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## **“A GOOD START”**

### **POLICY RECOMMENDATIONS – SCALING-UP PROJECTS BY EUROPEAN STRUCTURAL FUNDS**

#### **STUDY VISIT**

17-18-19 November 2010

Madrid – Spain

Spain has long experience in the implementation of programmes aimed at Roma, both in the field of education and training-employment. Its approach in dealing with these topics has been recognised as having achieved impact on the improvement of both the education and the employment situation of the Spanish Roma community over the last decades. The Structural Funds have played a key role in social inclusion of the Roma providing financial resources and acting as political instruments.

This transnational meeting is devoted to in-depth analysis of existing education and training-employment initiatives in Spain combined with visits on the spot and information exchange with professionals from the field as well as with representatives from public administrations. The objective is to put in common experiences, methodologies and knowledge in the integral advancement of the Roma community with the final aim of providing recommendations and proposals to be used within the framework of the Structural Funds.

This transnational workshop is being organised by Fundación Secretariado Gitano (FSG), international partner at the AGS project. FSG is the largest organisation in Spain working for the social inclusion of the Roma population. It has a long experience on education as well as training-employment initiatives and on the use of the Structural Funds. The transnational workshop will combine FSG experiences together with other initiatives at public or private level.

Working sessions will be open to questions and comments from participants, as well as to sharing experiences from other countries.

**Venue:** Fundación Secretariado Gitano

C/Ahijones s/n (28015) Madrid

## AGENDA

**Wednesday, 17<sup>th</sup> November**

|             |  |  |
|-------------|--|--|
| 9.00-10.00  | <p>Welcome to the FSG headquarters in Madrid.</p> <p>Presentation of the mission, objectives and key working lines of the Foundation.</p> <p>Roma context in Spain: Socio-economic situation, institutional framework</p> <p>Presentation of the agenda</p> <p>Pilot Project</p> | <p>We will first start by a presentation from FSG's Director <b>Mr. Isidro Rodriguez</b> who will introduce the information from the FSG: mission and values, brief history, main lines of intervention, human resources, territorial dimension, relevant partnerships, budgetary information, etc. Followed by a general picture of the Roma population in Spain.</p> <p><b>Mrs. Carolina Fernandez</b>, Head of International Department of FSG will present the agenda for the working sessions.</p> <p><b>Mrs. Szilvia Pallaghy</b>, AGS project manager from the REF will give a general framework of this gathering: the Pilot project</p> |
| 10.00-11.00 | <p>Presentation of key measures and initiatives for inclusive education in Spain.</p>  | <p><b>Mr. Manuel Gálvez Caravaca</b>, Technical Adviser at DG for Territorial Cooperation: from the Ministry of Education will introduce the general framework of the educational system in Spain and its particularities (as for example the wide decentralization), and the measures targeting the Roma students to achieve success in finalizing the obligatory education.</p>  |
| 11.00-11.30 | <p>Coffee break</p>  | <p>Prepared by the students from the training course</p>   |
| 11.30-13.30 | <p>Education Initiatives from the FSG</p>  | <p><b>Mrs. Monica Chamorro</b>: responsible for the Education Department in the FSG will introduce main lines of intervention in the education field, relevant projects, approaches and methodologies from a critic perspective. <i>Promociona</i> initiative: main objectives, target group, key stakeholders, methodology and other relevant information.</p>  |

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| 13.30-14.30 | Lunch   |   |
| 14.30-15.30 | FSG Educational Sensitizing Campaign  | <b>Mrs. Susana Jimenez</b> from the FSG Communication Department will introduce the latest awareness raising campaign <i>when I grow up I want to be</i> , addressed to Roma students and their families.   |
| 15.30-16.30 | Presentation of concrete experiences at the different educative stages. See Annex 1 | <b>Mr. Angel Perez and Mrs. Dolores Fernández</b> , FSG education experts will present the Other relevant initiatives: scholarship programme, teacher training, education addressed to adult s, other initiatives to kids with high dropout rates, etc.                   |
| 16.30-18.00 | Visit to a centre with educational support activities for Roma students.            | We will visit FSG office in “Caño Roto” - Madrid where the <i>Promociona</i> initiative is being implemented and we will be able to see in practice how a <i>Promociona class</i> works, the students, the teacher, supporting activities, the role of the families, etc. |

**Thursday, 18<sup>th</sup> November**

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| 10.00-12.00 | Visit to a public school: “El Quijote”<br>(A bus will pick you up at the hotel 9:15 hs.) | This study visit is intended to visit a school with innovative methodologies in the neighbourhood  |
| 13.00-14.30 | Visit to a public institute “Madrid Sur”   | This visit is intended to go to a school with Roma population in order to see by first hand results, outcomes, adapted measures, participation of Roma families, interculturality in the class, etc. |
| 14.30-15.30 | Lunch  |  |

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| 15:30 – 16:30 | Debate and Presentations from the participants | Country/Regional/Local experiences and initiatives in the field of inclusive education funded by Structural Funds. Special attention to the early childhood development.   |
| 16.30-18.30   | Training and employment initiatives.           | <p><b>Mrs. Belén Sánchez-Rubio:</b> Director for International Programmes in FSG will introduce main lines of intervention in the employment field within the framework of the Structural Funds.</p> <p><b>Mrs. Arantza Fernandez:</b> Responsible for the Employment Department in FSG will be in charge of presenting training initiatives under the Structural Funds.</p> |
| 21:00         | Dinner at Typical <i>Tablao Flamenco</i>       |  |

