The Fundación Secretariado Gitano has launched a pioneering programme to Promote Equal Opportunities and Socio-Labour Inclusion of Roma Women and to address Multiple Discrimination against women. The programme will run from 2016 till 2019 in 16 Spanish regions.

A team of 26 professionals, most of them Roma women with specialized training, is developing the programme in order to improve the socio-labour inclusion of women belonging to vulnerable groups, in particular Roma women, through the promotion of equal opportunities and gender equality and the fight against all forms of discrimination, in particular multiple discrimination against Roma women and victims of domestic violence.

With the support of the Operational Program for Social Inclusion and Social Economy (POIESIS), the Cali programme complements the work FSG has been developing for many years with the European Social Fund, to promote the access to the labour market of the Roma community, focusing now on the inequality and discrimination suffered by Roma women.
The programme consists of awareness-raising actions at local, regional and national level in coordination with key agents that will allow us to intervene in complementary spaces and areas in order to have a greater impact on the situation of inequality and discrimination that Roma people face, especially Roma women.

This programme addresses the specific needs of Roma women, based on sound knowledge of their realities. It aims to support their personal development in order to enable them to fully exercise their rights as citizens, as well as to strengthen their abilities and competences to enhance their employability and improve their chances of finding work.

From an individual and intercultural perspective and through an integrative methodology, along with groups and community work, this programme seeks to promote equal opportunities and gender equality within and beyond the Roma community, for Roma women and men.

The programme tackles one key issue: the equal treatment of the Roma community and multiple discrimination against Roma women by providing individualized and systemic advocacy in cases of discrimination and by increasing Roma women’s awareness and ensure all their rights through group sessions.

**Participants**

- Roma women (both, Spanish and of immigrant origin) with low employability, low skills, low educational levels, poor socio-economic conditions, with family, responsible lives.
- Roma people victims of discrimination, in particular Roma women suffering domestic violence, racial discrimination.
- Roma women victims of domestic violence, all kinds of discrimination, in particular Roma women suffering domestic violence.
- Roma community in general, including men and women, and Roma groups.

**Objectives**

- Enhance the social inclusion of Roma women, as well as their access to employment opportunities through actions that contribute to the development of their social employability personal skills and that promote gender equality, participation and work-life balance.
- Promote gender parity and promote equality by informing, assisting and accompanying victims of all kinds of discrimination, with special attention to the cases of multiple discrimination, Roma women face.
- Boost gender equality between Roma men and women and support breaking down cultural and social barriers that prevent Roma women’s social and economic promotion.
- Support and accompany Roma women suffering domestic violence.
- Raise awareness among social, public policymakers, those working in relevant sectors (i.e. teachers, social or health care professionals etc.), the economic operators of the Roma community itself, about the stereotypical image of Roma and, in particular, Roma women.
- Influence policies on gender equality, equal opportunities and non-discrimination.

**Lines of actions**

- Direct intervention with Roma women, based on a sound knowledge of their realities and on the development of personalized support pathways, in order to improve their social and personal employability skills, and provide support in situations of particular vulnerability such as cases of domestic violence.
- Promotion of equal treatment and non-discrimination in the Roma community in particular Roma women. We use a protocol for cases of discrimination, based on the detection, information, assistance and accompanying in the exercise of their rights.
- Social and community work (Roma men and women across all age groups), as a means to increase awareness, prevent, moderate and change attitudes in order to break down the barriers that cause gender inequality and make reconciliation of personal, family and work life difficult.
- Group sessions with Roma men and women of all ages in order to talk about their rights and how to exercise them. As a way also to deal with the underreporting of cases of discrimination.
- Actions aimed at achieving changes in structures, policies and practices to eliminate the obstacles that prevent Roma women’s socioeconomic promotion, the defense of their right to non-discrimination, or access to their full rights as citizens, along with awareness raising and advocacy activities and training of professionals.