

# Roma women and the labour market in Slovakia

Has the European labour market learned to be fairer  
to all women?

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# Why should we be interested in the topic?

- According to the ARC (2019), there are 440 000 Roma in the Slovak Republic
- Higher unemployment rate of Roma women than men (EU SILC 2020).
- The reason for the unequal position of Roma women in the labour market is the fact that they face multiple disadvantages (Creenshow 1994).
- The social role of woman - taking care of the household (Žilová, Jankovičová 2009).
- Strategy for Equality, Inclusion and Participation of Roma by 2030.



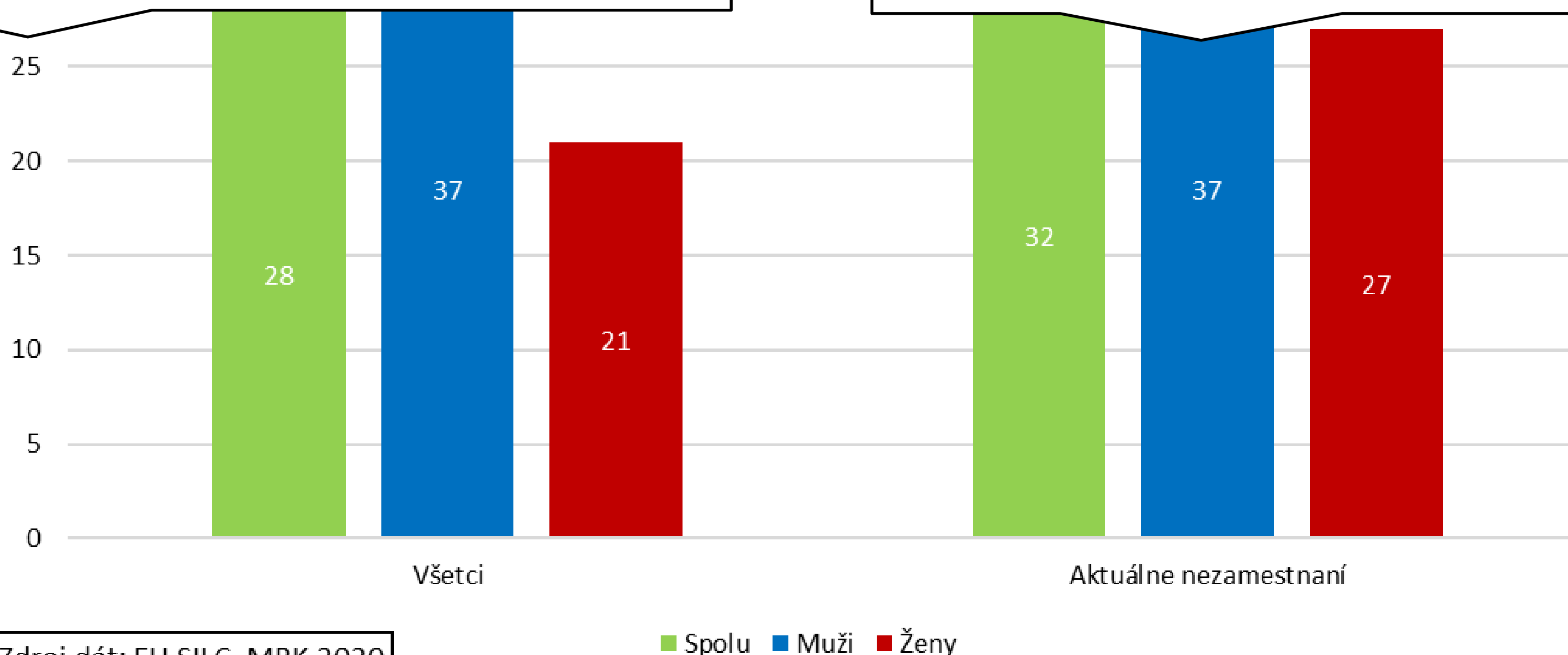
# Work experience

Podiel osôb vo veku 20 - 64, ktorí už niekedy pracovali po dobu 6 mesiacov (v %)

40

Up to 61% of Roma women aged 20-64 dropped out of education compared to 54% of Roma men (FRA, 2016)

Meanwhile, the share of early school leavers in the general population in Slovakia in 2016 was only around 7% (Eurostat, 2019).

