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.
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

1. Recruitment
2. Diagnosis and design of an individual plan
3. Intermediation with enterprises
4. Training
5. Labour insertion and follow up
6. Active search for employment
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)

2001: 6,221
2002: 12,352
2003: 17,358
2004: 23,006
2005: 28,231
2006: 32,994
2007: 37,729
2008: 44,508
2009: 50,919
2010: 58,515
2011: 64,365
2012: 70,118
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
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