

# ▶▶ Human Resources

*People.* They are the pillar sustaining the Fundación Secretariado Gitano. People motivated to fulfil the organisation's mission, who work day in and day out with those who come to our offices and who help us to meet our objective as an organisation every step of the way.

Volunteers, hired staff, service providers and interns are our lifeblood and, thanks to their work and effort, each year the Foundation makes greater strides allowing us to meet the needs of those who come into our offices seeking some service thus enabling us to work for the advancement of the Roma community.

Following are the data regarding the people who have carried out the duties of the Fundación Secretariado Gitano in 2009:

- } 1,262 hired employees; 844 women (67%) and 418 men (33%).
- } Roma individuals accounted for 36% of the staff, i.e. 460 persons: 286 women (62.17%) and 174 men (37.83%).
- } A total of 245 services were outsourced to companies or natural persons.
- } We also have 39 student interns working with us as well as 335 volunteers.

The mission of the Human Resources and Organisation Department focuses on process management, strategy development and procedures having to do with all FSG members. 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 the Foundation's Headquarters.

People motivated by the organisation's mission



THE PRINCE AND PRINCESS OF ASTURIAS AT OUR STAND AT THE IX NATIONAL VOLUNTEER MEETING



STUDENTS AT THE WORKSHOP SCHOOL (VALLECAS, MADRID)



FSG WORKERS

In 2009 the FSG conducted its first study of the organisational climate targeting all of our offices to gather information on worker motivation, the values and variables having a motivational effect on workers and the underlying factors affecting these values. 366 people out of an initial sample of 563 took part in the study. The information gained from the study provides insight into

both strong and weak points enabling us to improve on a daily basis at organisational level.

Equality was another novel area of work in 2009 where we began to undertake a diagnosis of our organisation which will culminate in the drafting of an Organisational Equality Plan.

