



Evaluation of the results and impact of the Calí Programme, for the Equality of Roma Women
(2016-2023) EXECUTIVE SUMMARY



**Evaluation report on the results and impact
of the Calí Programme, for the Equality of Roma Women
(2016-2023)**
Executive summary

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The purpose of this external evaluation is to analyse and assess the results and impact obtained and thus to issue global assessments on the utility and achievements of the *Calí Programme*, for the Equality of Roma Women.



Introduction

Fundación Secretariado Gitano (FSG) is an intercultural, non-profit social organisation that has been working for more than 40 years for the social advancement, defence of rights and equal opportunities for the Roma population in Spain and Europe.

Its mission is the comprehensive advancement of the Roma community, to ensure access for Roma people to rights, services, goods and social resources on an equal footing with the rest of the citizenry. To this end, FSG works in 14 Spanish Regions via 73 offices and operates in 83 localities.

One of the FSG's lines of work is centred on supporting the social and occupational advancement of Roma women, with special attention to those who are in situations of greatest disadvantage and vulnerability due to the intersectional barriers which many of them suffer, related to gender, ethnicity, socio-economic circumstances and lack of training, among other obstacles. Likewise, another of the fundamental lines of work focuses on the fight against antigypsyism and the discrimination suffered by the Roma community, applying an intersectional approach and thus taking into consideration the specific situations faced by Roma women.

The main programme which we carry out combining both lines of work is the *Calí Programme, for the Equality of Roma Women*, a programme financed by the European Social Fund and co-financed by different public and private administrations at the national, regional and local level. It was launched in 2016 within the framework of the Operational Programme for Social Inclusion and Social Economy (POISES) and runs until 2023.

In 2021 we proposed to carry out an evaluation of the results and impact of the *Calí Programme* on the participating women, mainly Roma, across all its lines of work.

This document is the executive summary of the evaluation of the results and impact of the *Calí Programme, for the Equality of Roma Women*, which covers the period from 2016 to 2023, in the two cycles carried out (2016-2019 and 2019-2023).

The purpose of this external evaluation, conducted by an independent team from Red2Red, is to analyse and assess the results and the impact obtained and thus to issue overall assessments on the utility and the achievements of the *Calí Programme*. This makes it possible to learn lessons to improve the Programme and contributes to the accountability process carried out by the FSG.

Likewise, it enables FSG to generate evidence that can be useful for similar initiatives that may be developed with other groups at risk of, or in a situation of, social exclusion in other contexts, above all those who might work with an intersectional gender focus, inside or outside the organisation.

01

Object of evaluation: *Calí Programme, for the Equality of Roma Women*

1.1. Brief presentation of the Programme

The *Calí Programme* is a nationwide initiative that seeks to improve the socio-occupational inclusion of Roma women in a situation of social vulnerability. To this end, it works via the promotion of equal opportunities, gender equality and the fight against all forms of discrimination, with special attention to the multiple discrimination suffered by Roma women, and via support for victims of gender violence, with the aim of improving socio-occupational inclusion and achieving full access to human rights under equal conditions.

It is implemented thanks to a team of 32 professionals, experts in equality who are mostly Roma women, together with a team of 2 national coordinators, and its work is carried out in Spain, in 14 Regions and 30 localities.

The *Calí Programme* is aimed at empowering Roma women in a situation of social vulnerability through the development of skills which help them in their personal development, prepare them to participate in processes of labour market inclusion and promote their active citizenship.

The targets of this intervention are Roma women, plural and diverse, who are at the greatest disadvantage and at especial risk of discrimination. They are thus affected by barriers in which different factors come together, such as gender and ethnicity, low levels of training, especially vulnerable social and economic circumstances and heavy family burdens, all of which generate situations of intersectional discrimination.

To achieve the Programme's purpose, a series of **specific objectives** are established:

1. To promote **personalised social and pre-employment pathways** to cover all the shortcomings that impede their access to the labour market and the exercise of their citizenship under equal conditions.
2. To encourage **gender equality between Roma men and women**, and thus to promote the breaking of cultural and social barriers that affect Roma women.
3. To assist Roma women who suffer situations of **gender-based violence** so that they can escape from these situations and have access to specialised equality resources.
4. To promote **equal treatment**, informing, assisting and accompanying victims of all forms of antigypsyism, with special attention to the intersectional discrimination that Roma women suffer.
5. To **raise awareness** in the Roma community itself about the right to equality, and also among general society and key actors about the stereotyped social image of this community and especially Roma women, in order to eliminate the prejudices and stereotypes that generate discrimination and impede full participation in economic, social and labour spheres.
6. To **influence policies** and systems related with equality of opportunity, gender equality and the fight against discrimination related with Roma women.



In order to achieve the above objectives, the *Calí Programme* has defined complementary lines of intervention, together with cross-sectional awareness activities and political advocacy. The proposed methodology of the Programme is based on the following measures:

A. Individualised attention

- Pathways for the development of skills and employability (L1): these focus on individual support for women to participate in group or individual training actions, based on an initial diagnosis. There are three types: long-term group, express group (of shorter duration, but more intensive) and individualised pathways.

They foster an expansion of social, personal, digital and pre-employment skills, and include specific adaptations for those who are in situations of greatest vulnerability and exclusion. They combine personal tutoring sessions and group actions, and include the development of social skills, digital literacy and digital skills, the definition of a professional objective, actions to improve employability and qualifications,

and intermediation and partnership with companies (work experience).

- Assistance and guidance to victims of racial or ethnic discrimination and antigypsyism (L2): develops accompaniment and emotional support actions; counselling in cases of discrimination, antigypsyism and hate crimes; and facilitates access to resources, with special reference to Roma women, and with a focus on informing, raising awareness and assisting and guiding victims of discrimination.
- Care for women who are victims of gender-based violence includes information, guidance, support and individualised accompaniment, as well as action around specialised resources to eliminate and prevent discriminatory barriers or barriers to access.

B. Awareness-raising activities to the community

- Actions on gender equality, co-responsibility and prevention of gender-based violence, with Roma women and men of different ages, in order to promote prevention, motivation and the changing of attitudes



“I finished compulsory secondary education and wanted to continue studying, but I couldn’t because of family problems. Then I was encouraged to participate in the *Calí* course (...) I did an internship as well, and we also did an IT course. It went fantastically. When I finished, I was encouraged to continue studying and now I am in the first year of secondary post-compulsory studies”

Participant of the *Calí Programme* in Lugo

via group sensitivity sessions with specially designed materials.

