

Human Resources

The essence of Fundación Secretariado Gitano boils down to the group of people comprising it and who, at the same time, are the main pillar responsible for completing the mission which we have proposed.

While completing this mission is important, it is even more important to do quality work reflecting our care and affection. Therefore, the involvement of our people and their taking personal responsibility for our mission, is an invaluable added value for our entity.

The FSG knows that the people comprising it have the necessary capacities, values and vested interest in the entity to meet the objectives we have set for ourselves. The offer of services targeting the Roma community is based on the human quality of these individuals; paid staff, volunteers and interns.

In 2006 a total of 1,582 contracts were signed with 920 people. Of these, 625 were women (67.93%) and 295 were men (32.07%). Roma individuals accounted for 43.15% of the staff, i.e. 397 persons: 247 women (62.22%) and 150 men (37.78%). A total of 420 services were rendered through 350 self-employed workers. 193 people collaborated with the entity as volunteers.

One of the milestones achieved during 2006 for the people at the FSG was **the signing of the first Collective Agreement**, fruit of meetings between workers' representatives and representatives of the Administration. Also, in terms of achieving employment stability, at year's end 60 temporary contracts were turned into permanent contracts.

One of the challenges facing the Human Resources Department in 2006 was that of improving personnel management procedures and tools in search of greater service quality. To this end, a new personnel management tool was implemented, personnel training was fostered and new selection procedures were drawn up and others improved. Different manuals were also presented addressing the topics of reception, labour contracts, volunteers and rendering of services.



SIGNING OF THE FSG COLLECTIVE BARGAINING AGREEMENT

