SOCIAL INCLUSION OF THE ROMA
EMPOWERING WOMAN THROUGH EMPLOYMENT
ACEDER PROGRAMME

Foundation Secretariado Gitano
Irene Bernal Carcelén
OUR MISSION AND VALUES

- 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 precarity 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**: 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 double 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 QUALIFICATION 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

STRATEGIC PROCESSES

PLANNING
HUMAN RESOURCES MANAGEMENT
EVALUATION AND ONGOING PROGRAMME IMPROVEMENT

DIAGNOSIS AND COUNSELLING
TRAINING AND JOB SEARCH
LABOUR MARKET INTEGRATION

INFORMATION AND RECEPTION

EMPLOYMENT PROSPECTION

ADMINISTRATIVE MANAGEMENT AND ACCOUNTING
PURCHASE AND SUPPLY MANAGEMENT
MANAGEMENT OF DOCUMENTATION

IMPROVED STANDARD OF LIVING

SUPPORT PROCESSES

USERS
A) THROUGH 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;
SOME RESULTS – PERIOD 2000-2006

Beneficiaries by gender

- 52.6%
- 47.4%

Persons trained by gender

- 61.4%
- 38.6%
SOME RESULTS – PERIOD 2000-2006

Persons engaged by gender

- 49.6%
- 50.4%

Work day by gender

- Full-time: 88%
- Part-time: 12%

- 61%
- 39%
SOME RESULTS – PERIOD 2000-2006

Contracts by size of enterprise and gender

<table>
<thead>
<tr>
<th>Size of Enterprise</th>
<th>Gender Male (%)</th>
<th>Gender Female (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>&lt;10 workers</td>
<td>21%</td>
<td>24%</td>
</tr>
<tr>
<td>11-50 workers</td>
<td>32%</td>
<td>34%</td>
</tr>
<tr>
<td>51-250 workers</td>
<td>27%</td>
<td>19%</td>
</tr>
<tr>
<td>&gt;250 workers</td>
<td>20%</td>
<td>23%</td>
</tr>
</tbody>
</table>

Contract sector by gender

<table>
<thead>
<tr>
<th>Sector</th>
<th>Male (%)</th>
<th>Female (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Agriculture</td>
<td>3.2%</td>
<td>1.4%</td>
</tr>
<tr>
<td>Construction</td>
<td>24.1%</td>
<td>18.1%</td>
</tr>
<tr>
<td>Industry</td>
<td>19.1%</td>
<td>8.3%</td>
</tr>
<tr>
<td>Services</td>
<td>53.6%</td>
<td>88.5%</td>
</tr>
</tbody>
</table>
THANK YOU VERY MUCH

irene.bernal@gitanos.org

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