- Actions around **equal citizenship rights, equal treatment, antigypsyism and discrimination** with Roma people to raise awareness of their rights. All of this from an intersectional gender perspective.

C. Intervention about structures, systems and policies

- Actions aimed at eliminating the **obstacles that hinder Roma women** from advancing in society and the labour market and from their access to full citizenship (awareness campaigns, advocacy, training of professionals, breaking down prejudices and action on antigypsyism).

1.2. The profile of the participating women

The geographical location of the participants of the *Calí Programme* is diverse and gives rise to the logic of nationwide implementation, in the **14 Regions where it is run**.

The **socio-economic profile** corresponds to that of the target demographic to which the *Calí Programme* is aimed, which has the following characteristics:

SOCIO-ECONOMIC PROFILE

- 97.5% are Spanish women and 91% identify as **belonging to the Roma community**.
- Almost 5% **have some type of disability**.
- The majority are **between 25 and 45 years old (55.6%)**. Women younger than 25 represent almost 3 out of 10 (29.8%), and those over 45 have a smaller presence (14.6%).
- **37% have a partner** at the time they enter the Programme.
- **Seven out of ten participants are mothers**. Of the women who have children, 81% have between 1 and 3 offspring.
- Family households are generally structured in units which are not large. **65.3% live in homes of less than 5 people**, and 35% in households of more than 5. The presence of single mothers is substantial, but is not the norm, with **15.4% of households being single-mother**.
- In terms of caring responsibilities, this predominantly involves the care of **children under the age of sixteen**. 7.5% also have elderly dependants in their care.
- In general, **the monthly household incomes of family units are very low** (with an average of €30): almost half (45.7%) earn less than €500, and the other half between €500 and €1 000. A significant number of households receive social benefits such as the **regional minimum income or the national Minimum Income (MI)**.
- **95% of the women in the Programme know how to read and write; more than half (63.4%) only have primary level education; 13.8% have secondary**. The rest (6%) **lack any formal education**. A minority of women entered the Programme with some type of higher education.



Women who are **victims of gender-based violence (VGBV)** face greater social vulnerability:

PROFILE OF VICTIMS OF GENDER-BASED VIOLENCE

- The majority are between **25 and 45 years** old (66.8%).
- **7.3%** have some type of disability.
- Around **85%** have children.
- They have **lower educational levels**: 27.3% have no formal education and 8.5% do not know how to read or write.
- The representation of **single-mother households** is **double** that of Roma women in general.
- Their incomes are also lower, with an average monthly income of €456.

02

Evaluation methodology

2.1. Technical design of the evaluation

2.1.1. Objectives and scope of the evaluation

The **main objective** of this evaluation has been to measure and assess the results and the impact in terms of **well-being and personal and employability skills** that the *Calí Programme* is producing among the **participating women**. It also assesses other effects that are being produced in the **Roma population** in terms of gender equality and the fight against discrimination (women and men), including the focus on gender and intersectionality across the board.

In this sense, the **expected impact of the Programme is the reduction of some personal, intersectional gender and discrimination barriers, and some social barriers, which interfere in socio-occupational inclusion of participants and in the exercise of their full citizenship.**

Together with the above, we have also sought to review the effect that all the lines of intervention of the *Calí Programme* have as a whole, and to design a series of

instruments and tools to measure the change for the beneficiaries following the interventions.

The **scope of the evaluation** is characterised by the following dimensions:

- **With regard to the time period analysed, it spans two cycles:** from 2016 to 2019 and from 2019 to the end of 2022, although the Programme continues to run until 2023. The analysis carried out from the **counterfactual impact** perspective has been focused on the period between September 2021 and December 2022.
- From the **territorial** perspective, information from the whole Programme in the **14 Regions and 30 localities** where the Programme is active at the time of the evaluation has been considered.
- **In terms of coverage**, this evaluation has involved the technical team who participate in the Programme's realisation and the rest of the agents who implement it,



“My overall assessment is very positive. I arrived at the FSG as a young person desperate to work in whatever I could, and I feel that my time there and in the *Calí Programme* has helped me a lot to develop as a professional and I am happier every day (...). The Programme has helped me gain a lot of confidence in myself and in my work”

Participant of the *Calí Programme* in Huelva



as well as the people who benefit from its activities.

- From a **methodological** perspective, the evaluation has combined different, **complementary approaches**, from which instruments to meet the evaluative and counterfactual impact criteria have been developed.

With respect to the expected changes in the participants, the evaluation of the *Calí Programme* has identified the following **outcomes expected** thanks to the intervention:

- Outcome 1** Participating women acquire (or improve) socio-personal development skills.
- Outcome 2** Participating women acquire (or improve) pre-employment skills.
- Outcome 3** Participants remain in support processes (or resources) which favour socio-occupational inclusion.
- Outcome 4** Participating women acquire (or improve) skills in gender equality with an intersectional perspective.
- Outcome 5** Participants have reduced some gender-related barriers in their personal environment (family).
- Outcome 6** Participants have improved their skills for dealing with discrimination.
- Outcome 7** People assisted due to discrimination have been supported and compensated.
- Outcome 8** Some social barriers related to antigypsyism have been reduced.
- Outcome 9** Women who have been victims of gender-based violence have been provided with effective and satisfactory emotional support.



2.1.2. Approaches of the evaluation

The approaches used in the evaluation have the following characteristics:

- This is an **external evaluation**, since it has been carried out by an independent team, from Red2Red, which has specialist knowledge both in the fields of equality and employment policy and in evaluation methodology.
- The motivation behind this evaluation has been **educational, learning-centred and summative**, in terms of generating evidence and **transparency**. This allows for accountability and increasing transparency in the actions carried out with public funds, both for

the public administrations and for citizens and the target population itself.

- The **evaluation by criteria** approach has been based on the criteria of **relevance, efficacy and efficiency**.
- Together with the above, a **counterfactual impact evaluation** has been carried out to assess the **net impact of the intervention**, which tries to measure which of the changes achieved are attributable to the *Calí Programme*. This analyses the net effect of the Programme on the beneficiaries (referred to as the treatment group, TG) in comparison with a group of women with similar characteristics (control group, CG) who do not participate in the Programme.

