



> à **acceder**  
promoting Roma employment





## FUNDACIÓN SECRETARIADO GITANO

- ✓ Spanish non-profit social organisation working for the Roma inclusion since 1982
- ✓ **The work of the FSG. Two main working lines:**
  - ✓ Provision of services to the Roma community (education, training and employment, health, housing, etc.)
  - ✓ Promotion of more active policies for the integration of Roma population: training of professionals, assistance to public administrations and other entities, awareness-raising activities, studies and research.



empleo y más cosas



incorporación  
laboral





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## EMPLOYMENT AND ROMA COMMUNITY



✓ Roma traditional professions are in recession or require a strong re-conversion



✓ Difficulties of mainstream employment policies to reach the Roma



✓ Initial disqualification



✓ Social prejudices, stereotypes and discrimination



## POSITIVE CONTEXT OF THE LABOUR MARKET



✓ Many opportunities for unqualified people



✓ Intensive employment in work force



✓ Active training and employment policies “focused” on combating exclusion and discrimination of population groups with particular difficulties



✓ High rate of new employment



## ACCEDER PROGRAMME: PROMOTION OF THE ACCESS OF THE ROMA TO THE LABOUR MARKET



- ✓ An strategic bet on **salaried employment** and on the employment as a central element for the integration of Roma community

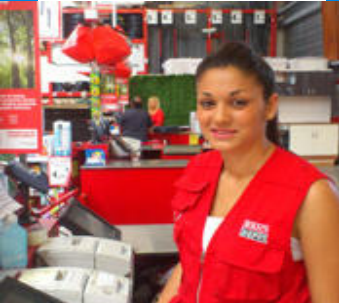


- ✓ Initiated as a **pilot project** in 1998, it is now consolidated in 50 towns





## ACCEDER PROGRAMME: USE OF THE STRUCTURAL FUNDS



- ✓ Since 2000 it is within the **ESF Operational Programme “Fight against Discrimination”**, targeting disadvantaged groups (immigrants, disabled, Roma and excluded persons).
- ✓ ACCEDER: specific measures for Roma inclusion
- ✓ OP managed by 5 NGOs as **Intermediate Bodies**. 2000-2006, 2007-2013
- ✓ Funding: ESF, ERDF (only 2000-2006), national, regional, local and private funds



## ACCEDER PROGRAMME: OBJECTIVES

- ✓ To find jobs for Roma in mainstream labour market
- ✓ To provide Roma with vocational training tailored to the demands of the labour market
- ✓ To foster more active policies regarding the Roma community
- ✓ To raise awareness regarding prejudice and discriminatory practices affecting the Roma







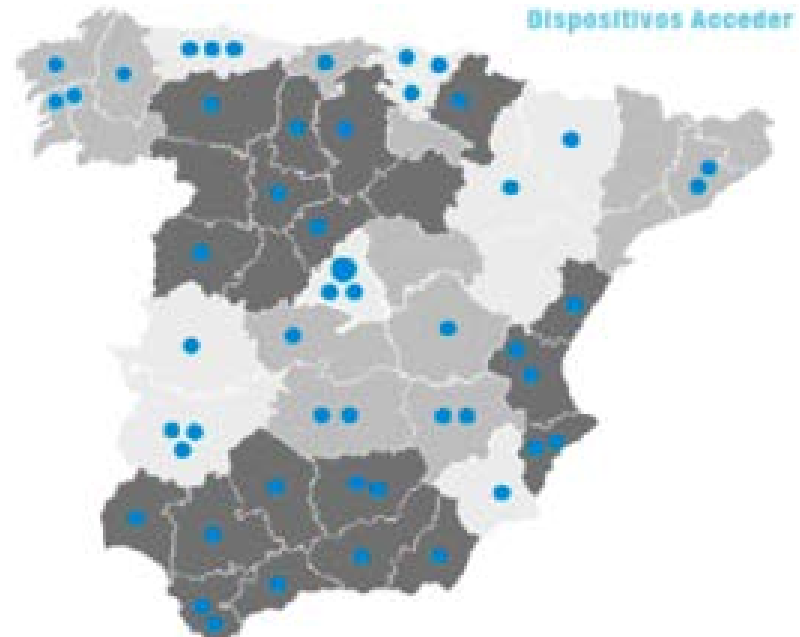
## ACCEDER PROGRAMME: HOW IT WORKS

- ✓ Individual pathways of labour insertion
- ✓ Professional and intercultural teams (4-5)
- ✓ Adapted implementation and follow up tools
- ✓ Strong territorial dimension

