

▶▶ Human Resources

All persons undertaking an activity in the FSG are important insofar as they contribute to achieving the mission of the organisation. Hence, hired staff, individual collaborators, volunteers and those individuals who choose to do internships in our organisation are the Foundation's most important asset and one of its most strategic values. Thanks to their efforts, we manage to adapt to the needs and demands of our beneficiaries and enhance the promotion of the Roma community.

As in previous years, the number of people working at the Fundación Secretariado Gitano has increased. In 2008 a total of 1,752 contracts were signed employing 1,255 people. Of those, 867 were women (69%) and 388 were men (31%). Roma individuals accounted for 39% of the staff, i.e. 485 persons: 312 women (64%) and 173 men (36%). 215 services were rendered by companies or self-employed workers and we have 334 volunteers working with us.

The mission of the Human Resources and Organisation Department focuses on process management and the development of strategies and procedures related to the people constituting the FSG, such that we incorporate and keep people in our organisation whose skills suit the achievement of our mission. It is also responsible for the development, implementation and supervision of policies and the management of procedures within the sphere of occupational risk prevention and is likewise in charge of the administration, management and development of the Secretariat of Foundation Headquarters.

For the FSG, the training of the people composing it is fundamental, and in 2008 we were responsible for 153 courses in the area of professional and personal development (labour market integration agents, project design, intervention programme evaluation, social and intercultural mediation, group management, IT courses, university access, primary school credential, mediation, labour counsellor, etc.).

In 2008 the FSG focused on job stability. During the past year many temporary contracts became permanent mostly as the result of the conclusion of the 2000-2006 Multi-regional Fight Against

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ANNUAL MEETING OF TERRITORIAL HEADS HELD IN AVILA.



TEAM MEMBERS OF THE OPERATIONAL PROGRAMME ACCEDER IN MADRID.



TECHNICAL WORKING GROUP OF THE ROMA / EASTERN ROMA PROGRAMME AT THE FSG HEADQUARTERS IN MADRID

Discrimination Operational Programme and the commencement of the new 2008-2013 Multi-regional Fight Against Discrimination Operational Programme giving a vote of confidence to the women and men who contributed to the excellent results achieved through the programmes managed by the FSG.

One of the most important goals of the FSG is worker satisfaction and this is one of the new areas where the Human Resources Department will focus its efforts in the future with a view to having professionals who are motivated in their everyday work.

The mission of the Human Resources and Organisation Department focuses on process management, strategy development and procedures concerning all FSG members