2.2. Methods and techniques used

A **mixed methodology** has been employed, using qualitative and quantitative research methods, which makes it possible to delve deeply into the object of study and understand the key elements of its development, while at the same time obtaining figures that quantify the qualitative information and offer an overview of the *Calí Programme*.

For the whole project, different techniques of data collection have been used: external **document review** of the Programme; review of the **databases** of FSG's programmes, and information from the final

reports and that relating to the ESF indicators; **semi-structured interviews** with different managers of the technical coordination teams; a **focus group** with former participants from the different cycles of the *Calí Programme*, from different localities; **life histories** of former participants in the *Calí Programme*; a **survey of the technical staff** with an online self-completed questionnaire; **ad hoc instruments** for the monitoring of interventions; and a **counterfactual survey** based on participant questionnaires pre- and post-intervention, with the treatment group (TG) and the control group (CG).



“There were also workshops on equality between men and women (...) These points have helped me a lot. I had many doubts and did not know my rights as a woman. It has also helped me to have time for us women and to negotiate and share the tasks at home”

Participant of the *Calí Programme* in Ciudad Real

03

Results of the evaluation

3.1. Efficacy

3.1.1. The Calí Programme in figures, 2016-2023

The *Calí Programme* is a consolidated action, with associated and prestigious funders, that has carried out two cycles (2016-2019 and 2019-2023) with positive results.

- **Funding is diverse and complementary:** it has obtained co-financing from the ESF within the Operational Program for Social Inclusion and Social Economy –POISES (2014-2020)– as well as from public bodies such as the Ministry of Social Rights and Agenda 2030 via the call for subsidies from Income Tax funds, from private entities such as La Caixa Foundation and the Chanel Foundation, among others, and also from regional and local public bodies.

- In 2018 it was selected as an example of **Good Practice** within the Thematic Evaluation of the Gender Equality of the European Social Fund Managing Authority (UAFSE).

- It has been **consolidated into two cycles:** an initial one from 2016-2019 (*Calí I*) and another from 2019-2023 (*Calí II*).

Results of the Calí Programme

- There have been **4 676 Roma women in vulnerable situations** who have participated in socio-personal Pathways for the development of skills and employability, of whom, at the end of the training process:

- 52% (2 457 women) have begun an active job search
- 704 women obtain job
- 279 return to formal education

- 392 Roma women who were victims of gender-based violence have been accompanied.

- 1 546 group actions for the development of socio-personal skills have been carried out (19 863 hours of training).

- 406 occupational and digital skills training courses have been held (9 164 hours of training).

- There has been coordination with **1 517 external resources**, public and private, for the development of the Programme.

- 466 advocacy actions have been realised to promote equality of opportunities for Roma women.

- Awareness-raising or training activities on the situation of inequality and the rights of Roma women have been carried out with **6 810 key actors**.

- In terms of raising awareness about gender equality within the Roma community, **2 736 activities** have been realised, with **17 209 Roma women and 9 422 Roma men** of all ages participating.

- **1 708 cases of ethnic discrimination** have been addressed, in which **1 244 victims have been women**.

- In raising awareness about equal treatment and the fight against discrimination, **924 activities** have been carried out with **8 146 participants**, of whom **5 152 were women and 2 994 were men**.

- **246 awareness-raising and training actions about equal treatment and antigypsyism** have been conducted with **5 232 key actors**.

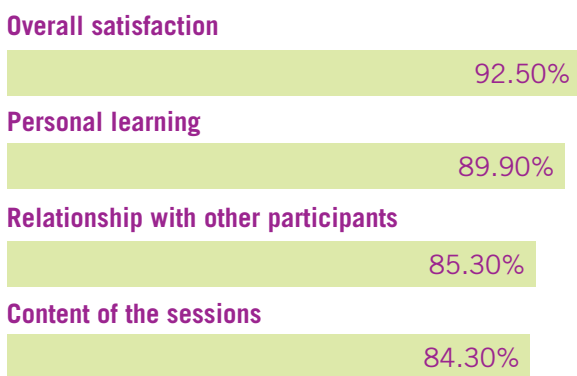


3.1.2. Perceived satisfaction and utility

The overall satisfaction with the Program is 92.5% among the Cali Programme participants who took part in the evaluation.

In the case of the socio-personal pathways for the development of skills and employability (L1), the participants rated the Programme in terms of the content worked on in the activities, satisfaction with personal learning and satisfaction with the relationship with other participants. Over 80% of the participants gave the highest possible rating of satisfaction:

Figure 1. Average value of satisfaction with the Program (L1) (% of “very satisfied” responses)



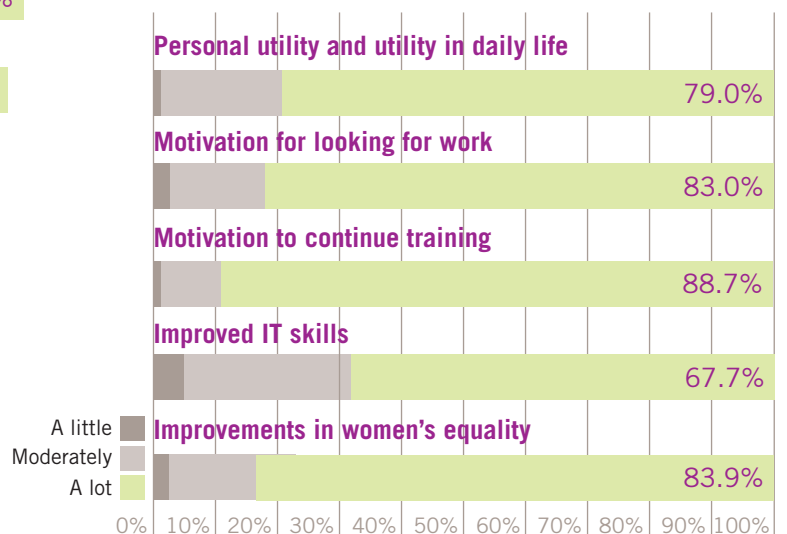
Source: Survey conducted with the treatment group as part of this evaluation. N 426

92.5% of the participants expressed satisfaction with the results of the Programme

The utility of the Programme has been analyzed according to a value scale (not at all, a little, moderately and a lot) and five criteria (see graph below) that are positively valued.

