



# SOCIAL INCLUSION OF THE ROMA EMPOWERING WOMAN THROUGH EMPLOYMENT *ACCEDER PROGRAMME*

**Foundation Secretariado Gitano**

Irene Bernal Carcelén



S<sup>º</sup> DE E<sup>º</sup> DE ASUNTOS EXTERIORES

OFICINA DE DERECHOS HUMANOS





# OUR MISSION AND VALUES

- ✘ THE **FOUNDATION SECRETARIADO GITANO FSG** IS A NON-PROFIT INTER-CULTURAL SOCIAL ORGANISATION WHICH PROVIDES SERVICES FOR THE DEVELOPMENT OF THE ROMA COMMUNITY THROUGHOUT THE WHOLE OF THE SPANISH STATE AND AT THE EUROPEAN LEVEL AS WELL.
- ✘ THE **MISSION** OF THE **FSG** IS THE INTEGRAL ADVANCEMENT OF THE ROMA COMMUNITY BASED ON RESPECT FOR CULTURAL IDENTITY.

*IT DEVELOPS TWO TYPES OF ACTIONS:*

- a) **DIRECT SERVICES** LENT TO THE ROMA COMMUNITY WITH A VIEW TO PROMOTING AND IMPROVING LIVING STANDARDS
- b) ACTIONS AIMED AT **FOSTERING MORE PRO-ACTIVE POLICIES** FOCUSING ON THE ROMA COMMUNITY.



## EMPLOYMENT AND ROMA COMMUNITY IN SPAIN

- THEIR **TRADITIONAL PROFESSIONS** ARE IN **RECESSION** OR REQUIRE A STRONG RE-CONVERSION.
- PERSISTENCE OF **NON REGULATED AND NON PROTECTED JOBS**
- **INEFICACY OF MAINSTREAM EMPLOYMENT POLICIES TOWARDS THE ROMA**: VERY FEW HAVE ACCESS TO ORDINARY VOCATIONAL TRAINING. LOW EMPLOYABILITY
- THE LIFE CONDITIONS OF MANY ROMA TOGETHER WITH THE SOCIAL PREJUDICES AND STEREOTYPES, AFFECT IN A NEGATIVE WAY TO THE ACCESS TO THE LABOUR MARKET. **DISCRIMINATION.**
- **HIGH UNEMPLOYMENT RATE AND INFORMAL EMPLOYMENT**
- **51,5% OF THE WORKING ROMA COMMUNITY ARE EMPLOYED** (8,6 % of the overall Spanish population) / **48,5% SELF-EMPLOYED** (18,3% of the overall Spanish population)
- **HIGH PRECARIITY JOBS**: temporary contracts, low salary rates and labour categories.
  - Initial disqualification: early drop outs, poor presence in regular training schemes, poor access to new technologies.
  - Discrimination in training and employment



