



# > àccceder

promoting Roma employment



# FUNDACIÓN SECRETARIADO GITANO



## MISSION:

THE INTEGRAL PROMOTION OF THE ROMA COMMUNITY FOUNDED ON THE RESPECT FOR ITS CULTURAL IDENTITY

## LINES OF ACTION:

- DIRECT INTERVENTION.
- ACTIVE POLICIES.



ACCEDER PROGRAM

# CONTEXT





## SOCIAL SITUATION OF THE ROMA COMMUNITY IN SPAIN

- 700.000 people (45% in Andalusia)
- Very young community: 40% under 16 years of age
- Heterogeneity.
- High progress in the last 30 years
- Access to the welfare state system: housing, education, health...
- Subject of discrimination (National Survey)
- Low educational level; early school dropout.
- Compared inequalities with rest of Spanish citizens





## EMPLOYMENT AND ROMA COMMUNITY

•ROMA'S TRADITIONAL PROFESSIONS ARE IN RECESSION.

•INITIAL DISQUALIFICATION.

•INEFFICACY OF MAINSTREAM EMPLOYMENT POLICIES TOWARDS THE ROMA.

•LIFE CONDITIONS, SOCIAL PREJUDICES, STEREOTYPES, DISCRIMINATION.





# ACCEDER PROGRAM DESCRIPTION



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# OBJETIVES

*To facilitate the Roma population's access to mainstream training and employment in equal terms*

- To provide Roma with **professional qualifications and access to the labour market**
- To **raise awareness** regarding prejudice and discriminatory practices affecting Roma
- To foster more **active policies** regarding the Roma community







# TEAMS

**COORDINATOR:** Responsible of the Program at the local level.

## INTERMEDIATOR:

### *INTERVENTION ON LABOUR MARKET*

- Search for job offers
- Labour market intermediation
- Promotion of cooperation with companies. Partnership
- Local development and insertion of Roma population
- Follow up in the workplace

## MEDIATOR:

- Captation
- Receptions and systematizing the first data
- Information on training resources
- Accompaniment to the access
- Monitoring
- Family mediation

## COUNSELLOR / ADVISOR:

- Diagnosis
- Design of individualized itineraries of insertion
- Development of actions: labour information, job search, guidance, social skills ...
- ACCOMPANIMENT
- Refer to other resources or services
- Monitoring, on the job follow up.





# ACCEDER PROGRAM MAIN RESULTS

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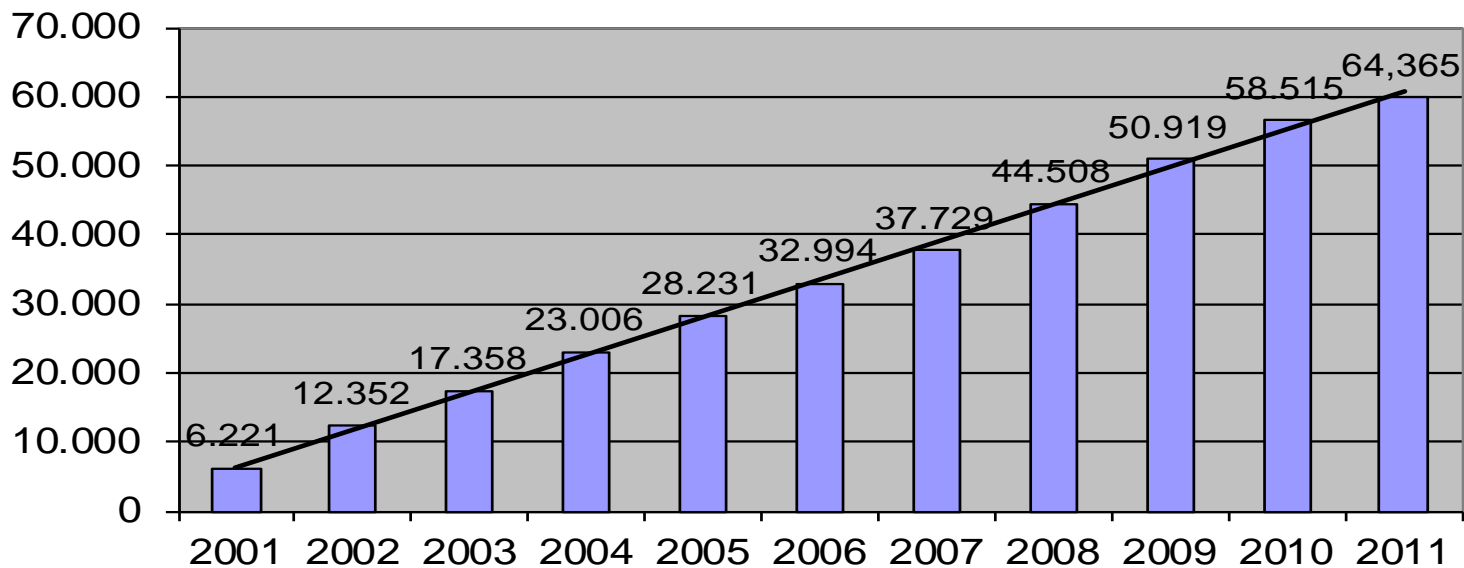


