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

>acceder

promoting Roma employment
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 or Spanish citizens
EMPLOYMENT AND ROMA COMMUNITY

• ROMA'S TRADITIONAL PROFESSIONS ARE IN RECESSION.

• INITIAL DISQUALIFICATION.

• INEFFECTICACY OF MAINSTREAM EMPLOYMENT POLICIES TOWARDS THE ROMA.

• LIFE CONDITIONS, SOCIAL PREJUDICES, STEREOTYPES, DISCRIMINATION.
ACCEDER PROGRAM

DESCRIPTION

> acceder

promoting Roma employment
Mapa de España con ciudades destacadas.

INTERNACIONAL
- Rumanía
- Bosnia

Ciudades destacadas en rojo y ciudades en azul.

Sede Social
Programa Acceder
C/ Ahijones, s/n
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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promoting Roma employment
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)
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

CAMPAIGN (2005-2006):
PREJUDICE MEANS LETTING
OTHERS PUT WORDS IN
OUR MOUTHS

CAMPAIGN (2007-2008):
EMPLOYMENT MAKES US EQUAL
ACCEDER PROGRAM
KEYS OF SUCCESS

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promoting Roma employment
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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• www.gitanos.org/ acceder/

• www.gitanos.org/ english/