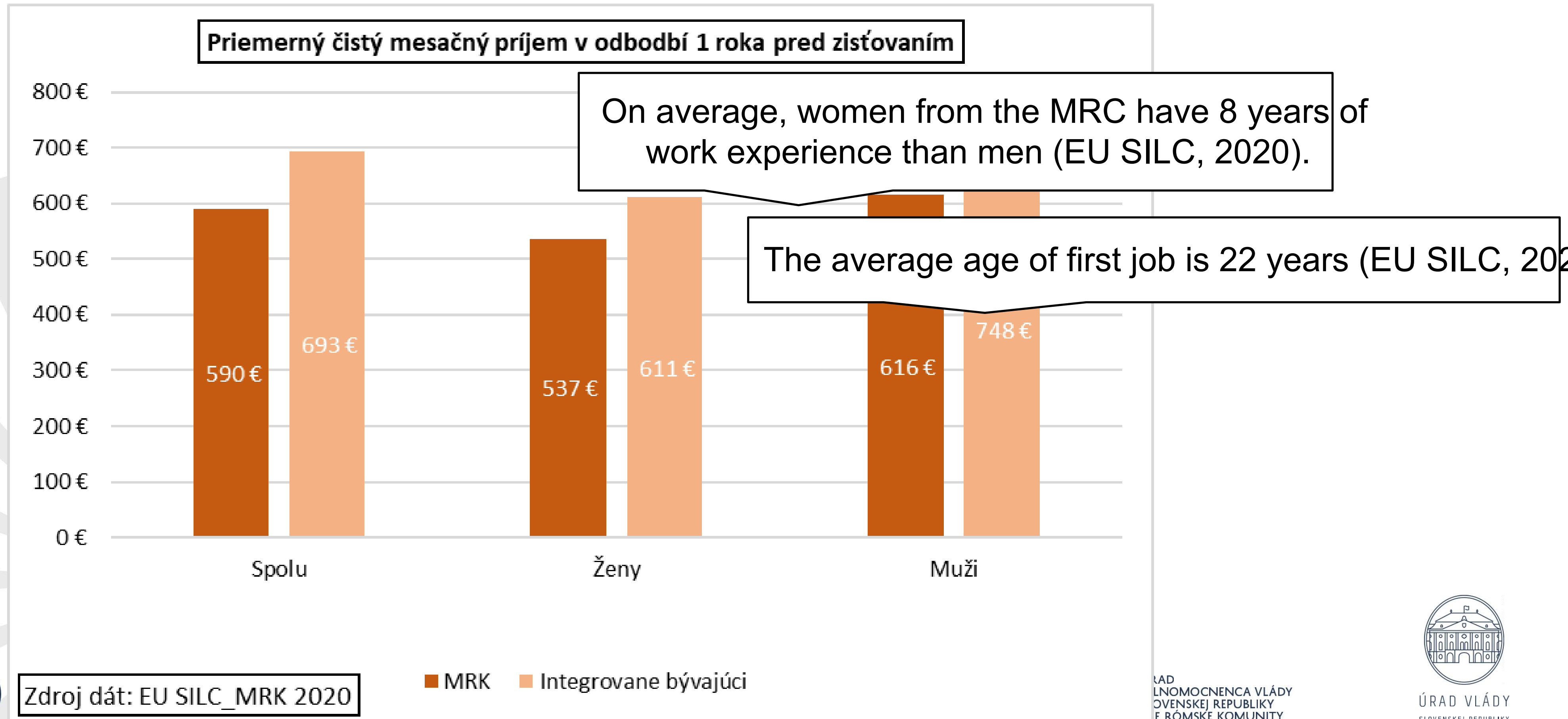


Zdroj dát: EU SILC\_MRK 2020



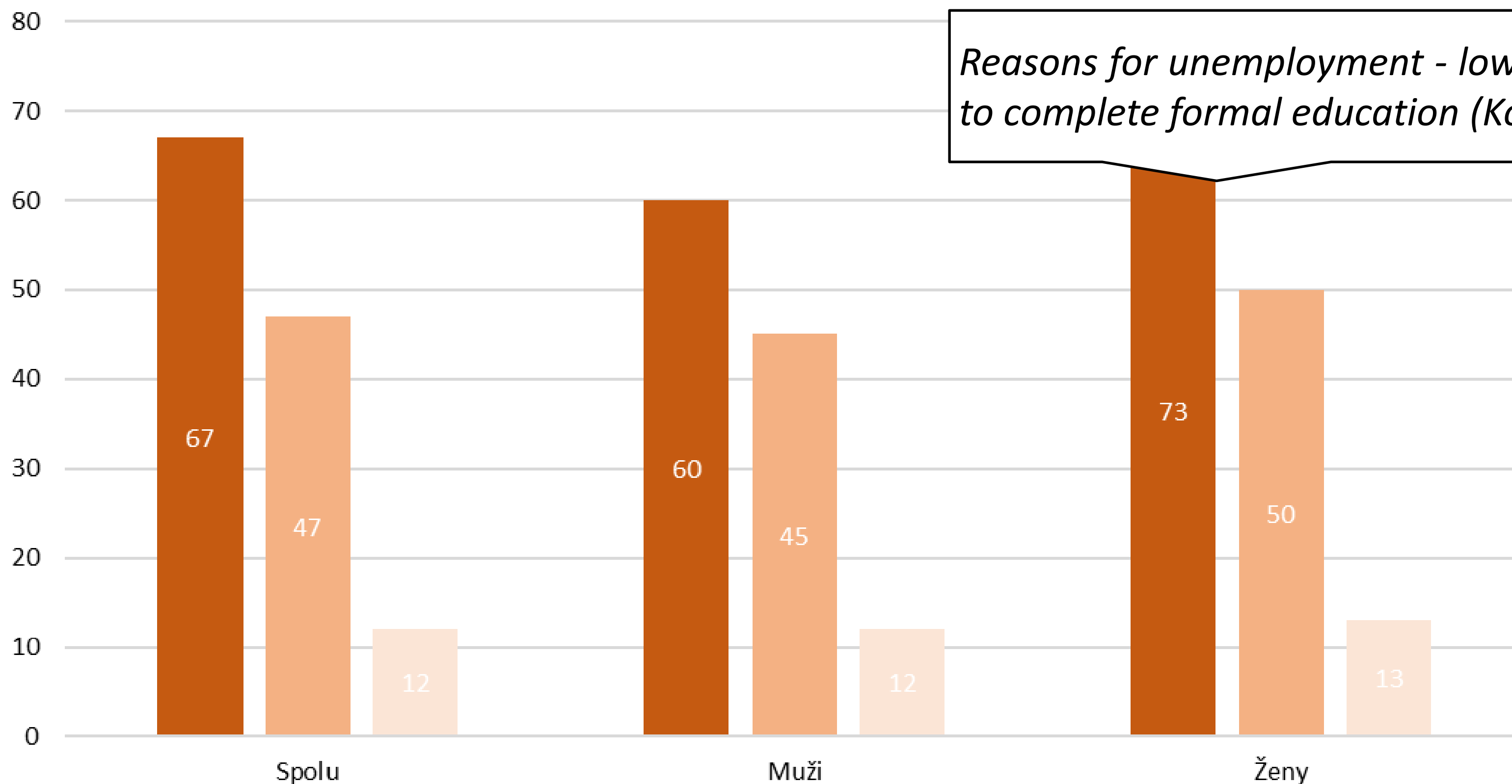
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# Average income



# NEET

Podiel osôb NEET (not in education, employment or training) vo veku 16 - 24 rokov (v %)



*Reasons for unemployment - low education, inability to complete formal education (Kováčová, 2020).*

