



# Project ACCEDER

*The labour integration of the Spanish Roma Community: an experience under the Operational Program, ESF.*

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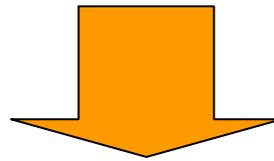
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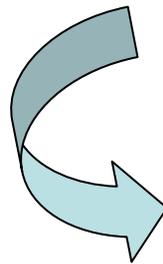
# General Framework



**Structural Funds are the main financial tool used to reduce the gap in regions and people living conditions, and to promote social and economic cohesion**



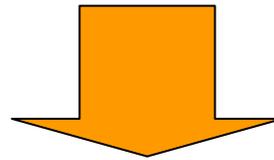
**Structural Funds: the regulations are now more open to social issues.**



**ESF/ ERDF**



**The Roma Community is the  
most important and most  
excluded ethnic minority in  
Europe**



**A lot of barriers make difficult  
their access to the Structural  
Funds**



# BARRIERS

- According to Spanish experience, these barriers are found:
  - In the planning process: lack of targeting in the regulations, in the Support Community Frameworks, etc (art. 15 in the Regulations, art. 6 ESF)
  - In the implementation process:
    - Too general
    - Barriers in the access of Roma to normalized programmes
  - Lack of specialized and adapted structures
  - Slightly specific monitoring and evaluation



# Roma and Employment



# SOCIAL SITUATION OF THE ROMA COMMUNITY IN SPAIN

- 650.000 people
- 45% territorial concentration
- Heterogeneity and processes of social change and cultural transformation.
- High birth rate. 40% under 16 years of age



# SOCIAL SITUATION OF THE ROMA COMMUNITY IN SPAIN (2)

## Strengths

### *High progress in the last 30 years*

- Recognition as full citizens: constitutional law, participation in elections, involvement in social movements...
- Access to the welfare state system: housing, education, health...
- High access to integrated habitats: migration from rural to urban areas...
- Improving recognition of the Roma cultural identity



# SOCIAL SITUATION OF THE ROMA COMMUNITY IN SPAIN (3)

## Weaknesses

### *Strong situation of social exclusion*

- Low educational level; early school dropouts
- **Generally losing touch with traditional professions and labour activities**
- Poor housing and living conditions
- Inadequate access and use (either due to abuse or shortage) of general services



# SOCIAL SITUATION OF THE ROMA COMMUNITY IN SPAIN (4)

Subject to intolerance and rejection from the dominant society:  
**discrimination**

- Low social participation
- Prejudice, stereotypes and high level of social discrimination
- Lack of cultural recognition

# EMPLOYMENT AND ROMA Community (1): year 2000



## MAIN LABOUR ACTIVITIES OF ROMA COMMUNITY:

|  | DESCRIPTION                | PROFESSIONAL AREA   | % APROX. |
|--|----------------------------|---|----------|
| TRADITIONAL ROMA PROFESSIONS<br><br>(GENERALLY, SELF EMPLOYED) | <i>In transformation</i>   | <ul style="list-style-type: none"> <li>• Street markets</li> <li>• Re-collection of urban disposals</li> <li>• Seasonal Work (Agricultura)</li> </ul> | 50-80%   |
|  | <i>Liberal professions</i> | <ul style="list-style-type: none"> <li>• Antique dealers</li> <li>• Merchants</li> <li>• Art related professions</li> </ul>                           | 5-15%    |
| NEW PROFESSIONS<br>(GENERALLY, NON SELF EMPLOYMENT)            | <i>Non -qualified</i>      | <ul style="list-style-type: none"> <li>• Building area</li> <li>• Public works</li> <li>• Non qualified civil servants</li> <li>• Other</li> </ul>    | 10-15%   |
|  | <i>Qualified</i>           | <ul style="list-style-type: none"> <li>• Qualified civil servants</li> <li>• Other</li> </ul>   |          |

(\* ) these percentages represent wide ranges of approximation to the employment areas of the Roma community.