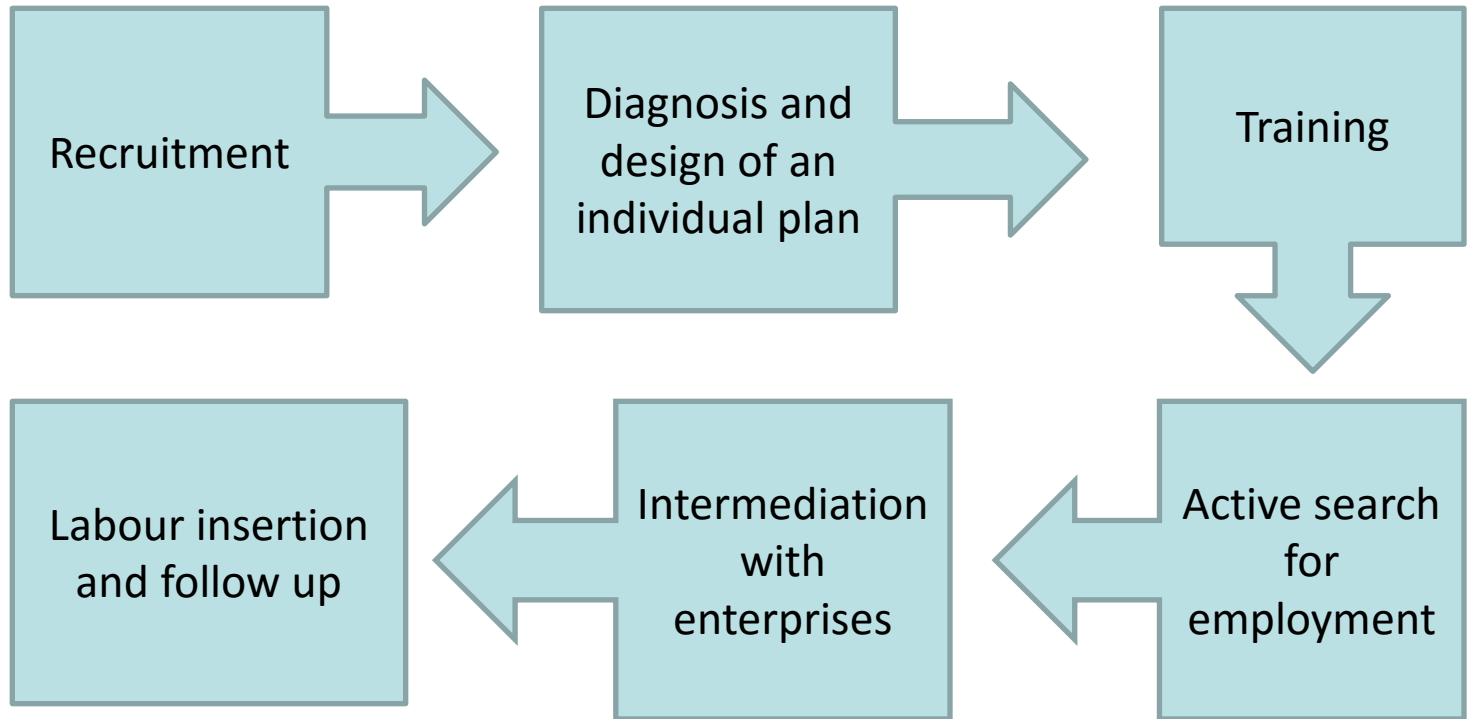




## ACCEDER PROGRAMME: LOCATIONS



## ACCEDER PROGRAMME: STAGES



## PROFESSIONAL AND INTERCULTURAL TEAMS



### MEDIATORS:

- Recruitment
- Receptions and systematizing the first data
- Information on training resources
- Monitoring
- Family mediation

### LABOUR COUNSELLORS / ADVISORS:

- Diagnosis
- Design of individualized itineraries of insertion
- Labour information, job search, guidance, social skills
- Accompaniment
- Refer to other resources or services



### ENTERPRISE INTERMEDIATORS. *INTERVENTION ON THE 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



## PROGRAMME ACCEDER. MAIN CHARACTERISTICS



✓ Individualised employment pathways in the framework of an integral and community approach



✓ Balance between the social and economic perspective

✓ Targeted but non-segregated services (normalisation)