According to the participants' opinions, the Programme is most useful in improving women's inequalities; also in feeling motivated to continue training and in looking for work. Very slightly behind is the perception of its utility at a personal level and in their daily lives. In other words, 8 out of 10 consider that the Programme content is very useful for these outcomes. It is therefore a Programme that is perceived as effective. As to whether the Programme is useful in its contents at a personal level and in daily life, the participants value it very positively, although 20% consider it to be moderately useful.

Figure 2. Participants' evaluation of the usefulness of the Programme content (% of responses according to usefulness criteria)



Source: Survey conducted with the treatment group as part of this evaluation. N 426.

People who are beneficiaries of **individualized attention in cases of discrimination and antigypsyism** (L2) and who took part in the evaluation indicated that their **satisfaction with the attention was very high**: 60% of the women considered it very good and 40% good; the men's opinion was split, with 50% in both categories. 100% of the women would recommend this service to someone in a similar situation as would 67% of the men.

In relation to **perceived utility**, 86.7% of the women and 83.3% of the men consider that the attention they have received **has helped to solve their personal situation** (with a rating of *good* or *very good*). Along the same lines, 93.3% of the women and 66.7% of the men consider that **the information that they received was useful** and clarified the type of situation that they experienced.

In regard to the **group awareness-raising activities**, the **majority** of the participants in the evaluation indicated that **they felt totally or very satisfied**, via questionnaires at the end of the activity.

In the case of **awareness-raising activities around gender equality**, co-responsibility and prevention of gender-based violence, the men feel more satisfied (79.4% *totally*) than the women (64.3% *totally*, 33% *very*).

Everything is positively evaluated in this activity. The sum of the perceptions of *totally* and *very satisfied* reaches 80%: the trainers, the organisation and the space are the factors that most contribute to this perception, as well as the contents worked on and the perception of learning new things.

In regard to **utility**, between 70% and 80% of both men and women (more men than women) **believe that this type of actions allows them to improve their interpersonal relationships** and that the contents of the sessions **have been useful** for their daily lives.

In the case of **awareness-raising activities around discrimination and equal treatment**, overall satisfaction is rated total by 77.9% of men and 80.5% of women. In general, women feel more satisfied. For both, what contributed most to their satisfaction were the trainers and learning new things.

The **utility rating** also **reaches 80%**: the participants know the evidence they need to present, or the questions they need to ask, in order to be able to make an official complaint or claim, or report discrimination. Likewise they consider, on the same value scale, that the contents of the sessions have been useful for their daily lives.

3.2. Relevance and the focus on human rights, gender and intersectionality

The **diagnosis** that the Programme's form and contents are based on is constantly updated and strengthens the coherence of the Programme.

The FSG has consolidated departments which **constantly analyse the reality of Roma lives**. The formulation of the Programme identified the needs and

shortcomings of Roma women, especially those related to barriers associated with their **gender role**, which interfere in their participation in social advancement and labour market inclusion programmes, and also in their full exercise of citizenship. **Inequality factors** include: personal skills focused from an early age on giving priority to family care in the domestic and intra-



“At the moment I am working at Zara. I am very happy, they have helped me a lot (...) because it is true that you quit studying very young and in the end you are not up to date. And of course, as a woman with children (...) well, we feel obliged to be at home: house, children, husband, and we have to get out of that a little bit”

Participant of the *Calí Programme*



community space; early abandonment of education; lack of motivation and low self-esteem; lack of communication skills; lack of definition of their own professional project; difficulties with work-life balance and time management; experiences of discrimination in the labour market; lack of knowledge of fundamental rights; the digital divide; economic poverty; situations of gender violence, etc.

The **profile of beneficiaries** corresponds to that of the target population. However, there are some **barriers to access** among other potential participants, such as women living in the outskirts of cities, rural residents and migrant Roma women from Eastern Europe or women who urgently need access to a form of income because they face an extreme situation of vulnerability and/or poverty.

In regard to the **design of the Calí Programme's approach**, it is based –from a theoretical perspective– on the capabilities and skills approach, which is endorsed by different disciplines and institutions such as UNESCO.

- It involves **participants developing complex capabilities** (socio-affective behaviours and skills), that allow them to act and perform functions, activities and tasks in varied fields. The skills worked on in the *Calí Programme* integrate and mobilise “systems of knowledge, abilities, habits, attitudes and values” that satisfy the needs of their participants.

- This approach is **optimal** in the principal lines of work because it involves practical application in the participants' personal contexts, through **innovative behaviour** towards themselves and their environment.

- The nine expected outcomes are **totally relevant** and coherent in the *Calí Programme* as a whole.

- *Calí* condenses an array of successful **know-how** from the organisation, which has been systematised in **formal instruments for intervention** that favour the consolidation of processes, their evaluation and their sustainability.

The content proposed in the *Calí Programme* is equally **relevant**: the activities that are formulated are done so in relation to the needs of the participants. The **activities that are considered central** are those that address the self-perceived shortcomings of the participants together with those related to the fight against discrimination and antigypsyism; whether they refer to personal skills or those actions that address Roma women's reference community.

With respect to the assessment of the **intersectional gender and human rights approach incorporated in the Calí Programme**, it is flexible in light of the heterogeneity and diversity of the beneficiaries of the actions.

- The content developed by the activities shows that it is a **pluralistic programme based on the recognition of the diversity** of its participants, and of women and men in general.

- It is important to **de-homogenise Roma women as a group**. Plurality here refers to three dimensions involving sociodemographic factors that can influence the risk of social exclusion: intra-gender, community and intersectional.

The **perception of the efficacy of political awareness and advocacy** among the Programme's technical

team is adequate but variable when considered qualitatively: the results at the national level are perceived more clearly than at the local level; the perception is that the degree of political impact depends on the predispositions or requirements of the relevant actors, fundamentally the local ones; the perception of impacts on awareness-raising with respect to the equality of Roma women is greater than that with respect to the discrimination and equal treatment of the Roma population; and stereotypes about the Roma population and anti-Roma attitudes in the public administrations make political advocacy work difficult.