## ACCEDER RESULTS (Quantitative Perspective)

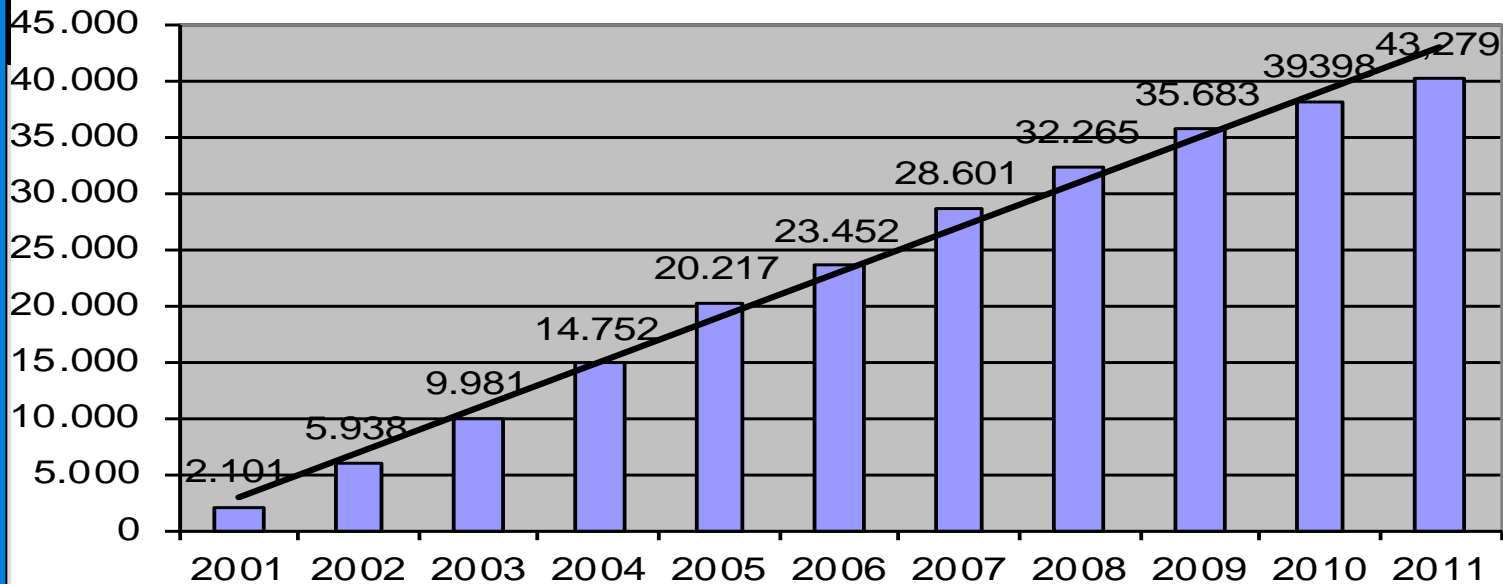
- **64,365 beneficiaries (until 11/2011)**
- **43,279 labour contracts (until 11/2011)**
- **1/3 first labour experiences**
- **70% Roma access.**
- **Equal gender balance (specific actions developed)**
- **More than 16.000 people accessing to training**
- **United Nation Habitat Adwards (2004 and 2006)**



### BENEFICIARIES 2000-2011



### CONTRACTS 2000-2011





## RESULTS (Qualitative Perspective)

- **Change of mentality in Roma beneficiaries, administrations, employers and society as a whole.**
- **Increased access to mainstream services**
- **Collaboration of administrations and enterprise**
- **Impact of complementary actions**
  - Social-awareness raising campaigns.**
  - Data production for analysing current situation**

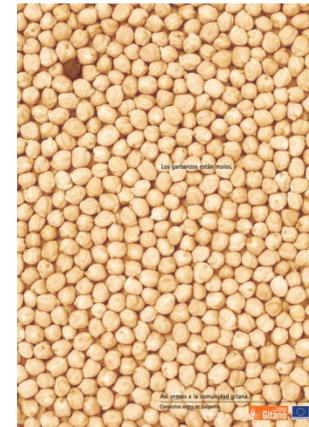
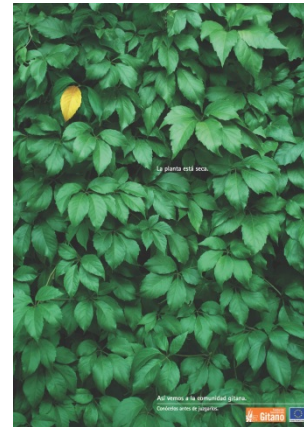




# SOCIAL AWARENESS-RAISING CAMPAIGNS



**CAMPAIGN (2004-2005):**  
**GET TO KNOW THEM  
BEFORE  
JUDGING THEM**



**CAMPAING (2005-2006):**

**PREJUDICE MEANS LETTING  
OTHERS PUT WORDS IN  
OUR MOUTHS**



**CAMPAING (2007-2008):**  
**EMPLOYMENT MAKES US EQUAL**





## ACCEDER PROGRAM KEYS OF SUCCESS



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## KEYS OF SUCCESS

- Integrated approach
- Individualised employment itineraries (training and employment).
- Involvement and empowerment of the Roma
- Long term Planning
- Equal balance between social and economic perspective
- Professional and Multicultural working teams
- Targeted but non-segregated services. Flexibility.
- Fight against discrimination: multidimensional approach
- Nation – wide dimension
- Strong partnership: network





*Thank you*



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