

MINISTRY OF HEALTH AND SOCIAL POLICY

Model of Employment in Favour of
Roma:
Best Practice...???

SOME DATA ABOUT ROMA SPANISH POPULATION

- 650.000 to 700.000 *-estimated by sociological research-* 1,5% of the Spanish population (46.157.822 h.)
- Spanish Roma population are living in permanent settlements.
- They are distributed among the Spanish territory, mostly concentrated in some of the Autonomous Communities and around big cities.
- It has been estimated that nearly half of the Roma population is under 16 years old.

CHANGE OF THE SPANISH ROMA

Key points for their social inclusion:

- The democratisation and the access to citizenship.
- The improvement of the quality of life.
- The generalization of the welfare policies.
- The access and the use of the public social protection networks
- The implementation of the adapted programmes for Roma
- The mobilization of sectors of society in favour of the Roma community.

NATIONAL ACTION PLAN (Napa) 2008-2010

ACTIONS FOR ROMA (VULNERABLE GROUPS)

- ✓ Develop comprehensive social intervention projects in collaboration with the Autonomous Communities, preventing marginalization and promoting better integration
- ✓ Develop specific plans at regional and local level
- ✓ Develop job placement and social integration programmes in collaboration with Roma NGOs
- ✓ Up date the “maps” of Roma situation and conditions of housing and health

ACTIONS IN DIFFERENT INTERVENTION AREAS

TRAINING AND EMPLOYMENT PROJECTS

- **Personal work integration assistance:** Career information and guidance, specialisation, support, techniques for finding employment
- **Pre-training workshops:** Different possibilities of employment, obtaining a driving licence, social skills and looking for employment
- **Training-employment courses:** Courses concerning specialisation in some of the most demanded fields of economic activity

FINANTIAL AND TECHNICAL COOPERATION

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TWO LINES OF COOPERATION:

1. **With the Autonomous Communities**
2. **Roma NGOs**
 - 2.1. **IRPF - 0,52% personal income tax***
 - 2.2. **Other social actions**

*2009: 0,7%

STATE ROMA DEVELOPMENT PROGRAMME

1. FINANTIAL AND TECHNICAL COOPERATION WITH THE AUTONOMOUS COMMUNITIES - 2008

MINISTRY	AA.CC.	LL.CC.	AA.CC.&LL.CC	TOTAL
3.065.160,00€	2.774.558,68€	960.336,30€	3.734.894,98€	6.800.054,98€

PERCENTAGES

▪ Ministry of Health & S. Policy.....	45,08
▪ Autonomous Communities - AA.CC.....	40,80
▪ Local Bodies - LL.CC.....	<u>14,12</u>
Total	100,00

1. FINANTIAL AND TECHNICAL COOPERATION WITH AUTONOMOUS COMMUNITIES - 2008

109 Projects Realized by:

- Municipalities.....89
- Autonomous Communities.....9
- Other local bodies.....11

Personnel:

- Workers assigned to projects: 574
 - Roma..... 135
- Voluntaries.....127
 - Roma..... 45

Beneficiaries of the projects:

- Total.....138.395
- Families.....21.000
- Total under 16 years old...46.501

Training-Employment:

- Courses.....179
- Getting a job.....934
- New Self-employment253

- State Roma Development Programme
- Men.....65.282
- Women.....72.892

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2. FINATIAL AND TECHNICAL COOPERATION WITH ROMA NGOs

2.1. IRPF - 0,52%

2007

Personal income tax*

2.2. SOCIAL ACTIONS

SUBVENTION

3.052.276€ (20 NGOs)
* 2009 IRPF 0,7 %

654.040€ (5 NGOs)

3.706.316€

PRIORITY

PROGRAMMES

BENEFICIARIES

SUBVENTION

Labour Insertion

13

6.548

Social Insertion

22

174.828

36

181.376

3.052.276€

MULTI-REGIONAL OPERATIONAL PROGRAMME
 "FIGHTING AGAINST DISDRIMINATION"

OP-FAD

PROGRAMMING PERIODS

OP- FAD	2000-2006	2007-2013
TOTAL ESF	343.658.908€	380.878.883€

The source of mentioned data related to ACCEDER programme are from the Fundación Secretariado Gitano

OP-FAD IMPLEMENYING STRUCTURE

MANAGING AUTHORITY: ESF ADMINISTRATION UNIT - UAFSE *

5 INSTITUTIONS FROM THE STATE ADMINISTRATION

1. **Woman's Institute****
2. **Older People and Social Services Institute (IMSERSO)*****
3. **Penitentiary Body (AA.CC.)******
4. **D.G. of Immigration***
5. **D.G. of Immigrants Integration***