# EMPLOYMENT AND ROMA COMMUNITY (2)

- Their traditional professions are in recession or require a strong re-conversion
  - Very few Roma have access to the offer of normalised vocational training. Low employability.
- The life conditions of many Roma together with the social prejudices and stereotypes, affect in a negative way to the access to the labour market
  - Likewise, the cultural aspects (habits, traditions of reference, etc.) affect in a negative way, in the majority of cases, when trying to access a job.
- Otherwise, there are increasing expectations of the Roma Community accessing the labour market.
  - Labour market requirements and characteristics



# EMPLOYMENT AND ROMA COMMUNITY (3)

## • Positive Context:

- Employment : priority on the European Union's political agenda. EEE
- National Action Plans for Employment
- Use of Structural Funds (2000-2006): ESF, especially
- Good labour market situation:
  - High growth of the Gross Domestic Product: double than European average (SPAIN)
  - High rates of employment creation: 1 of every 5 European new employments (SPAIN)
  - High demand of non qualified labour
- Changes in the mentality of the Roma as for the labour market



# EMPLOYMENT AND ROMA COMMUNITY (4)

- **Context:**

- Inefficacy of mainstream training and employment policies
- Need of a specific strategy for the labour insertion of the Spanish Roma Community.
- Transferability from ESF INTEGRRA Initiative to Operational Programme ESF.



# ACCEDER PROGRAMME description

***TARGETING WHILE  
MAINSTREAMING***



# OBJETIVES

***To facilitate the Roma population's access to mainstream training and employment***

- To provide Roma with **professional qualifications and access to labour contracts** by:
  - Accessing mainstreamed vocational training
  - Adapted vocational training
  - Promoting access to mainstreamed **employment services**



In order to facilitate their access to the labour market on an equal footing with the rest of the citizens.

- To **raise awareness** regarding prejudice and discriminatory practices affecting Roma
- To foster more **active policies** regarding the Roma community:
  - New employments in four areas:
    - Sociocultural
    - Sociolaboral
    - Socioeducational
    - Socio – health care



# METHODOLOGY

## *Individualised employment access itineraries*

1. Roma awareness raising concerning employment
2. Guidance and advice
3. Training:
  - FSG training
  - Referr to general resources and services
4. Accompaniment in job search
5. Prospecting the labour market
6. Monitoring in the workplace



# ACTION STRATEGY

- EUROPEAN TENDENCIES:
  - EUROPEAN EMPLOYMENT STRATEGY
  - THE FIGHT AGAINST DISCRIMINATION: DIRECTIVES
- IMPROVEMENT OF EMPLOYABILITY
- GUARANTY OF EQUAL OPPORTUNITIES
- INCREASE OF SPECIFIC AND ADAPTED MEASURES
- NORMALIZATION
- PARTICIPATION



# TEAMS

## **PROSPECTORS:** *INTERVENTION ON LABOUR MARKET*

1. Search for job offers
2. Labour market intermediation
- 3 Promotion of cooperation with companies. Partnership
5. Local development and insertion of Roma population
- 6 Follow up in the workplace

## **MEDIATORS:**

1. Captation
2. Receptions and systematizing the first data
3. Information on training resources
4. Accompaniment to the access
5. Monitoring
6. Family mediation

## **COUNSELLORS / ADVISORS:**

- **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.**



**Work centres: 45**

**Number of partners (local, regional, national)**

- **Public administrations: 100**
- **Companies: over 3.000**
- **Other stake holders: NGOs, mass media, etc.**