Zdroj dát: EU SILC\_MRK 2020

MRK

Integrované bývajúci

Celková populácia

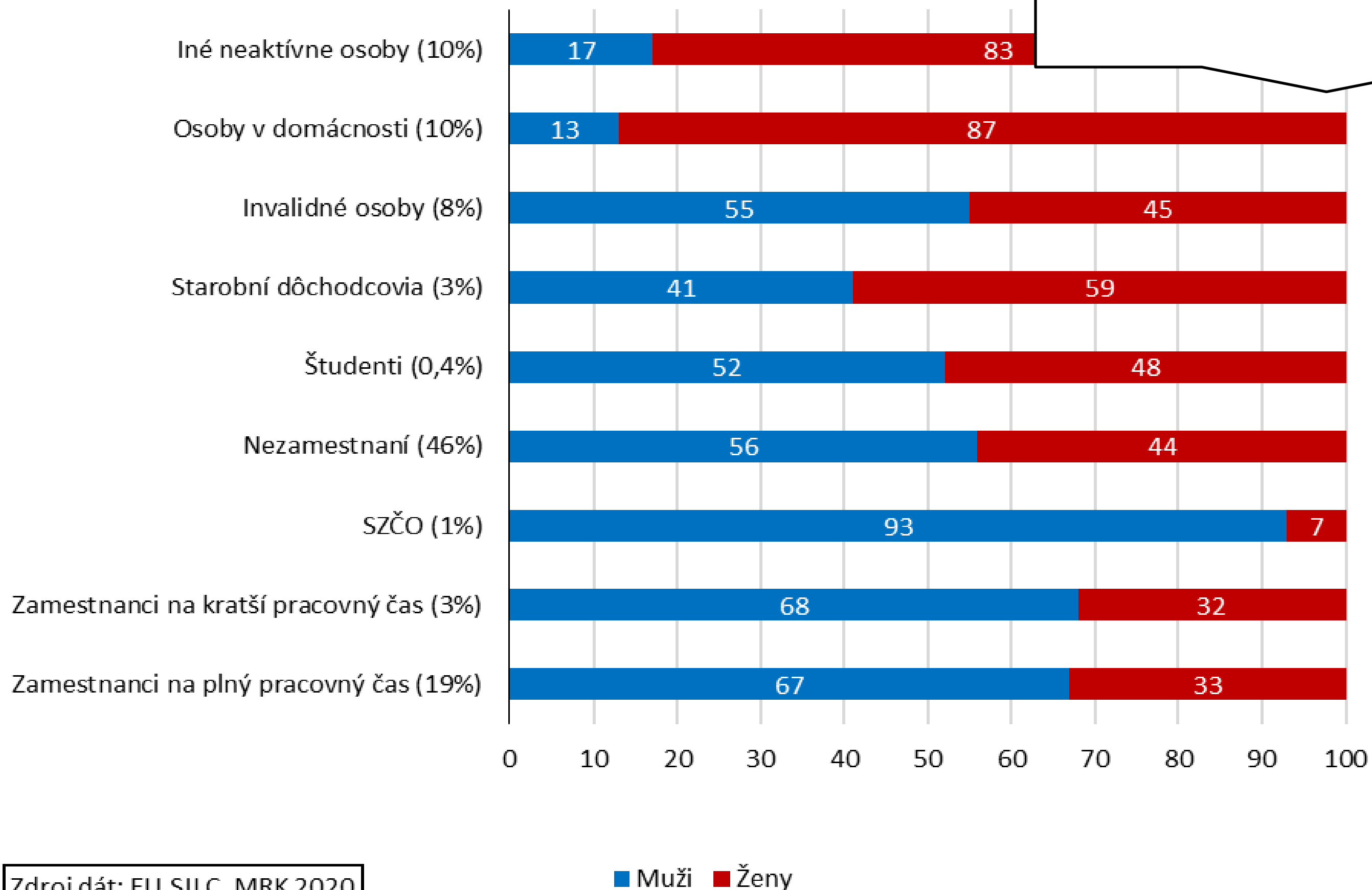


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# Predominantly persons in the household

Podiel mužov a žien z MRK v produktívnom veku v rámci jednotlivých ekonomických statusov (%)

According to the FRA and EMIDIS II 2016 survey, up to 36% of women are homemakers or other inactive persons.



Zdroj dát: EU SILC\_MRK 2020

# Caring for relatives

Ženy vo veku 16 - 64 rokov, ktoré nie sú momentálne aktívne na trhu práce a nehľadajú si aktívne prácu, pretože sa starajú o svojich blízkych

60

40

30

20

10

0

BG

CZ

EL

ES

HR

HU

PT

RO

SK

Spolu

31

15

56

27

46

7

35

10

39

7

44

23

44

7

34

4

41

26

40

■ Ženy ■ Muži

Zdroj dát: FRA, EU-MIDIS II, 2016; Eurostat 2016

• Limitations in geographical mobility (Kováčová 2020; Árendás Messing, 2022).

• 36% of Roma women refuse to work because of their distance from home, compared to 50% of Roma men (EU SILC, 2020).