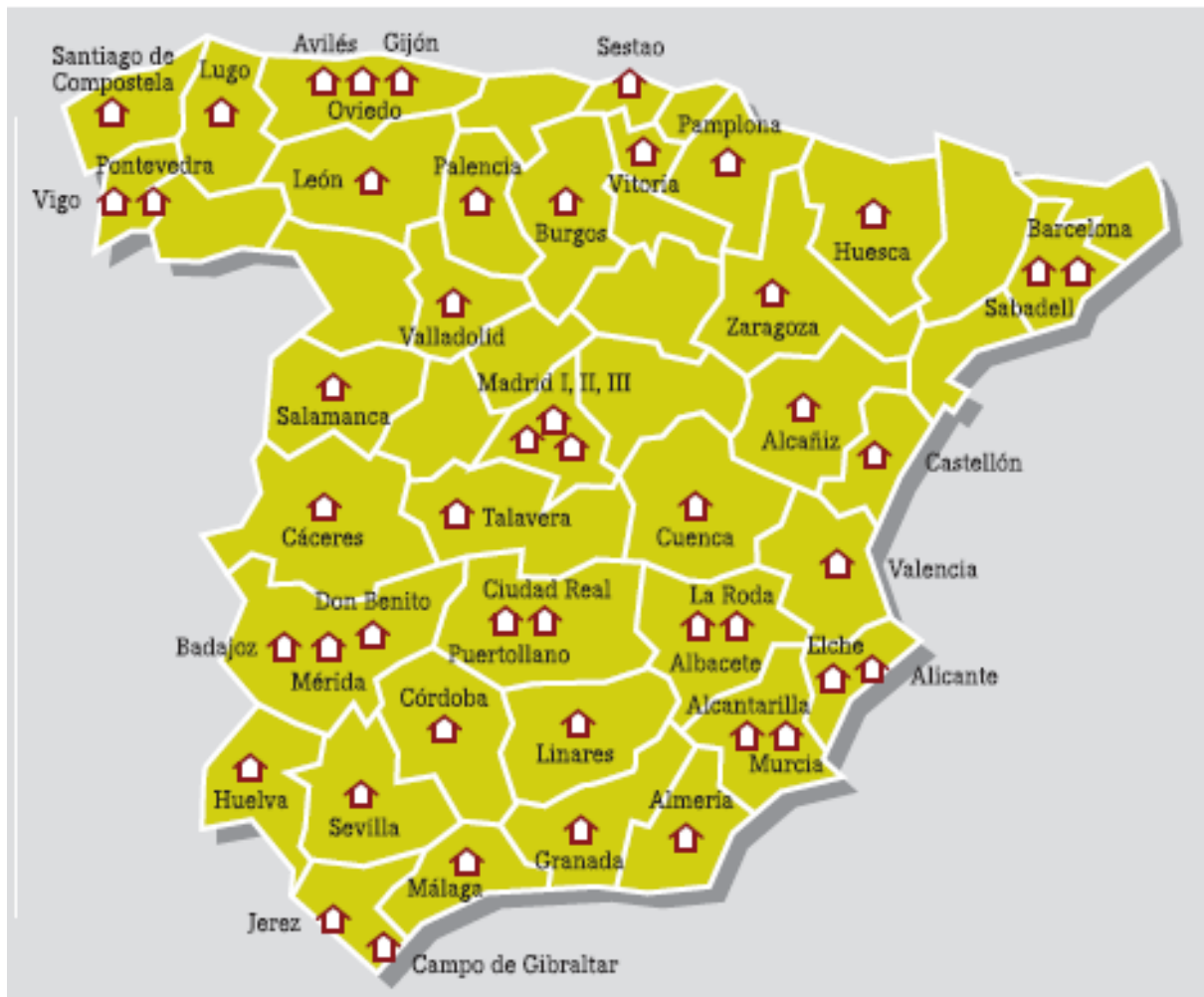
- OTHERWISE, THERE ARE INCREASING EXPECTATIVES OF THE ROMA COMMUNITY ACCESSING THE LABOUR MARKET.
- **EARLY INSERTION TO THE LABOUR MARKET**( 69% rate of activity between 16 and 25 years old)
- **LONGER NUMBER OF YEARS AT WORK**
- **PROGRESSIVE INCORPORATION TO THE MAINSTREAM TRAINING AND EMPLOYMENT**



# MULTI-REGIONAL OPERATIONAL PROGRAMME FIGHT AGAINST DISCRIMINATION 2000-2006 AND 2007-2013



- a) INDIVIDUAL COMPREHENSIVE PATHWAYS TO EMPLOYMENT**
- b) PROMOTION OF PRO-ACTIVE POLICIES TARGETING THE ROMA POPULATION**



**Number of partners ( local, regional, national)**

- Public administrations:183
- Companies : 350 , 200 have collaborated
- Other stakeholders:NGOs,mass media,etc



## WOMEN AND EMPLOYMENT

- MAIN OBJECTIVE IS TO MAKE EFFECTIVE EQUAL OPPORTUNITIES OF ROMA RELATED WITH TRAINING AND EMPLOYMENT
- TO REINFORCE THEIR EMPLOYABILITY CONDITIONS AND THEIR FULL INSERTION IN THE LABOUR MARKET

## OBSTACLES AND BARRIERS

### MARKET:

- A) THERE IS A DOBLE DISCRIMINATION FOR BEING WOMEN AND AS A PART OF A MINORITY GROUP
- B) HUMAN RESOURCES POLICIES DO NOT CONSIDER PROFESSIONAL AND FAMILY CONCILIATION



## OBSTACLES AND BARRIERS

### PERSONAL BARRIERS

- A) CERTAIN CHANGES COULD CREATE CONTRADICTION WITH SOCIAL AND CULTURAL VALUES
- B) LOW CUALIFICATION LEVEL

### FAMILY OBSTACLES:

- A) TRADITIONALLY ROMA WOMEN HAVE BEEN DEDICATED TO HOUSEHOLD ACTIVITIES TAKING CARE OF THE FAMILY
- B) VERY SHORT "SCHOOL LIFE"