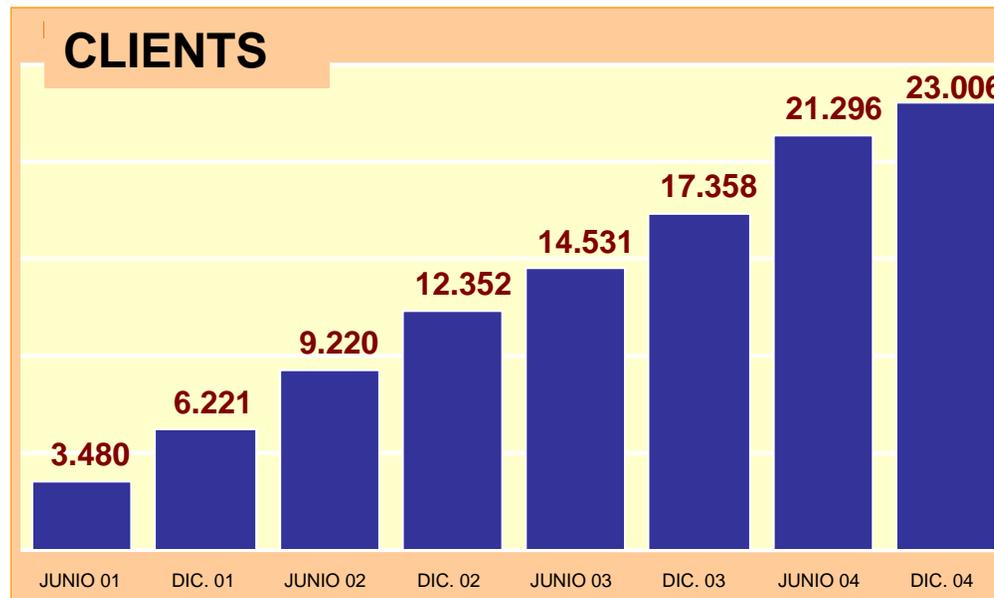


# ACCEDER PROGRAMME

## *MAIN ACHIEVEMENTS*



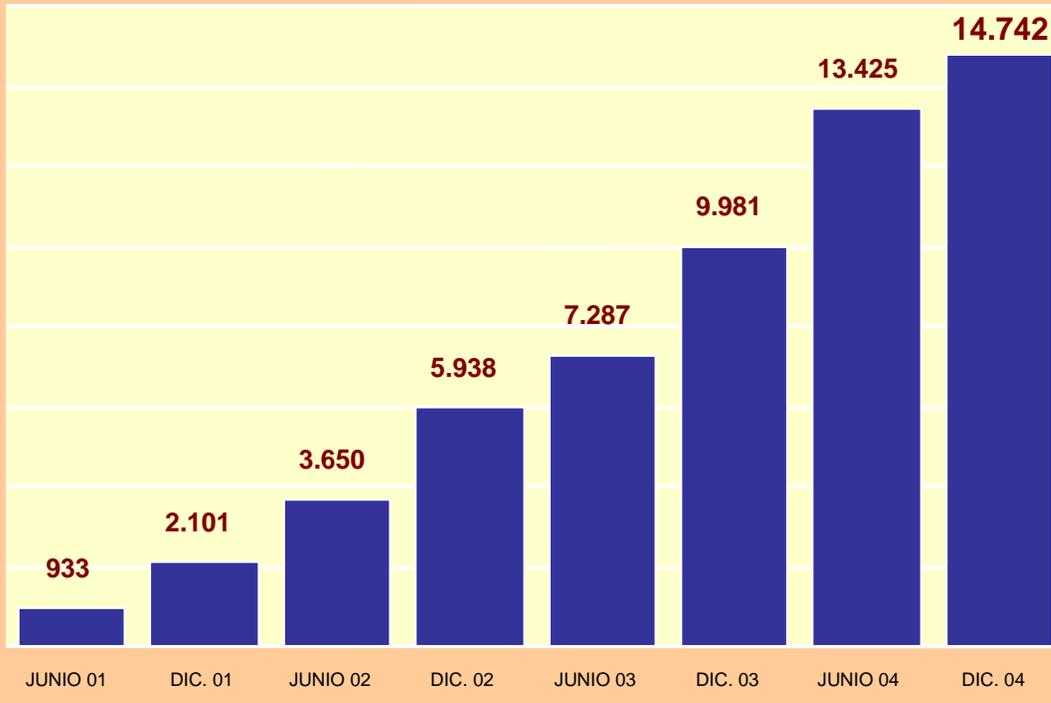