✓ Professional and intercultural teams



✓ Gender perspective

✓ Tools that allow monitoring and evaluation of actions



## ACCEDER RESULTS (2000-2012) (Quantitative Perspective)



- ✓ 70,800 beneficiaries
- ✓ 47,700 labour contracts



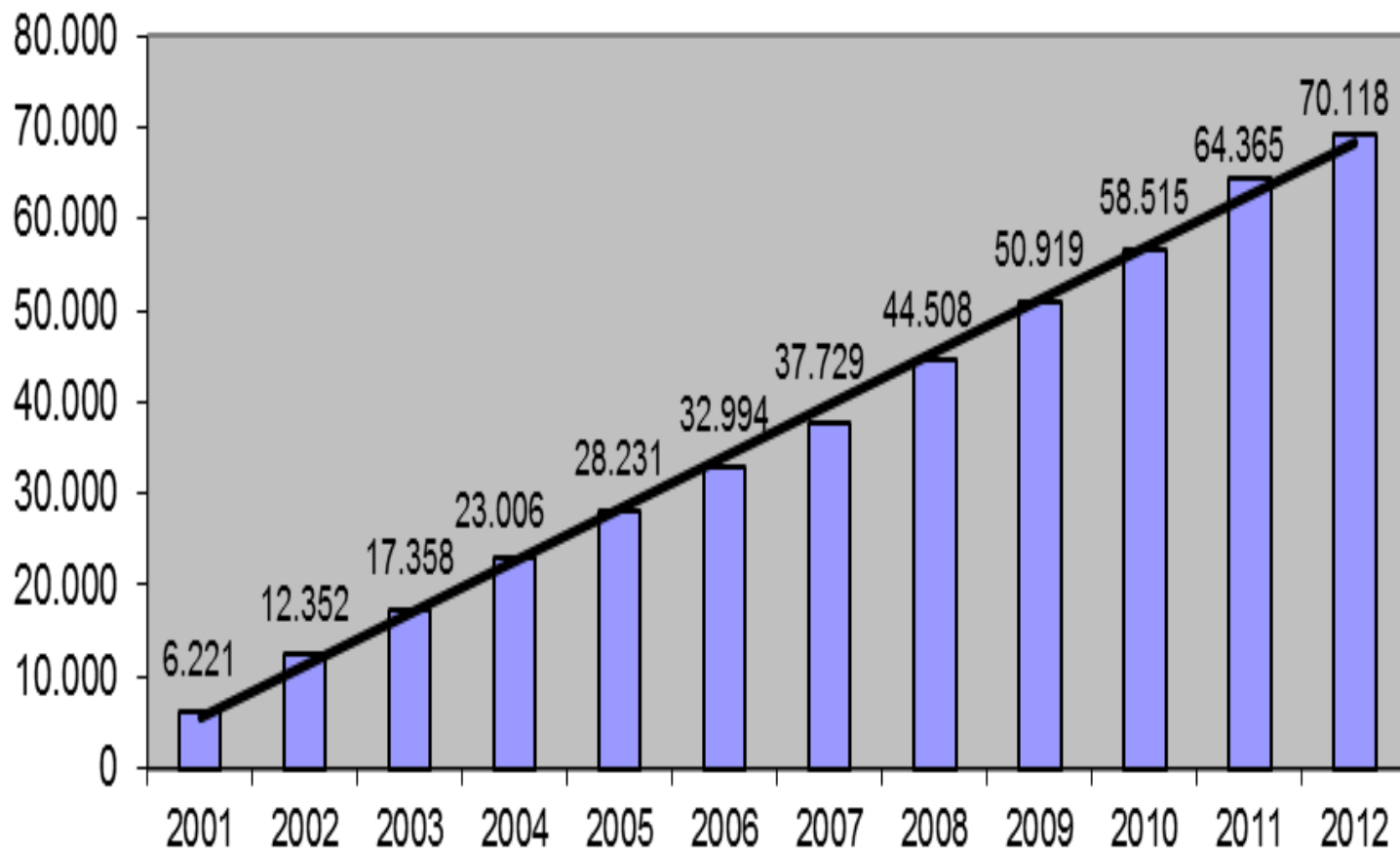
- ✓ 70% Roma access.
- ✓ More than 16,000 people accessing to training
- ✓ Collaboration agreements with more than 300 companies