3.3. Efficiency

3.3.1. Financial execution

Over the years and until December 2022, when this report was prepared, the *Calí Programme* has **implemented more than 6.5 million euros**. This figure represents **89% of what was initially budgeted** in the general framework of the project, with several months of operation remaining in 2023.

At the level of cycles, during *Calí I* (2016-2019) the budget implemented was 4.6% more than planned, and in *Calí II* (2019-2023), with 10 months remaining until the official end of the Programme, there still remains 20% of the planned operational budget for the complete implementation of the Programme.

The part co-financed by the ESF has remained at **around 70%**, coincident in this case with both the budgeted and the implemented amounts.

Analyses show that the extent of the outcomes is practically always above expectations. *Calí* is a **programme with high efficiency** in the development of its activities and achievement of its outcomes.

3.3.2. Resources: sufficiency, adequacy and satisfaction

a) Human resources and technical support

The main resources of the *Calí Programme* are its **human resources** and the FSG infrastructure (**30 local offices**) where it is carried out.

There are **five people responsible** for the central coordination of two of the organisation's departments: the Department of Social Inclusion of the Deputy Direction of Programmes, and the Department for Equality and Combatting Discrimination of the

Deputy Direction for Advocacy and Defence of Rights. This reinforces the two lines that are operated simultaneously.

The technical staff is made up of **32 equality experts** (EE), all of them women specialists in social intervention, gender equality and the fight against discrimination, most of them Roma professionals. All the personnel have the **appropriate qualifications** and during the incorporation process they receive training and orientation material for the performance of their functions. There is permanent access to the coordinators of the two central departments involved.

Regarding the evaluation of the human resources **by the beneficiaries of the *Calí Programme*, 92.5% of the participants of L1** (Pathways for the development of skills and employability) **showed a high level of satisfaction** in the evaluation in reference to the relevant equality expert. In the case of the participants of long-term pathways, this increases to 93.5%; in the case of individual interventions, it is 100%; and among those who are in an express intervention, it is 87.5%.

In relation to **other trainers** involved in the Pathways, **82.6% of the beneficiaries report being very satisfied**.

In relation to the **attention given to the L2** (Assistance and guidance to victims of racial or ethnic discrimination and antigypsyism), 85.7% of those consulted gave a very good evaluation of their treatment by the staff and of the attention received (93.3% in the case of women and 66.7% in the case of men).

With regard to the **adequacy of the technical support** available, a distinction must be made between coordination and instruments related to implementation and monitoring.

04

Impact: Counterfactual Evaluation of the *Calí Programme*

4.1. Net effect of the intervention

4.1.1. Methodological note

This is a quasi-experimental impact evaluation where the model of analysis has used the **Difference-in-differences** (DID) or double differences methodology, which allows us to see the differences between two groups both before and after the intervention, the differences between these differences being the net effect of the intervention. The measurement of this net effect was developed on the basis of a **questionnaire generated *ad hoc***.

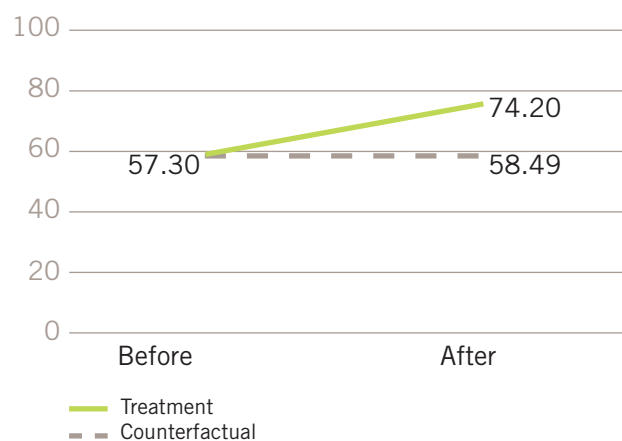
The control group serves to determine the counterfactual situation, that is, to estimate what would have happened to the people who participated in the *Calí Programme* if it had not been carried out. **The control group (CG) consisted of 205 women, while the treatment group (TG) consisted of 426 women.**

4.1.2. Analysis of the intervention

The analysis of the intervention shows **very positive results** for the net effect of the *Calí Programme*. While the CG has undergone practically no change (+1 point), the TG has had an overall variation of +16.8 points increment; this means a **net effect of the intervention of +15.8 points** with respect to what the counterfactual situation would be.

Without the *Calí Programme*, the change produced among Roma women in the terms evaluated here (social skills, concerns, equality, etc.) would be practically non-existent.

● **Figure 4. Result of DID. score on the global *Calí* index. Score achieved global**



Source: Surveys conducted in the framework of this evaluation. N: 631 (TG: 426 and CG:205).

The differences are statistically significant (< 0.05).

To compare these results with similar studies, a recent meta-analysis carried out by the European Commission of 94 counterfactual evaluations in the field of the European Social Fund was found. The comparison of results allows us to conclude that **the net effect of the *Calí Programme* intervention, +15.8 points on a scale from 0 to 100, is above the references obtained by the European Commission** in the aforementioned meta-analysis, which indicates the average effect of the interventions to be a 7.3 percentage point increase*.

By focusing on the **sociodemographic variables**, it is possible to see some significant data.

* European Commission (2022). Meta-analysis of the ESF counterfactual impact evaluations. Directorate-General for Employment, Social Affairs and Inclusion.



- In general terms, we can perceive a **greater net effect** among participants over **35 years of age** (+16.55 p.) and especially among those over **45 years of age** (+20.15 p.), compared to those under 35 years of age (+14.85 p.). Nonetheless, despite some trends being visible, these differences are not statistically significant.
- When analysing **educational level**, we do see statistically significant differences. We see that the intervention has a **greater effect** among women who do **not have a Compulsory Secondary Education Certificate**, with a net effect of +18.7 p., while among those who have this Certificate the effect is +12.45 p.
- The overall effect of the intervention is also **larger among women without children** (+17 p.), compared to women who do have children (+14.53 p.), as well as when they are **without a partner** (+16.8 p.).
- Other variables, such as the **type of neighbourhood** (community diversity of the surrounding residences), show that the Programme's effect is greater when participants reside in an **environment with a high number of Roma families** (+18.3p.).

