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

- Update the “maps” of Roma situation and conditions of housing and health

Direction General of Social Policy
Development the functions of : The State Council of Roma
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

State Roma Development Programme

Direction General of Social Policy
FINANCIAL AND TECHNICAL COOPERATION
MINISTRY OF HEALTH AND SOCIAL POLICY

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. **FINANCIAL AND TECHNICAL COOPERATION WITH THE AUTONOMOUS COMMUNITIES - 2008**

<table>
<thead>
<tr>
<th>MINISTRY</th>
<th>AA.CC.</th>
<th>LL.CC.</th>
<th>AA.CC.&amp;LL.CC</th>
<th>TOTAL</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>3.065.160,00€</td>
<td>2.774.558,68€</td>
<td>960.336,30€</td>
<td>3.734.894,98€</td>
</tr>
<tr>
<td></td>
<td>2.774.558,68€</td>
<td>960.336,30€</td>
<td>3.734.894,98€</td>
<td>6.800.054,98€</td>
</tr>
</tbody>
</table>

**PERCENTAGES**

- Ministry of Health & S. Policy ................. 45,08
- Autonomous Communities - AA.CC ...... 40,80
- Local Bodies - LL.CC ..................... 14,12

Total 100,00

Direction General of Social Policy
1. FINANCIAL 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-employment ............ 253

State Roma Development Programme
- Men .................................... 65,282
- Women ............................... 72,892

Data from: "Annual Programme"
## MINISTRY OF HEALTH AND SOCIAL POLICY

### 2. FINANCIAL AND TECHNICAL COOPERATION WITH ROMA NGOs

#### 2.1. IRPF - 0.52%

<table>
<thead>
<tr>
<th>Year</th>
<th>Personal income tax*</th>
<th>Subvention</th>
</tr>
</thead>
<tbody>
<tr>
<td>2007</td>
<td>3,052,276€ (20 NGOs)</td>
<td>654,040€ (5 NGOs)</td>
</tr>
</tbody>
</table>

*2009 IRPF 0.7%*

#### 2.2. SOCIAL ACTIONS

<table>
<thead>
<tr>
<th>Priority</th>
<th>Programmes</th>
<th>Beneficiaries</th>
<th>Subvention</th>
</tr>
</thead>
<tbody>
<tr>
<td>Labour Insertion</td>
<td>13</td>
<td>6,548</td>
<td></td>
</tr>
<tr>
<td>Social Insertion</td>
<td>22</td>
<td>174,828</td>
<td></td>
</tr>
<tr>
<td></td>
<td>36</td>
<td>181,376</td>
<td>3,052,276€</td>
</tr>
</tbody>
</table>

Direction General of Social Policy
The source of mentioned data related to ACCEDER programme are from the Fundación Secretariado Gitano.

### MULTI-REGIONAL OPERATIONAL PROGRAMME

**"FIGHTING AGAINST DISCRIMINATION"**

**OP-FAD**

- **PROGRAMMING PERIODS / BUDGETS**
  - **OP-FAD 2000-2006**
  - **OP-FAD 2007-2013**

<table>
<thead>
<tr>
<th>Total ESF</th>
<th>€343,658,908</th>
<th>€380,878,883</th>
</tr>
</thead>
</table>

**TOTAL ESF**

**TOTAL ESF**
OP-FAD IMPLEMENTING 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*

5 NGO: EXPERIENCE ON SOCIAL EXCLUSION/EMPLOYMENT
1. ONCE Foundation
2. Spanish Red Cross
3. Caritas
4. Fundación Secretariado Gitano
5. Luis Vives Foundation

* ....Ministry of Labour and Immigration
**....Ministry of Equality
***...Ministry of Health and Social Policy
****..Autonomous Community
## CO-FINANCING - ESF OPERATIONAL PROGRAMME - 2000-2006