• Geographical segregation specifics of Roma women rural vs. urban (Žilová, Jankovičová 2009).

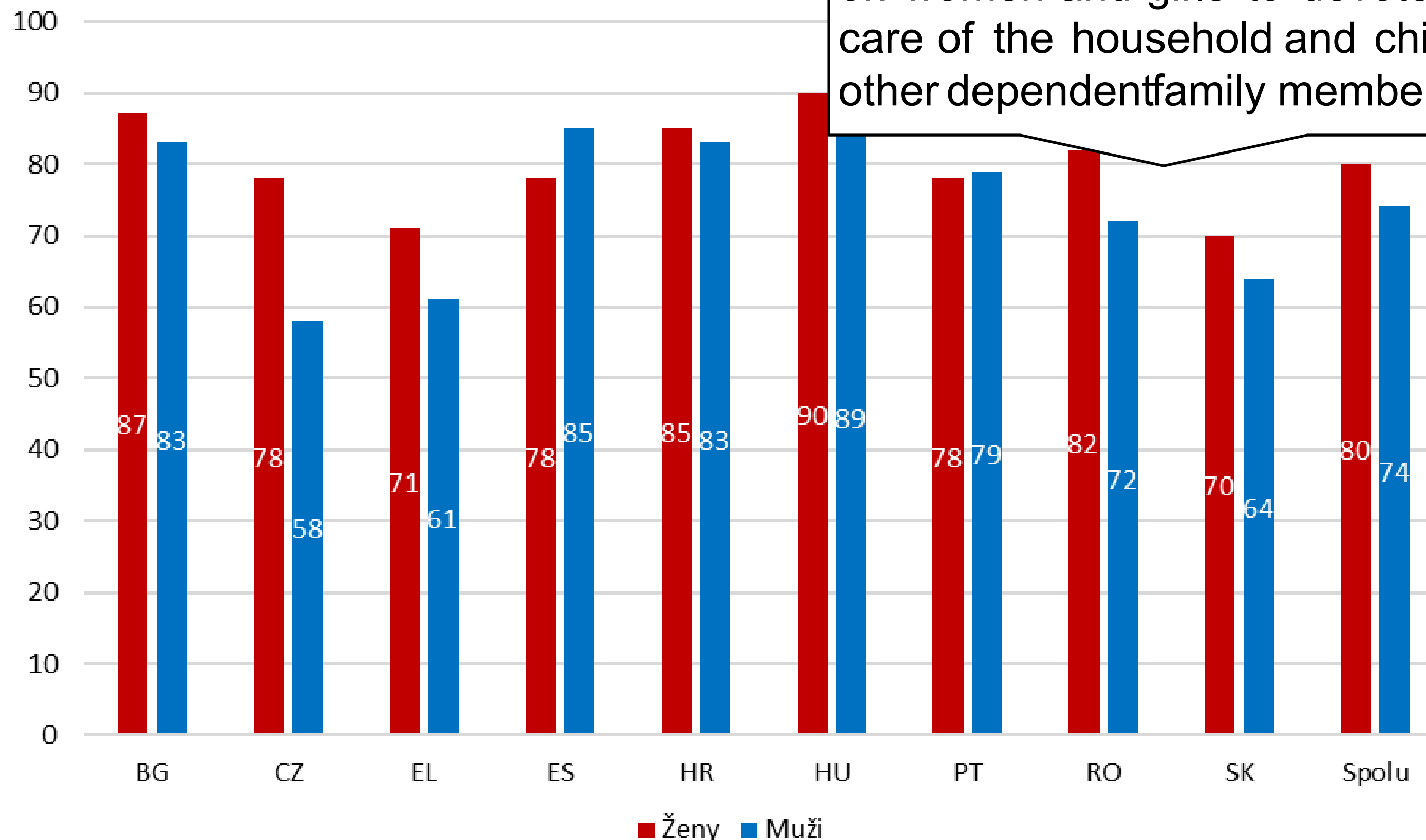


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# Social roles

Muž by mal mať rovnakú zodpovednosť za st

In more closed communities, increased demands are placed on women and girls to devote themselves primarily to the care of the household and children (including siblings) or other dependent family members (Gatti et al., 2016).