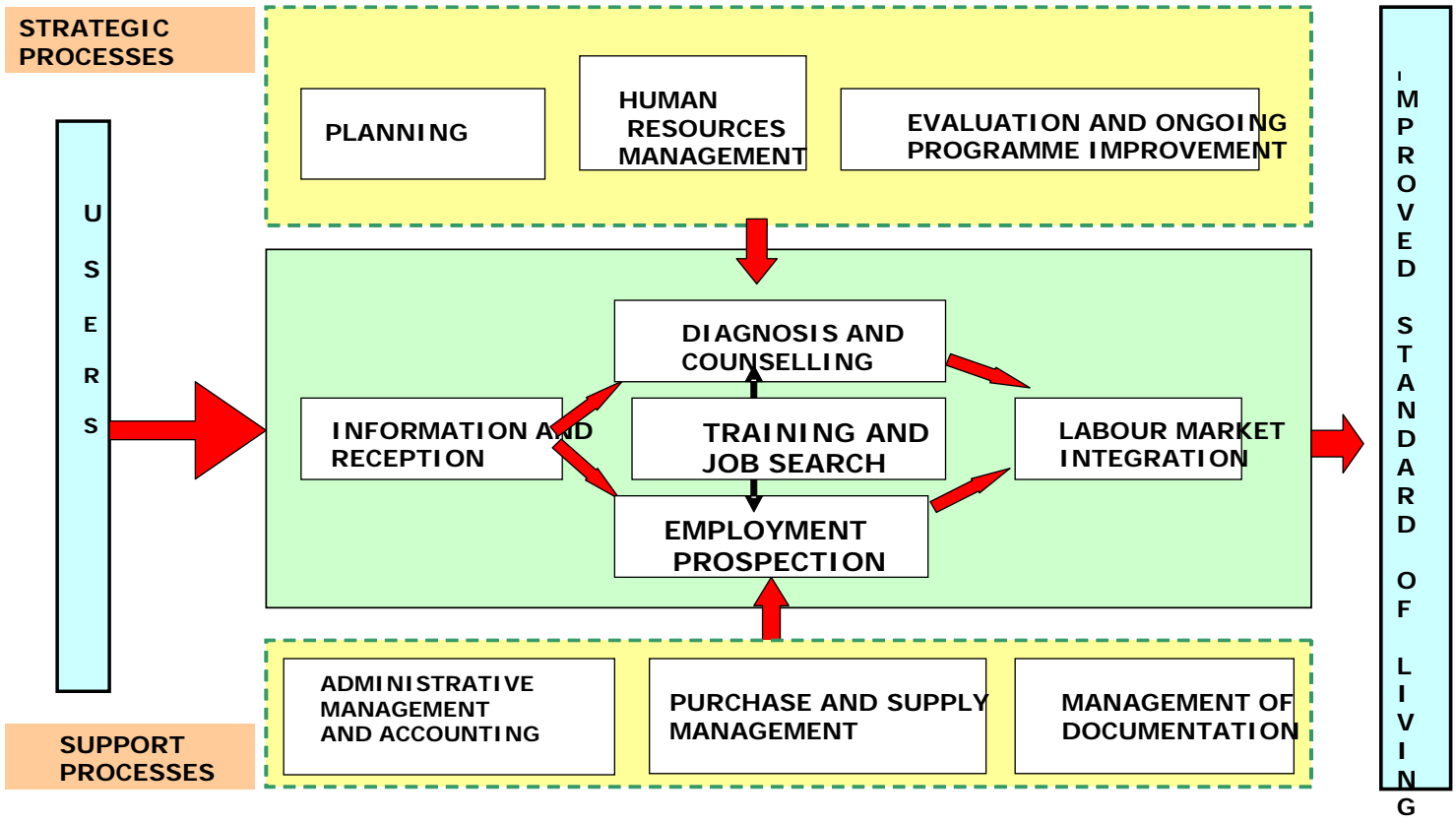




# METHODOLOGY

- **THE INDIVIDUALISED APPROACH:** initial diagnosis of each person's employability. Personal labour market integration pathway
- **INTERCULTURAL APPROACH:** Action mostly ( but not exclusively) target the Roma population ( 70% Roma and 30% non Roman)
- **INTERCULTURAL AND MULTIDISCIPLINARY TEAMS**
- **THE INDIVIDUALISED APPROACH AND INTERVENTION IN THE SURROUNDINGS.**
- **THE MULTI-DIMENSIONAL APPROACH**
- **THE MAINSTREAMING APPROACH**