**“FIGHTTING AGAINST DISCRIMINATION” - ACCEDER**

### ORGANISATION AND / OR ADMINISTRATION

<table>
<thead>
<tr>
<th>Organisation and Administration</th>
<th>Euros</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>ESF</td>
<td>36,549,515.18</td>
<td></td>
</tr>
<tr>
<td>ERDF</td>
<td>7,312,308.00</td>
<td>67.76</td>
</tr>
<tr>
<td>Ministry of Health and Social Policy</td>
<td>7,959,420.62</td>
<td>7.09</td>
</tr>
<tr>
<td>Autonomous Communities</td>
<td>6,715,229.33</td>
<td>12.30</td>
</tr>
<tr>
<td>Municipal Authorities</td>
<td>4,592,545.51</td>
<td>10.37</td>
</tr>
<tr>
<td>County Councils</td>
<td>578,559.13</td>
<td>0.89</td>
</tr>
</tbody>
</table>

### 2007-2013

<table>
<thead>
<tr>
<th>Programme</th>
<th>ESF</th>
<th>Spanish Administ.</th>
<th>Total</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>ACCEDER</td>
<td>30,910,437</td>
<td>10,805,516</td>
<td>41,715,953</td>
<td>8</td>
</tr>
<tr>
<td>TOTAL OP-FAD</td>
<td>380,878,883</td>
<td>164,176,494</td>
<td>545,055,377</td>
<td>100</td>
</tr>
</tbody>
</table>

Direction General of Social Policy
### Relevant Results of the ACCEDER Programme 2000-2008

<table>
<thead>
<tr>
<th>Persone</th>
<th>Number</th>
<th>Women</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Contract signed</td>
<td>31,151</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Working under contracts</td>
<td>12,950</td>
<td>6,707</td>
<td>51,8</td>
</tr>
<tr>
<td>Taking part in training</td>
<td>9,610</td>
<td>6,247</td>
<td>65</td>
</tr>
<tr>
<td>Obtaining first job</td>
<td>3,497</td>
<td>1,924</td>
<td>55</td>
</tr>
<tr>
<td>Agreements signed with Local or Regional Admin</td>
<td>183</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Co-operation agreements signed with companies</td>
<td>350</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Beneficiaries (70% Roma)</td>
<td>41,735</td>
<td>22,378</td>
<td>53,6</td>
</tr>
</tbody>
</table>

### ROMA INVOLVED IN THE 'ACCEDER' “EMPLOYMENT” BY SEX

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

### CONTRACT SIGNED WITH ROMA THROUGH 'ACCEDER' BY SEX

<table>
<thead>
<tr>
<th>YEARS</th>
<th>MEN</th>
<th>WOMEN</th>
<th>TOTAL</th>
</tr>
</thead>
<tbody>
<tr>
<td>2001</td>
<td>964</td>
<td>651</td>
<td>1.595</td>
</tr>
<tr>
<td>2002</td>
<td>1.342</td>
<td>895</td>
<td>2.237</td>
</tr>
<tr>
<td>2003</td>
<td>1.561</td>
<td>1.023</td>
<td>2.674</td>
</tr>
<tr>
<td>2004</td>
<td>827</td>
<td>1.571</td>
<td>2.398</td>
</tr>
<tr>
<td>2005</td>
<td>2.109</td>
<td>2.952</td>
<td>4.061</td>
</tr>
<tr>
<td>2006</td>
<td>1.546</td>
<td>1.507</td>
<td>3.053</td>
</tr>
<tr>
<td>2007</td>
<td>1.685</td>
<td>1.793</td>
<td>3.478</td>
</tr>
<tr>
<td>2008</td>
<td>758</td>
<td>903</td>
<td>1.661</td>
</tr>
<tr>
<td>TOTAL</td>
<td>11.882</td>
<td>10.275</td>
<td>22.157</td>
</tr>
</tbody>
</table>
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

Direction General of Social Policy
**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

Direction General of Social Policy
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