Zdroj dát: FRA, EU-MIDIS II, 2016; Eurostat 2016



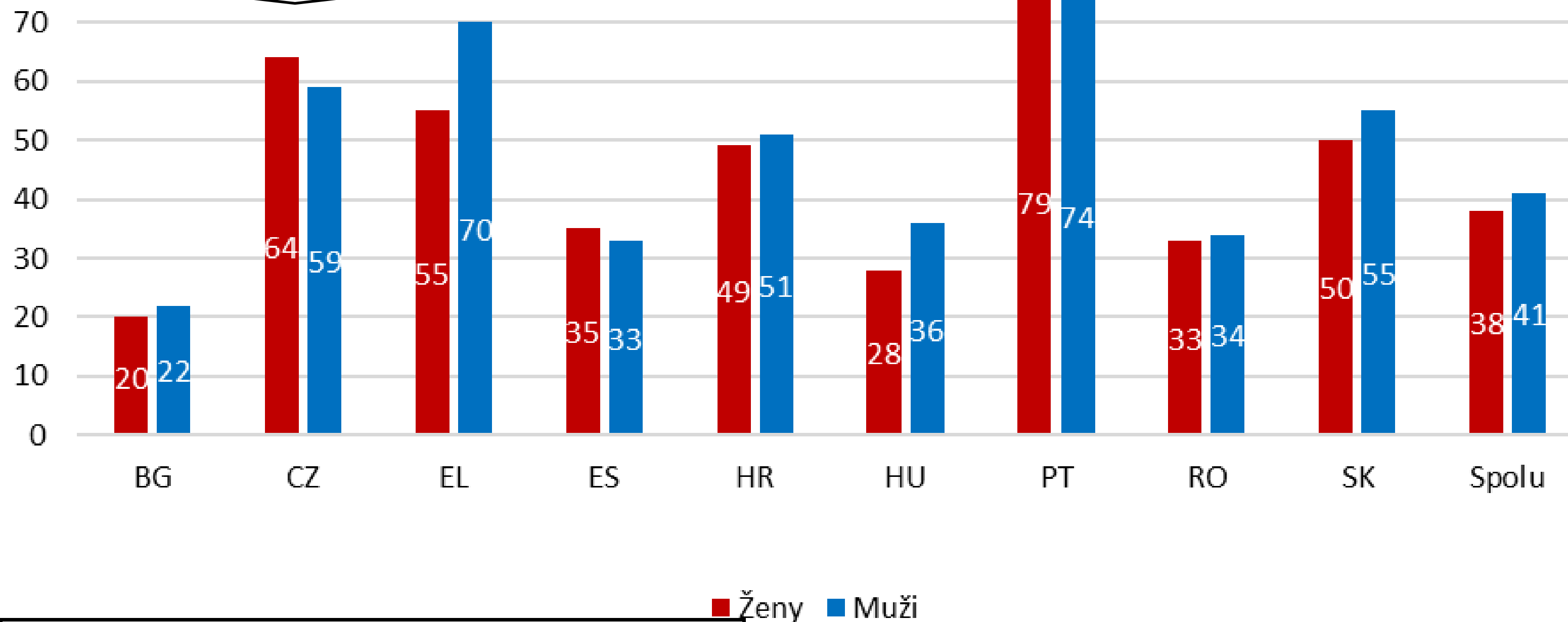


# Discrimination when looking for a job

Rómovia, ktorí sa cítili byť diskriminovaní, keď si hľadali zamestnanie v posledných 5 rokoch

4% of Roma women hold leadership positions compared to 2% of Roma men.

Preferred job (Messing, Arendas, 2022).