4.1.3. Net effect of the intervention by outcomes

The *Calí* Index is disaggregated into **six different outcomes** related to the objectives pursued by the

Programme with respect to the participating women. Figure 5 shows the net effect that the intervention has on each of them.

The net effect of the *Calí* Programme has been positive in each of its expected outcomes; these differences are **statistically significant** compared to the counterfactual situation **in all cases**. Specifically, in **O6, O1 and O2** the net effect of the intervention is greater, with an increase of 19.94 points, 16.48 points and 15.2 points respectively.

Assessments of the impact on each outcome

O1: Participating women acquire (or improve) socio-personal development skills

These skills have a high subjective value in self-esteem and self-confidence; they are associated with autonomy and the self-perception that one can successfully do new things. These are knowledge and skills that are highly mediated by the participants' **gender status**. In any case, all women participants face a deficient starting situation, so the acquisition of personal tools that transform one's self-perception is one of the most positive impacts that the Programme achieves.



“We also worked on discrimination for being Roma and they gave me tools to know what to do if I suffered this type of discrimination. I haven't had any problems at work for being Roma, honestly. But you always have that little fear of saying that you might be held back because you are Roma”

Participant of the *Calí* Programme in Cáceres

The net effect of the intervention is +16.48 p. (between the lower limit of 12.5 points and the upper limit of 20.4 points for a confidence level of 95%). Although the control and treatment groups initially started from a similar score (around 56-57 points), the final situation of the treatment group improved to 71.37 points. In this case the margin of improvement with respect to the existing margin was 36.53%.

O2: Participating women acquire (or improve) pre-employment skills

This outcome achieves the third highest net effect and has a decisive impact on women's subjective beliefs around working women. It creates for them a self-image outside the home and outside the family's economic sphere, with respect to their own expectations.

In this outcome, the initial situation in the control group was around 49 points and remained stable, while in the treatment group, although starting from a slightly better situation, the outcome experienced a much greater improvement, from the initial 56.16 points to 72.66 points. The net effect of the intervention on this outcome is +15.2 p. (with limits between 10 p. and 20 p. for a confidence level of 95%). In this outcome, the margin of improvement with respect to the existing margin was 35.74%.

O3: Participants remain in support processes (or resources) which favour socio-occupational inclusion

This outcome shows that, while the control group had a steady upward trend (+4 points from the beginning to the end of the period), the treatment group went from approximately 39 points to 53 points, meaning a net effect of 9 points (with limits between 4 points and 13.8 points depending on each case and for a confidence level of 95%). In this case the margin of improvement was 16.03%.

O4: Participating women acquire or improve skills in gender equality with an intersectional perspective

The effect of this outcome on the control group diminished, while on the treatment group it increased by more than 10 points, from the initial 57.08 to the final 67.44 points. The net effect is + 11.31 points (between limits of 8.17 and 14.46 points depending on each case, and for a degree of confidence of 95%). The margin of improvement was 25.79%.

O5: Participants have reduced some gender-related barriers in their personal environment (family)

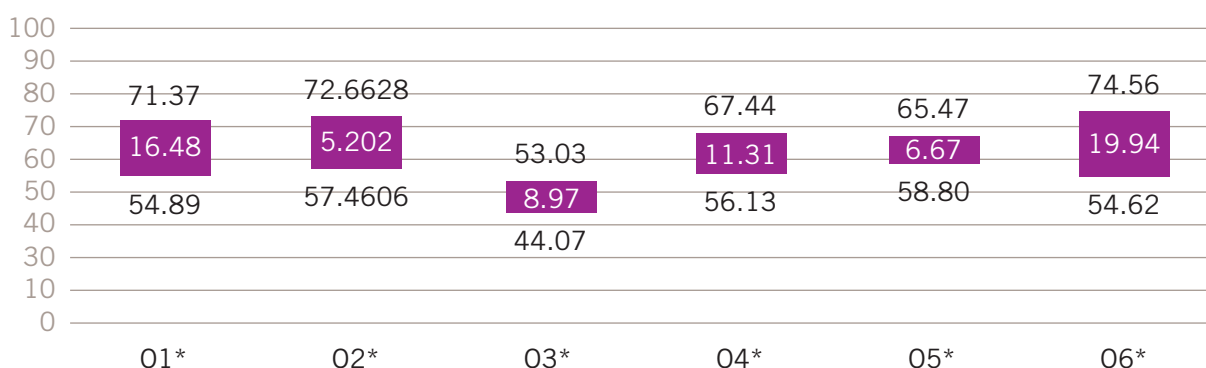
The net effect in O5 is one of the more modest of the Cali Programme, at 6.67 p. (between 0.1 p. and 13.24 p. depending on the limits and for a confidence level of 95%). In this case, while the counterfactual index decreased between the start and end points, the TG did show a slight change, going from 61.09 points at the outset to 65.47 points at the end of the period. In this case the margin of improvement with respect to the existing margin was 16.19%.

O6: The participants have improved their skills for dealing with discrimination

This is the outcome with the highest net effect among women after taking part in Cali, the gain being +19.94 points (between 14.82 and 25.06 according to the limits and for a confidence level of 95%). In this last result, the margin of improvement with respect to the existing margin was 43.94%.

The following graph allows us to see the counterfactual situation for each of the results analysed, and the situation of the TG, showing the net effect of the intervention.

Figure 5. Result of DID scores on the results analysed. Beginning and end scores



Surveys conducted in the framework of this evaluation. N: 631 (TG: 426 and CG:205). * Indicates that there are significant differences (< 0.05).



4.2. Expected outcomes without counterfactual assessments —

Within the framework of this evaluation, not all the expected results of the *Calí Programme* are measured via counterfactual methodology. For this reason, other *ad hoc instruments* have been used.

In the case of **Outcome 5: participants have reduced some gender-related barriers in their personal environment (family)**. This involved two dimensions: on the one hand, the improvement of family co-responsibility strategies (5.1.) and on the other, the fostering of changes in the Roma community in favour of gender equality (5.2.). This second dimension, which did not form part of the counterfactual, is carried out through awareness-raising activities aimed at encouraging gender equality between Roma men and women, promoting the breaking of cultural and social barriers that affect Roma women, and raising awareness in society in general and in the Roma community itself of their right to equality. It has achieved very positive gains, but which have also come with challenges that require working specifically with Roma men so that they do not place too much responsibility on women.