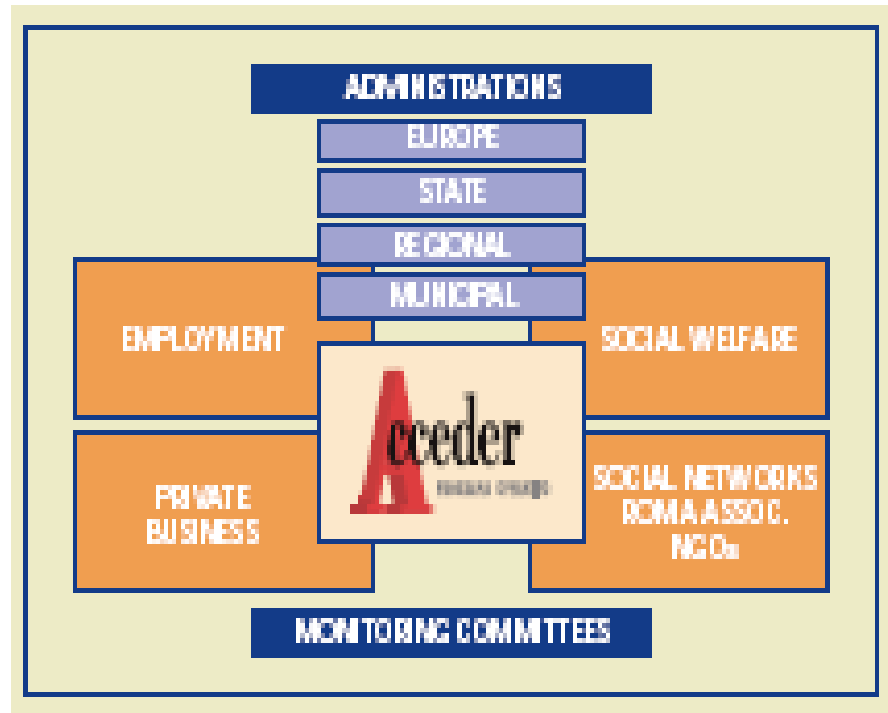
# MAP OF PROGRAMME PROCESSES





# ROMA POPULATION

# SOCIETY



# COMPANIES

# OTHER STAKEHOLDERS

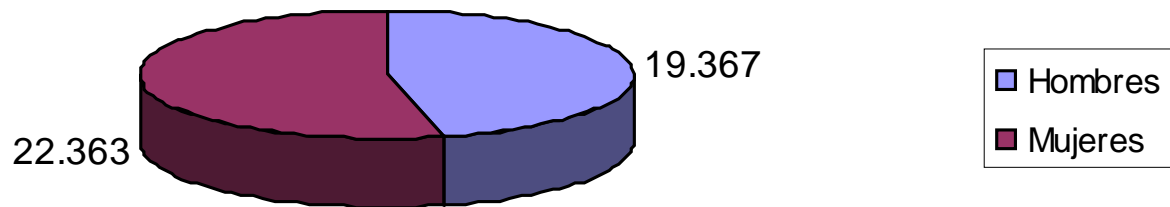


## WORD DONE THROUGH ACCEDER

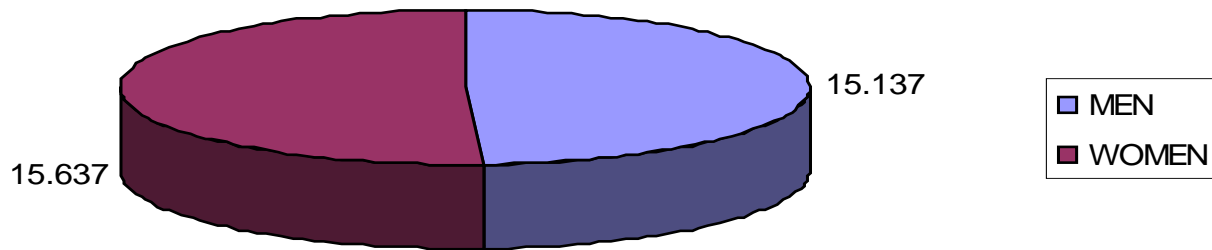
- A) TROUGH ACCEDER AND INDIVIDUAL PATHWAYS WE GET THE CHANCE TO KNOW VERY WELL EACH PERSON AND THEIR OWN INDIVIDUAL CONTEXT
- B) WE WORK KNOWING THE REAL PERSONAL HISTORY OF EACH WOMAN
- C) DURING THE LABOUR COUNSELLING WE GET THE CHANCE TO KNOW THEIR CURRICULUM, DESIRES AND ASSETS
- D) WE TRY TO ADAPT PERSONAL AND PROFESSIONAL INTEREST
- E) SUPPORT TO MAKE COMPATIBLE FAMILY AND EMPLOYMENT (OR TRAINING)
- F) ACCOMPANIMENT TO SEARCH RESOURCES TO INSTITUTIONS, ORGANIZATIONS, PROGRAMMES ETC..
- G) TO WORK TOGETHER LABOUR COUNSELLING WITH ENTERPRISE INTERMEDIATION SEARCHING ALTERNATIVES DEPENDING ON EACH INDIVIDUAL CONTEXT
- H) TO INCREASE QUALIFICATION THROUGH TRAINING BEING VERY SPECIFIC IF NEED IT;