Zdroj dát: FRA, EU-MIDIS II, 2016; Eurostat 2016

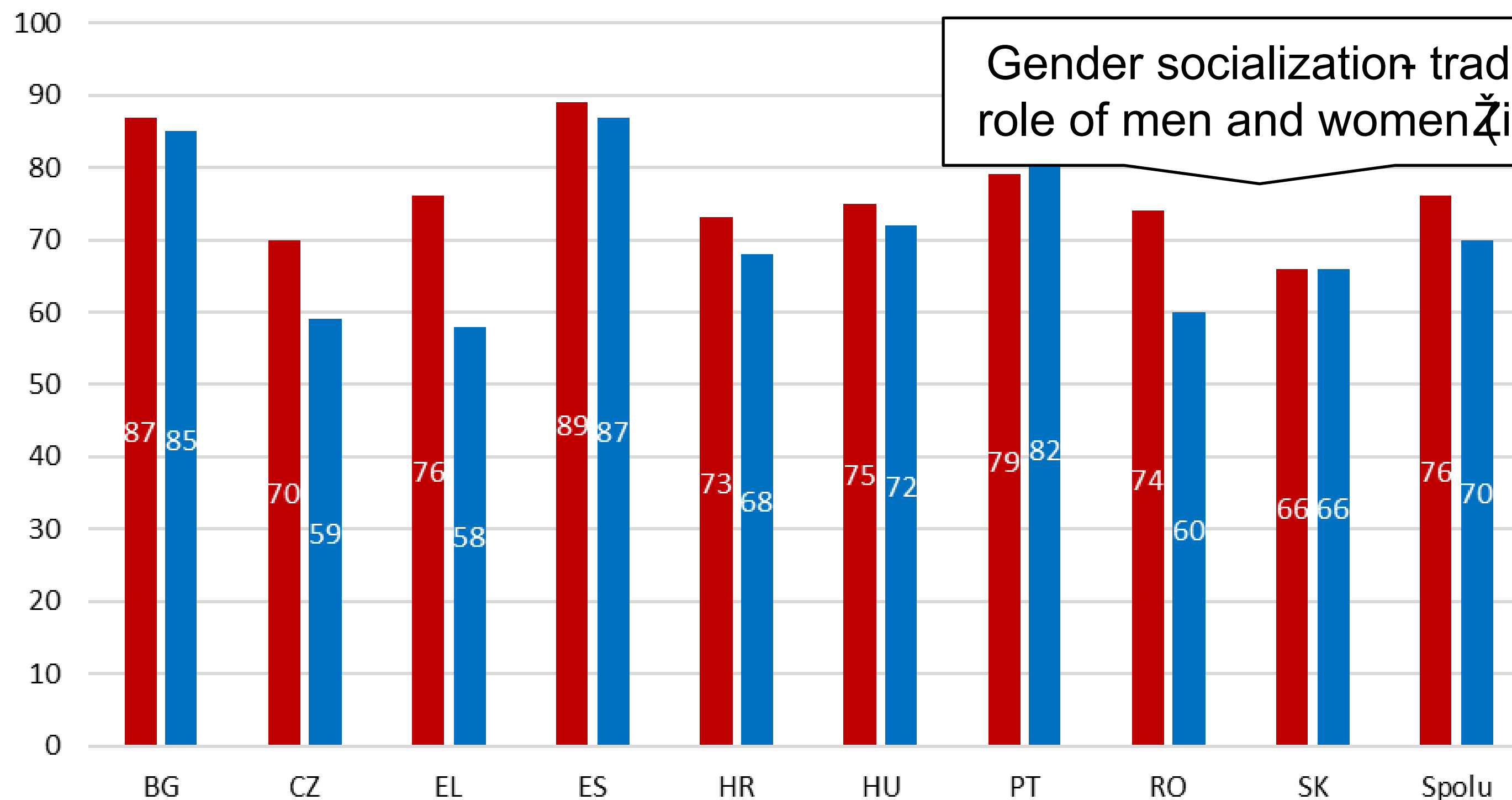


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# Discrimination when looking for a job

Mať zamestnanie je pre ženu najlepšia cesta ako byť nezávislá osoba

Gender socialization - traditional perception of the role of men and women (Žilová, Jankovičová 2009).



Zdroj dát: FRA, EU-MIDIS II, 2016

■ Ženy ■ Muži



MINISTERSTVO PRÁCE,  
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POLITIKY



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# Conclusion and recommendations

- ✓ A comprehensive approach to preventing early school leaving,
- ✓ Promotion of entrepreneurship of Roma women (regional specifics - agriculture, food, tourism...),
- ✓ Improving access to childcare services
- ✓ Introducing a more flexible system of secondary education,
- ✓ Educational development programmes (empowerment) on labour market opportunities,
- ✓ Development of civic activism and public participation programmes,
- ✓ Elimination of the effects and impacts of systematic marginalisation and social exclusion



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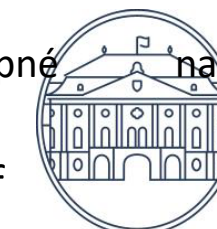
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