In the case of **Outcome 7: People assisted due to discrimination have been supported and compensated**, the efficacy evaluation has indicated that the Programme's objective is being achieved. The results are very positive according to the survey conducted with those assisted: the attention received had been valued as useful and satisfactory. In the case of the women assisted, the process of accompaniment had been optimized in accordance with the gender-based vulnerabilities faced by the participants.

Regarding **Outcome 8: Some social barriers related to antigypsyism have been reduced**, this outcome has been related to both the impacts of community awareness programmes and the effects of advocacy on structures, systems and policies. Both actions have been found to be effective. The work with the community seems to have multiplier effects and the results of the evaluation among the participants show very positive short-term effects: knowledge about and visibility of antigypsyism, multiple discrimination and intersectional discrimination are all increased.

In addition, the advisory work on cases that are accompanied by the technical team manages to generate legal precedents that contribute to improving jurisprudence.

In the case of **Outcome 9: Women who have been victims of gender-based violence have been provided with effective and satisfactory emotional support**, the evaluation process considered that direct contact with the victims was not feasible due to their highly vulnerable situation, although qualitative information was indeed collected.

According to the perception of the EEs and women who have taken part in the qualitative evaluation processes, the care received has been useful and satisfactory. However, the technical staff judge that more specialisation is required (for example, psychology professionals) to guarantee quality care.

05

Conclusions and recommendations

5.1. Main ideas and strengths

The main conclusion is that the *Calí Programme* achieves a positive impact on the development of pre-employment, personal and anti-discrimination skills in Roma women.

The overall objective of the *Calí Programme* is to act on some of the conditions that it is essential to create in order to enable the socio-occupational inclusion of Roma women in a situation of vulnerability. It is a pioneering programme that has a compound impact on the skills, rights and systems that influence the opportunities for success of the target population.

The structure with which *Calí* is implemented, through its main lines of action, is effective. It achieves the expected objectives and its combined action is complementary and summative.

The analysis here developed has demonstrated a positive evaluation from the perspectives of relevance; of the successful inclusion of the intersectional gender approach and human rights in the Programme's implementation; of efficacy in achieving objectives; of efficiency in implementation; and of positive impact on the lives of the participants.

The women who participate improve their quality of life. The net effect of the intervention is +15.8 points –compared to what the counterfactual situation would be.

Key findings from the evaluation are as follows:

1. Individualized intervention with Roma women has an impact on the development of their socio-personal and employability skills

The effects of the intervention constitute positive and significant changes in all the areas covered by the *Calí Programme*, although it has not had the same impact on all of them. It has been especially relevant

in the acquisition of anti-discrimination skills, the development of personal skills, and skills for labour market inclusion.

All the results that have an impact on the acquisition of skills imply that the women are able to implement innovative behaviours in their environment and in themselves: they perceive very positive changes in themselves.

There are demographic variables that influence the extent of the changes. The effect of the Programme is greater among women without Compulsory Secondary Education Certificate, those who do not have a partner or whose partners do not live with them, women who are 35 years of age and older, women who are not single parents, and among those who live in communities with a greater presence of Roma population.

2. Assistance in situations of discrimination is key to generating case law and fighting against antigypsyism

The detection of cases of discrimination, emotional support for the victims and accompaniment in the defence of their rights, especially for Roma women, constitutes a key action in the contribution to the Programme's objectives.

The legal action taken on the basis of many of these cases has encouraged the generation of the legal criteria necessary for eradicating antigypsyism.

Individualized accompaniment in the face of discrimination has proven to be useful and satisfactory for the beneficiaries.

Those attended consider this attention to be highly effective in responding to their situation.



3. The support and accompaniment of women who are victims of gender-based violence is essential to respond to the needs detected among the target population

Participants who are identified as victims of gender-based violence are in a situation of greater socioeconomic and personal vulnerability than those who are not. The intervention from the Programme allows the provision of support to face their situation, and they are able to complement this support with participation in pathways.

The support for women who are victims of gender-based violence strengthens their link with the Programme and means that, in many cases, they are able to follow Pathways for the development of skills and employability, or are motivated to begin them.

4. Awareness-raising activities around gender equality and equal treatment are consolidated as an element that facilitates major changes among the community

These stand out for their focus on empowerment and also for their inclusion of the gender perspective in an intersectional manner. The activities have a greater reach than expected.

The people participating in the actions are satisfied with these activities and perceive them as useful for their lives. 80% consider them useful and satisfactory because they improve their knowledge about gender-based violence, women's rights and the role of women and men in shared responsibilities.

5. Advocacy actions contribute to creating structures that are less discriminatory and closer to equality for Roma women

The gains achieved in influencing political structures and spheres increase the possibilities of transforming and eradicating the barriers that make it difficult for the socio-occupational inclusion of Roma women to become effective and sustainable. They contribute

decisively to the general objective of the Programme.

These actions reinforce the coherence of the *Cali Programme* insofar as they do not make the intervention's target population responsible for the inclusion-focused achievements; they strengthen the community aspects by involving the key agents in the context, and are aimed at transforming the structures which perpetuate the social and cultural barriers that prevent equal access to opportunities.

6. Most of the objectives are amply exceeded, and the cost of the interventions is lower than expected. *Cali* is an effective and efficient programme

At the time of this study, 10 months before the official end of the Programme, most of these indicators had been surpassed. Deviations were found only in those indicators that focused on labour market insertion issues, and these would be corrected in the remaining period of operation.

The reach with respect to the objectives and expected achievements is positive in the main lines of intervention.

These deviations have reinforced the pre-employment character of this intervention, which works on a series of foundational, personal and pre-employment skills. These are the necessary condition for labour market insertion, which it does not necessarily have to occur by the end of the Pathway.

The analyses formulated here shows that the extent of the results is practically always greater than expected, which means that the cost of the implementation is always lower than initially foreseen.

The *Cali Programme* reflects high efficiency in the development of its activities and achievement of its results.

