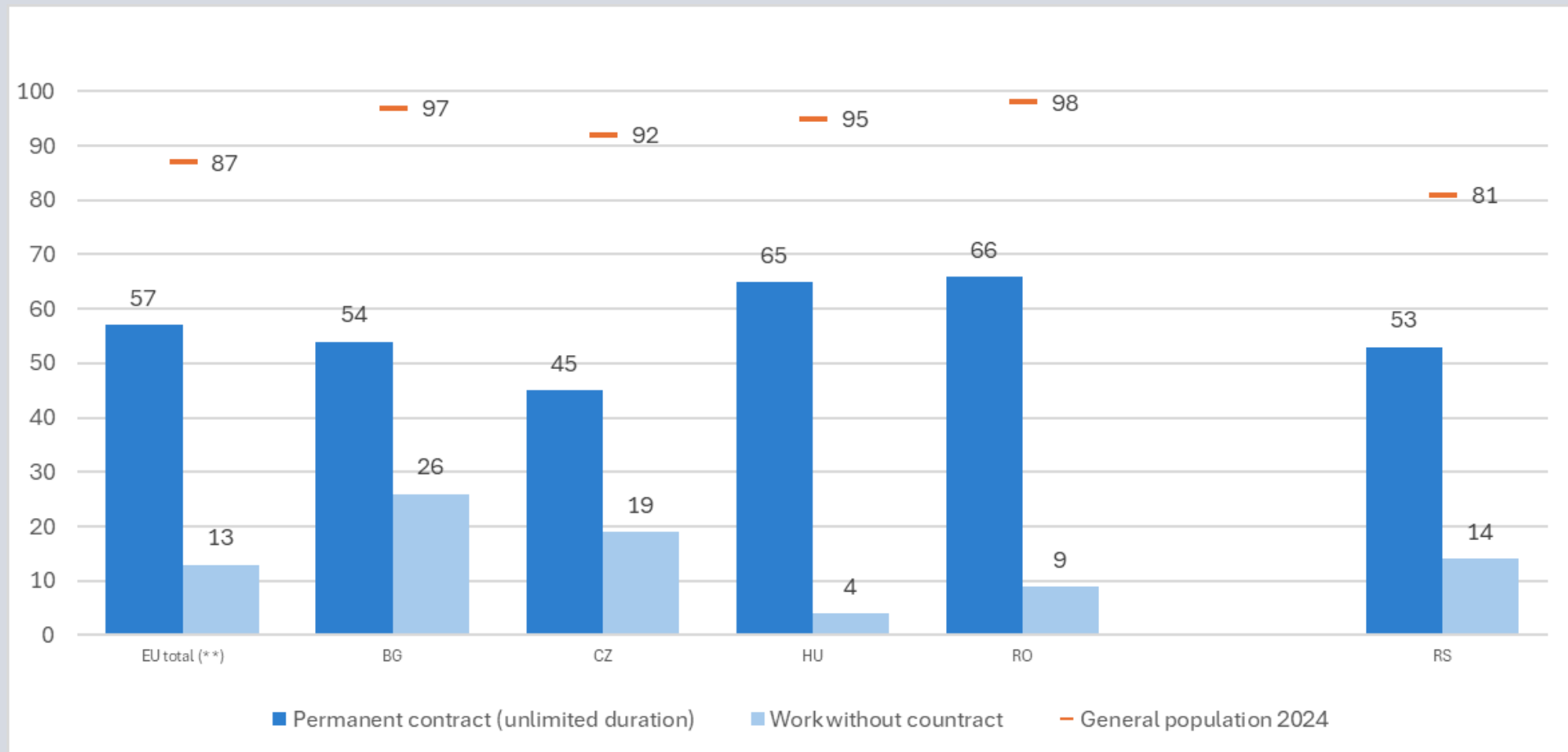
Quality of jobs Roma do

Type of occupation - elementary



Elementary occupations: such as domestic, hotel and office cleaners, building construction labourers, garbage and recycling collectors, street vendors (excluding food), domestic helpers, window cleaners, shelf fillers, hand packers, unskilled factory workers, kitchen/catering assistants, food preparation assistants, postal workers, road sweepers, refuse sorters, traffic wardens. Agricultural, forestry and fishery labourers, fruit and vegetable pickers. Labourers, packers, goods handling and storage staff. Labourers in mining, manufacturing and transport. Odd job persons.

Type of contract – permanent (unlimited duration)

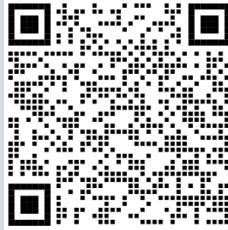


Situation of Roma* as registered by FRA Roma/Travellers surveys

Roma survey 2024

FRA (2025), [Rights of Roma and Travellers in 13 European Countries: Perspectives from the Roma Survey 2024](#), Luxembourg, Publications Office.

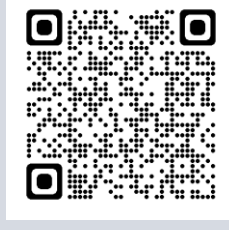
+ [online data visualisation](#)



Roma survey 2021

FRA (2022), [Roma in 10 European countries – Main results: Roma survey 2021](#), Luxembourg, Publications Office.

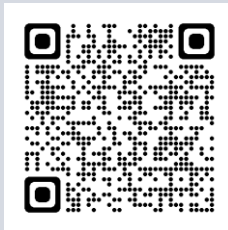
+ [online data visualisation](#)



Roma and Travellers survey 2019

FRA (2020), [Roma and Travellers in six countries: Roma and Travellers Survey](#), Luxembourg, Publication Office.

+ [online data visualisation](#)



EU Minorities and Discrimination Survey 2016

FRA (2016), [Second European Union Minorities and Discrimination Survey. Roma – Selected finding](#), Luxembourg, Publications Office.

+ [online data visualisation](#)



- Data include the breakdowns allowing for intersectionality analysis
 - age, sex, activity limitations, degree of urbanisation, at-risk-of-poverty status, type of neighbourhood

Thank you!

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