### BENEFICIARIES 2000-31/08/2008



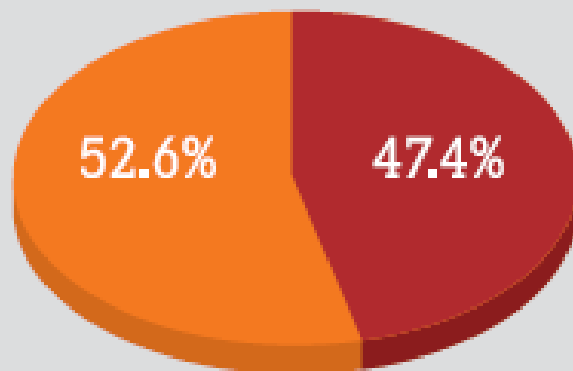
### CONTRACTS 2000-31/08/2008



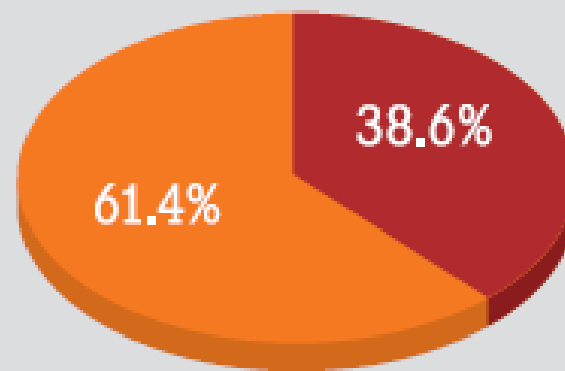


## SOME RESULTS – PERIOD 2000-2006

Beneficiaries by gender



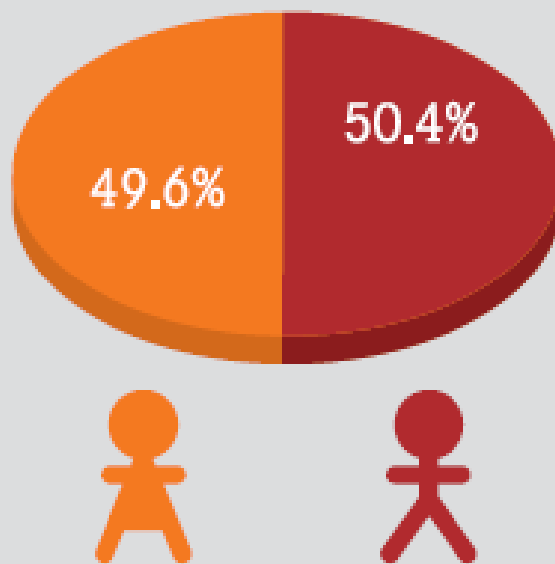
Persons trained by gender



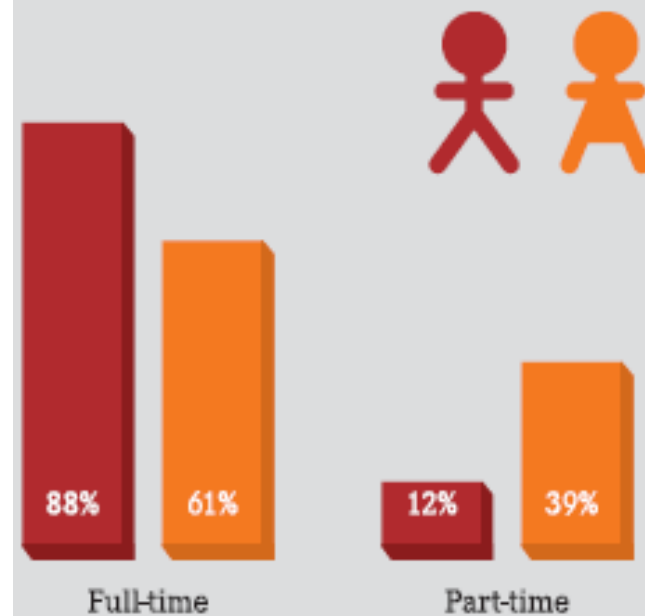