*Ministry of Labour and Immigration

**Ministry of Equality

*** ...Ministry of Health and Social Policy

**** ..Autonomous Community

• Pulse para editar

5 NGO: EXPERIENCE ON SOCIAL EXCLUSION/EMPLOYMENT

1. **ONCE Foundation**
2. **Spanish Red Cross**
3. **Caritas**
4. **Fundación Secretariado Gitano**
5. **Luis Vives Foundation**

• Segundo nivel del esquema

• Cuarto nivel del esquema

• Segundo nivel del esquema

Direction General of Social Policy

Tercer nivel

CO-FINANCING - ESF OPERATIONAL PROGRAMME - 2000-2006

"FAGHTTING AGAINST DISCRIMINATION" - ACCEDER

ORGANISATION AND / OR ADMINISTRATION		EUROS	%	
ESF		36.549.515,18		
ERDF		7.312.308,00	67,76	
Ministry of Health and Social Policy		7,959,420.62	7.09	
Autonomous Communities		6,715,229.33	12.30	
Municipal Authorities		4,592,545.51	10,37	
County Councils		578,559.13	0.89	
2007-2013	ESF	SPANISH ADMINIST.	TOTAL	%
ACCEDER	30.910.437	10.805.516	41.715.953	8
TOTAL OP-FAD	380.878.883	164.176.494	545.055.377	100
		Direct		Policy

RELEVANT RESULTS OF THE ACCEDER PROGRAMME

2000-2008

PERSONS	NUMBER	WOMEN	%.
Contract signed	31.151		
Working under contracts	12.950	6.707	51,8
Taking part in training	9.610	6.247	65
Obtaining first job	3.497	1.924	55
Agreements signed with Local or Regional Administration	183		
Co-operation agreements signed with companies	350		
Beneficiaries (70% Roma)	41.735	22.378	53,6

Source: Results of the ACCEDER programme. "Promoting the employment of the Roma population".
Fundación Secretariado Gitano-FSG-Madrid 2007

ROMA INVOLVED IN THE ACCEDER “EMPLOYMENT” BY SEX

YEARS	MEN	WOMEN	TOTAL
2001	2.381	1.953	4.334
2002	2.112	1.816	3.928
2003	1.764	1.658	3.422
2004	1.905	1.966	3.871
2005	1.759	2.024	3.783
2006	1.728	1.768	3.260
2007	1.178	2.256	3.984
2008	1.178	1.336	2.514
TOTAL	14.319	14.777	29.096

CONTRACT SIGNED WITH ROMA THROUGH ACCEDER BY SEX

YEARS	MEN	WOMEN	TOTAL
2001	984	631	1.595
2002	1.342	895	2.237
2003	1.551	1.023	2.674
2004	827	1.571	3.398
2005	2.119	1.942	4.061
2006	1.548	1.507	3.053
2007	1.685	1.793	3.478
2008	758	903	1.661
TOTAL	11.882	10.275	22.157

ACCEDER PROGRAMME

REASONS:

- Many job opportunities (2000) in the market
- No future of former professions
- Different expectations of young people (cultural change)
- Roma population living from the '70 in normalize housing, access to social benefits – next step jobs like no-Roma

MAIN PRIORITY

- Promoting employability, social inclusion and equality between women and men (95% of the budget)

OBJECTIVE:

- Improving employability of unemployment people

FOCUS:

- Salaried employment (no self-employment)

AXES:

- Development of actions for getting employment for the Roma
- Promote pro-active policies for the Roma

ACCEDER METHODOLOGICAL APPROACH

- Individualize approach:

Employment pathways: Phases - individual, family, educational and market intervention

Integrated approach: Centred on the employment

- Multidimensional approach: **Individual, institutional, and awareness among society**
- Motivation
- Training: Mix: **Occupational and vocational-qualification programmes**
- Information and dissemination: **Communication campaigns**
- Labour market prospection
- Labour market intermediation
- Job placement and monitoring employment
- Intercultural and labour mediation and labour counsellor
- Coordination

TARGET GROUPS

- Immigrants
- People with disabilities
- Ethnic minorities –Roma-
- Offenders and ex-offenders
- Drug and ex-drug abusers homeless
- Unqualified school people
- Workers with low qualification

For the present period 2007-2013:

- Gay, lesbian and transgender people,
- HIV and + people
- Sexual workers