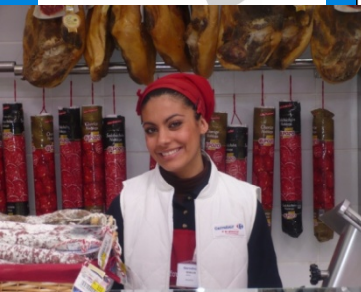


- ✓ Around 80 public administrations involved

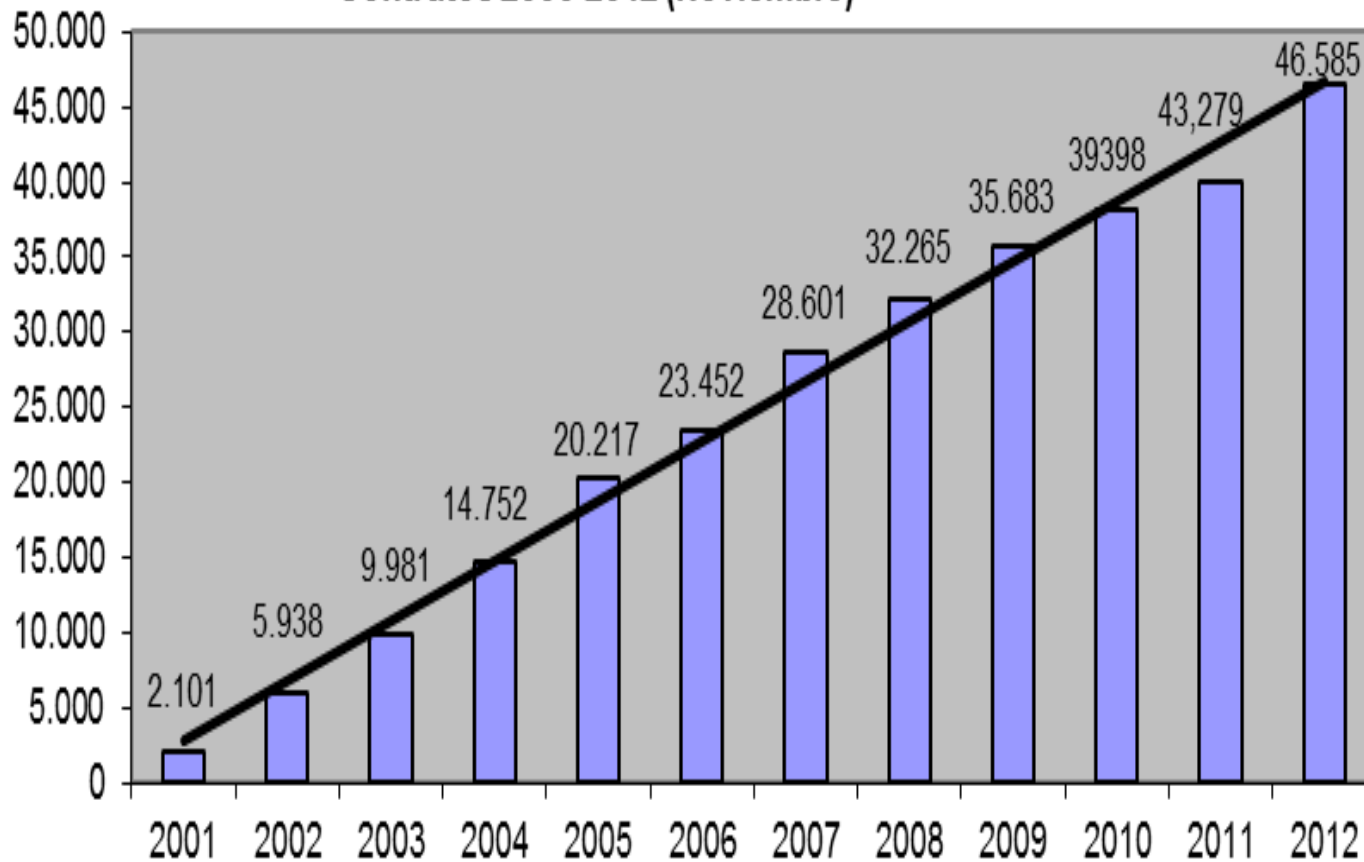


Número de Personas Atendidas 2000-2012 (Noviembre)





Contratos 2000-2012 (Noviembre)







## RESULTS (Qualitative Perspective)

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



## CRISIS IMPACT



- ✓ Change of the labour market situation in Spain:
  - ✓ 26% unemployment rate
  - ✓ 55% youth unemployment rate (< 25)
- ✓ The crisis is hitting the Roma particularly hard (36%, 2011)



## CRISIS IMPACT SPECIFIC MEASURES

- ✓ Reinforce prospection tools
- ✓ Increase company mediation
- ✓ Agreements with companies at the national level
- ✓ Promote self-employment (support to new companies)
- ✓ Create social enterprises
- ✓ Invest in professional training





## CRISIS IMPACT SUPPORT MEASURES

- ✓ The Programme has been recognised as Employment Agency by the Public Employment Services
- ✓ Reallocation of funds within the Operational Programme (from public bodies to private ones) specifically for combating youth unemployment of disadvantaged groups





## ACCEDER RESULTS (2012)

- ✓ Provided assistance to 15,851 persons
- ✓ Enabled the access to employment to 2,569 persons (70% Roma, 57% women, 65% under 35)
- ✓ Obtained 3,717 labour contracts
- ✓ Offered professional training to 3,179 persons
- ✓ Assisted the creation of 137 new companies





## PROGRAMME ACCEDER. LESSONS LEARNT



✓ Pilot project - scaled up



✓ National dimension of local actions



✓ Strong partnership

✓ Long-term approach