The assessment of the available resources is one of adequacy and sufficiency, although there is room

for improvement in human resources, which may be related to increasing training, or the possibility of incorporating new profiles that favour political advocacy actions and attention to victims of gender-based violence.

All participants feel satisfied with the resources available for the Programme in its different actions.

The link with the equality experts, personal interactions in the groups and the feeling of belonging to the group are factors that positively influence the perception of satisfaction among the participants.

The participants value very positively the equality experts who assist them, but they consider that the pre-employment courses are short and that a system of financial aid could help them access and continue in the Programme more readily.

In the evaluation, 8 out of 10 participants consider that the content of the *Calí Programme* is very useful in their lives, and 92.5% feel very satisfied.

7. The methodology of the *Calí Programme* is a determining factor in its success

The skills-based approach (individual and from a socio-communitary perspective), together with the combination of political advocacy with key structures and actors and defence of rights, make the *Calí Programme* a comprehensive intervention.

Counselling (to individuals, professionals and structures) and accompaniment of participants favour trust and commitment to the Programme.

Therefore, both for the emotional bond and for the development of personal processes, the experiential element in the socio-occupational intervention and in the fight against discrimination is a strength and an extraordinarily positive component for the development of the Programme.

5.2. Recommendations

Below we indicate four areas of improvement that have been identified as challenges for the future.

1. In relation to available resources

- The reach of some interventions exceeds expectations. Adjusting the interventions to the

The objective of management effectiveness has given rise to a focus on continuous improvement which highlights aspects that must be maintained and strengthened, as well as must identify challenges in relation to the improvement of monitoring and management tools. This would provide more indications and strengthen operational procedures.

8. The *Calí Programme* has shown it can adapt to the needs identified in Roma women. It is a relevant and flexible programme

The socioeconomic profile of the participants corresponds to that of the target population. The objectives designed remain valid and are consistent with the needs of the women who participate.

FSG carries out continuous analyses of the factual situation; updating data is a core value in its organisational culture, as is the elaboration of individual diagnoses as an essential mechanism prior to any tailored intervention.

The territorial extent of the Programme and the wide range of professionals involved with it have led to continuous learning processes, through comparison and exchange; this has enriched the initiative as a whole.

9. The integration of an intersectional and human rights approach is key to successfully responding to the needs of the participants

The intersectional gender and human rights approach is a constant throughout the operation of the Programme and is included in both its design and its evaluation.

The *Calí Programme* adapts to the diversity of women. Those with greater personal difficulties, mobility issues, a more difficult work-life balance and more complex socio-family contexts face greater barriers to staying in the Programme.

available budget, without needing to exceed their estimated reach, would make it possible to improve the quality of the interventions or to innovate within them, given that their objectives are amply exceeded.

- An increase in the available budget would make it possible to optimise technological resources

(computers and tablets) and **human resources** (training and staffing).

- With respect to **the training of personnel**, needs for expansion or updating have been identified.

- In terms of **the provision of human resources**, increasing resources would **strengthen political advocacy** and its influence on local structures and agents, contribute to an improvement in outcomes in the area of **violence against women** via the presence of specialised psychologists, and make it possible to **strengthen the monitoring activities** of Pathways to consolidate and promote the sustainability of outcomes, since some participants, due to their particularly disadvantaged profile, require a more prolonged accompaniment.

- A **budget increase** would also allow the Programme to be **extended territorially**, covering new contexts and beneficiary profiles and **broadening access** to the Programme, and **would contribute to** highly vulnerable women's **remaining** in the Programme, through, for example, financial assistance for transportation and resources to support a healthy work-life balance. A demand has also been identified for financial assistance or attendance grants for highly vulnerable profiles.

- The **current management tools** require improvement via innovation. Having a large number of administrative instruments can detract from attention and socio-community work. Other tools for intervention (e.g. protocols, guides) could be improved by trying to update them more effectively and/or to broaden the possibilities of their use.

2. From the methodological and content perspective

- Within the Pathways for the development of socio-personal skills and of employability (L1), the **duration of the pre-employment** type of training could be **increased**, since the current **training** offered is sometimes perceived as insufficient in terms of hours for certain participant profiles, which demotivates them (in terms of recruitment and retention) and affects their satisfaction. Along the same lines, content related to **IT** requires continuous updating due to its very nature.

- In the line of Promotion of Equal Treatment and Non-Discrimination (L2), with regard to accompaniment, emotional support and counselling for cases, there are difficulties in **distinguishing the reach of Calí** from the combined effect of the FSG's actions as part of the network of Victim Support Service pertaining to the Council for the Elimination of Racial or Ethnic

Discrimination (CEDRE), as well as the link between the participants in pathways who are assisted in matters of discrimination.

- The work with women who are victims of gender-based violence is confined to violence that occurs in intimate partner or ex-partner relationships; currently, the application of the Istanbul Convention in Spain indicates the need to cover **all possible forms of violence** in the interventions.

- With regard to gender-based violence as it is currently covered, it is necessary to **reinforce the impact on specialised resources** in order to improve the reach of the components of the outcome that is trying to be achieved.

3. Regarding reach and participant access

- There are potential beneficiaries whose **location and access are a challenge** for future implementations of the Programme. It would be of interest to consider the work of recruitment and access to: women residing in rural contexts, women with greater barriers to mobility or travel and with more acute difficulties to obtain income quickly, and also Roma women from other European countries.

- The above in addition to the need for specific initiatives for women over 45 years of age.

4. Strengthening of political advocacy around structures in the local contexts of implementation

- The dimension of advocacy and work with other key actors varies according to the type of intervention. It would be of interest to develop **specific planning and monitoring** instruments for these actions.

- Although in the Programme's approach it is clear that discrimination is one of the first barriers to be faced in social and labour market inclusion processes, expectations about the Programme have a greater impact on the participants' individual results. There is a risk both to the beneficiaries and to the expert staff of placing too much responsibility on them to reach achievements that are in fact influenced by **factors of the context that go beyond** the specific action, both regarding skills and the accompaniment itself.

- Strengthening the work around **external actors and agents** could contribute to achieving more results, or to consolidating them, and would also increase coherence in the Programme's execution. In this sense, it would be of interest to work with more specificity on achieving an **even greater link between local action (municipalities) and political advocacy**, mainly in resources associated with employability and equality.



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