## SOME RESULTS – PERIOD 2000-2006



Persons engaged by gender

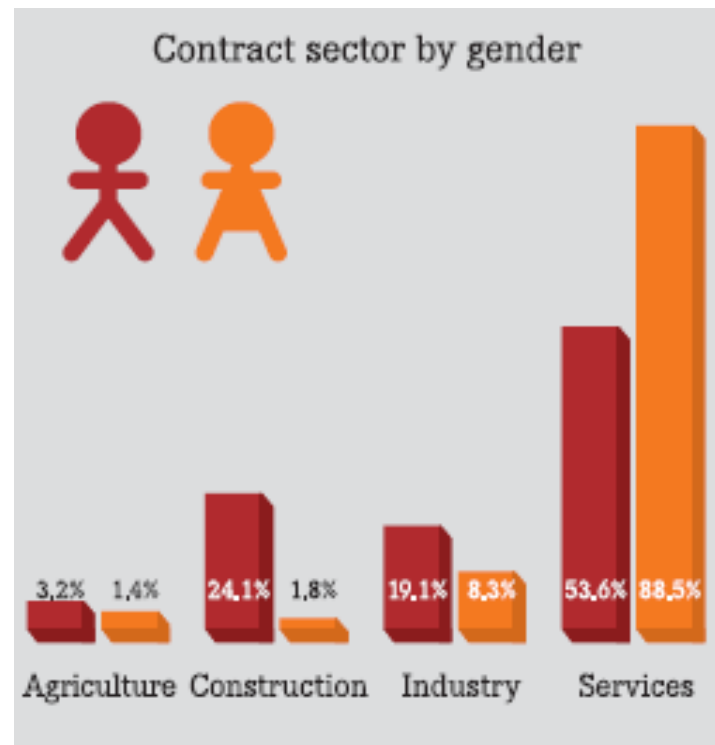
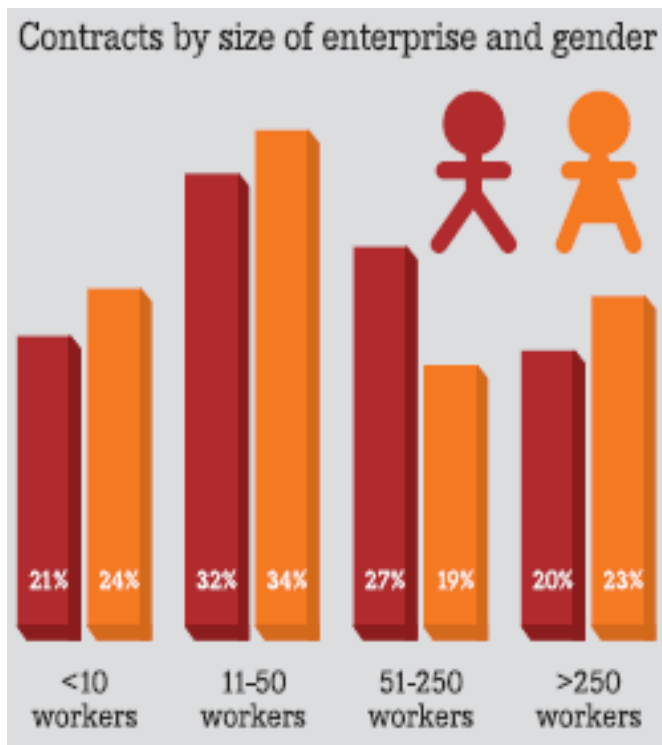


Work day by gender





## SOME RESULTS – PERIOD 2000-2006







THANK YOU VERY MUCH

[irene.bernal@gitanos.org](mailto:irene.bernal@gitanos.org)

<http://www.gitanos.org>

<http://www.gitanos.org/english>