# RESULTS, DEC 2004



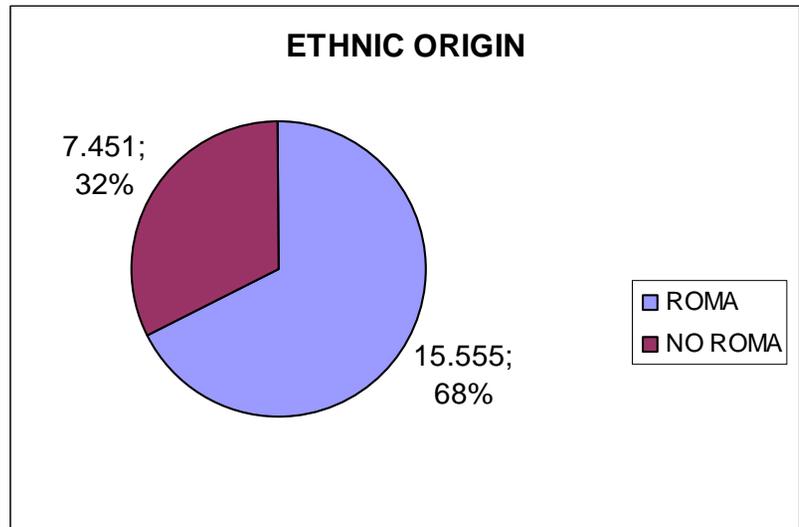
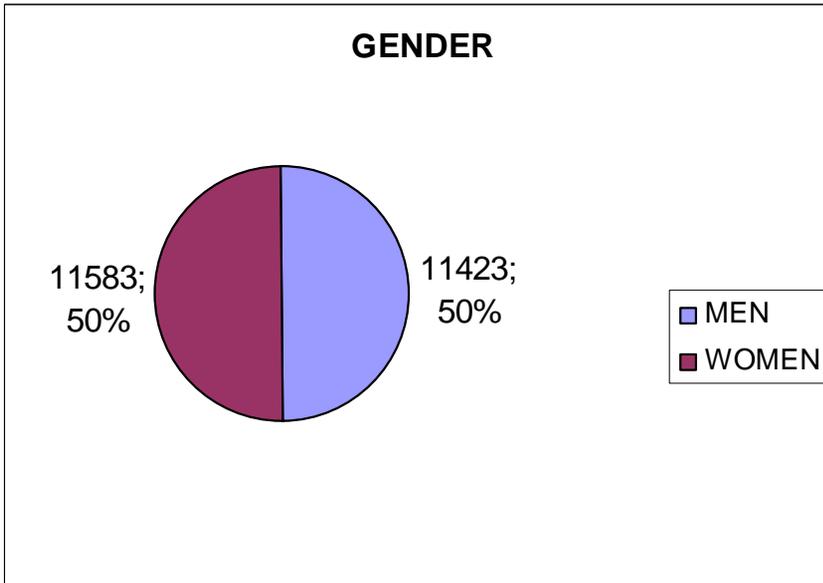


# RESULTS, DEC 2004

## CONTRACTS

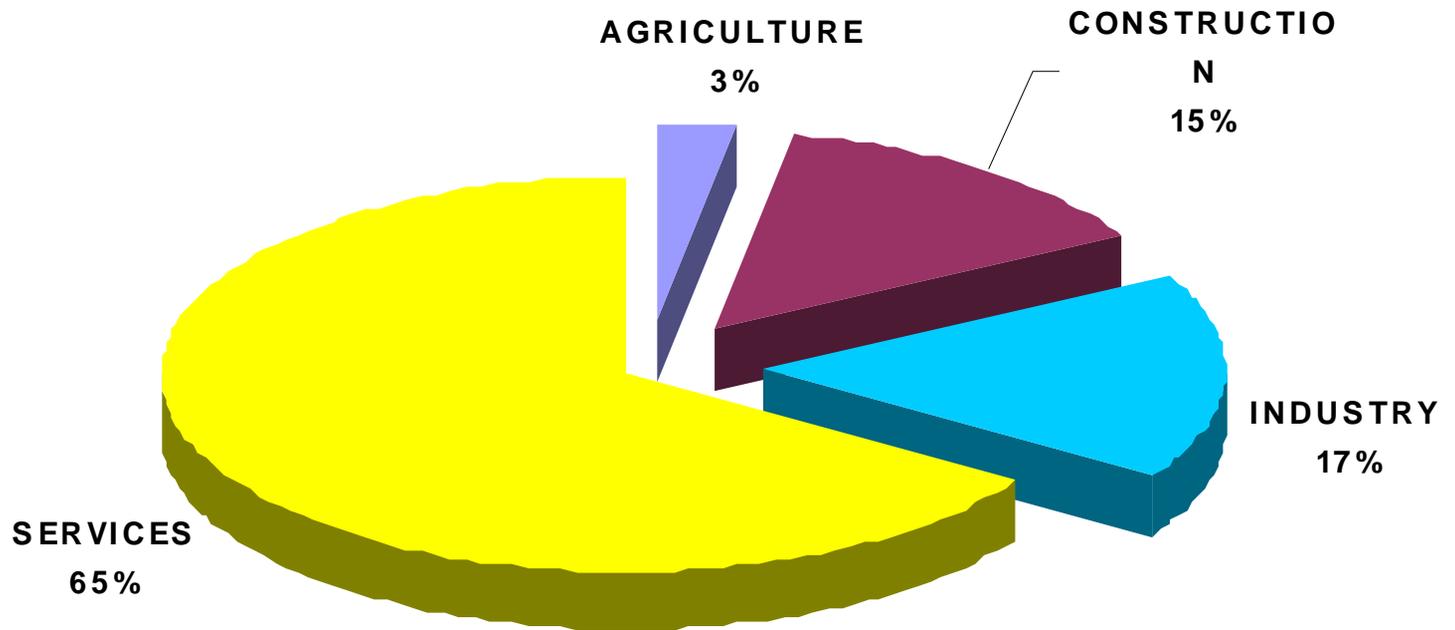


# RESULTS, DEC 2004





# SECTORS





# ACCEDER PROGRAME

## IMPACT





# *Impact of the project*

- *Establishment of partnership strategies*
- *Adequate system of public-private relationship*
- *Increase of the employability of the Roma in terms of training and access to employment*
- *Change of mentality:*
  - *Beneficiaries*
  - *Employers*
  - *Society as a whole*
- *Flexibility and adaptation of public services to Roma needs*
- *Qualified professionals + Key Documents*
- *Establishment of permanent specialised services*
- *New role of NGOs as providers of public services*



# ACCEDER PROGRAME

## Keys of success





# KEYS OF SUCCESS IN INITIATIVES WITH THE ROMA COMMUNITY

## PARTNERSHIP + TARGETING + MAINSTREAMING

- INTEGRATED APPROACH
- INVOLVEMENT AND EMPOWERMENT OF THE ROMA: AUTONOMY
- LONG TERM PLANNING (REFERENCE)
- EQUAL BALANCE BETWEEN SOCIAL AND ECONOMIC PERSPECTIVE
- INTERCULTURAL WORKING TEAMS
- TARGETED BUT NON-SEGREGATED SERVICES
- ADAPTABILITY: USE OF SPECIFIC METHODOLOGY AND TOOLS
- **STRONG PARTNERSHIP**
- INDIVIDUALISED EMPLOYMENT ITINERARIES (TRAINING AND EMPLOYMENT). PROCESS.
- NATION – WIDE DIMENSION
- **USE OF ERDF**



# PARTNERSHIP

- **PROCESS:**

- **NEED FOR COFINANCE: ESF+ ERDF -%-**
- **STRATEGIC APPROACH: SOCIAL AND ECONOMIC DEPARTMENTS**
- **TARGETING TERRITORY**
- **CASH/KIND**
- **SIGN AGREEMENTS**



# PARTNERSHIP

- **CONTENT:**
  - **PUBLIC: NATIONAL, REGIONAL AND LOCAL**
  - **PRIVATE: BANKS, FOUNDATIONS...**
  - **MONITORING COMMITTEES**
  - **CONTROL AND EVALUATION OF PROGRAM**
  - **ANALYSIS OTHER NEEDS**
  - **LEARNING PROCESS**
- **DIFFICULTIES FOUND:**
  - **COMMITMENT**
  - **LIMITATIONS IN ELEGIBLE COSTS-ACTIONS**
  - **RENEWALS**
  - **SHORTAGE OF CASH FLOW**



# ERDF

- TRANSPORT INFRASTRUCTURES
- TELECOMMUNICATIONS
- ENERGY
- ENTERPRISES COMPETITIVENESS
- RESEARCH AND TECHNOLOGICAL DEVELOPMENT
- IMPROVEMENT OF ENVIRONMENT
- LOCAL DEVELOPMENT (CULTURE, TOURISM...)
- ...



# ERDF

- **USE: IMPLEMENTATION & CONSOLIDATION**
  - **ADQUISITION OF INFRASTRUCTURES(...)**
  - **RESTORING**
  - **EQUIPMENT**
- **ADDED VALUE:**
  - **COMPLEMENTATION**
  - **FUTURE: 10%**
- **RECOMMENDATIONS**
  - **ANTIDISCRIMINATORY CODES=EQUAL TREATMENT POLICIES UNDER FUTURE ERDF**



# THE USE OF THE STRUCTURAL FUNDS WITH THE ROMA COMMUNITY

## KEY ELEMENTS:

- MAINSTREAMING THE ROMA ISSUE IN THE COMMUNITARY FRAMEWORKS
- TARGETING SPECIFIC ROMA PROGRAMS WITH THE STRUCTURAL FUNDS
- ROMA NGO MANAGING PROGRAMS
- IMPACT ON A SPECIFIC TARGET GROUP AT THE LOCAL LEVEL (“TARGETING TERRITORY”)
- NETWORKING DIFFERENT EXPERIENCES & SUPPORTING GOOD PRACTICES