#### Friday, 19<sup>th</sup> November

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| 9.00-11.00  | Training experiences. Visit to a School Workshop                                       | <b>Mrs. Raquel Perez:</b> Responsible for the Training School in FSG MADRID will introduce the vocational initiatives carried out in this TS.   |
| 11.00-11-30 | Coffee-break   |   |
| 11.30-12.00 | Roma-related policies in Spain   | <b>Mrs. Inmaculada Lasala Meseguer</b> Deputy General Director Social Programmes, from the Ministry of Health, Social Policy and Equality will give a brief presentation on the policies addressed to the Roma population in Spain, main lines of action and approaches followed by the Spanish government. |
| 12.00-13.30 | Debate and assessment of experiences.<br>Evaluation of the seminar and closing remarks | All the participants will be invited to express their qualified opinion on the initiatives presented over the sessions as well as the methodology implemented during the 3days visit  |
| 13.30-14.30 | Lunch  |   |

## Annex 1.

### Education

The Fundación Secretariado Gitano implements numerous socio-educational actions in collaboration with different administrations and organisations at local and regional level. Especially important are those focusing on the stages where the greatest difficulties have been detected in Spain, i.e. compulsory secondary education (ESO). In general terms, we can speak of:

- Actions focused on promoting and facilitating the enrolment of Roma children in **pre-school** in light of the important role played by early school enrolment in the subsequent academic success of students and quality education.
- Actions designed to support educational mainstreaming of Roma students in **primary school** especially emphasizing consistent attendance and the development of suitable teaching-learning processes while taking account of the intercultural educational framework, the involvement and support of families, monitoring and support of students' educational processes and educational compensation in situations presenting difficulties related with social disadvantage. Special attention has been given to attendance at primary school and accompaniment in gaining access to and persevering in **compulsory secondary education**.

Within the framework of the 2007-2013 Multi-Regional Operational Programme to Combat Discrimination (European Social Fund), mostly co-funded by the Ministry of Health and Social Policy, work on the **Promociona Programme** has developed, focusing on students who are coming to the end of primary education and are about to embark upon compulsory secondary education. The overarching objective of the Promociona Programme is to enhance academic achievement at this level of education and foster the participation of Roma students in post-compulsory education.

This programme targets students in mainstream educational processes and their families. Work is also done in close collaboration with schools and other agents involved.

In 2009, pilot experiences were carried out in eight regions (14 municipalities). Agreements were reached with 86 schools and a total of 208 students and 179 families were tutored. During this year 2010 pilot experiences have extended to other municipalities.

- Access to and promotion of **post-compulsory studies** among the Roma community through the implementation of specific actions at national level. These actions consist mainly in the awarding of scholarships (i.e. a total of 224 students have received economic support in 2009), tutoring and the organisation of meetings with the participation of Roma students and their families along with professionals working in the educational and social fields.
- Conduct basic diagnoses and ongoing monitoring of the scholastic situation of Roma students through **studies and research**. We have just concluded work initiated 2008 in collaboration with the Educational Research and Documentation Centre (CIDE) of the Ministry of Health and Social Policy and with the Women's Institute where a comparative study was made with those conducted previously by this Centre in 1994 and 2001 regarding the educational situation of the Roma community in primary education.

This year the field work and analysis corresponding to a preliminary pilot study on the situation of Roma students in preschool (age 3 to 6) was carried out in two Autonomous Communities: Madrid and Andalusia.

- Promote **basic training for Roma adults** through programmes targeting young people and adults who were early school leavers or who were never properly enrolled in school. The objective is to provide the means, using the FSG's own resources or in collaboration with other entities, for adults to acquire basic training for their personal development and to gain access to employment. This line of work includes literacy and basic training activities as well as preparation for academic diplomas or access to higher studies.
- Provide **training, support and technical advice to professionals** in the educational and socio-educational fields.
- Encourage **knowledge and advancement of Roma culture** in both formal and non-formal learning environments. The exhibit entitled "*Culturas para compartir, gitanos hoy*" (Sharing cultures, Roma today) is a resource used by schools and education professionals and comes with a teacher's guide for classroom use. The exhibit has been visited by many people of all ages, especially school students.

In addition to the permanent exhibit located at the Adalí Calí centre in Vallecas (Madrid), we have two mobile exhibits which we have loaned out 20 times to schools, cultural centres, social services, NGOs and other FSG centres during 2009 with a total of approximately 2,500 visitors.

- **Communication strategy:** the awareness-raising campaign entitled "*De mayor quiero ser...*" (When I grow up, I want to be...) is aiming at the educational promotion of Roma students in compulsory secondary education, with a view to reducing the high rate of early school dropout affecting them. The campaign highlights the idea of the need for educational success to achieve a better future through a direct message: "Roma with studies, Roma with future". The target group is primarily the Roma students and their families, but also stakeholders in the educational system and public administrations.

## Annex 2

### Training and employment

FSG's training and employment programmes stress improving the employability of Roma men and women through the design of individualized labour market integration pathways which put a special accent on motivation to take part in vocational training and the implementation of training initiatives as a compensatory tool which will allow Roma to compete on an equal footing with the rest of the population in the labour market.

These programmes are carried out by means of integrated intervention with an individualised and multi-dimensional approach focusing intervention on the environment, the family context and the labour market detecting employment possibilities and alliances. This is a mainstreaming approach where we apply a

methodology covering a wide range of aspects ranging from labour market counselling to labour skills training without losing sight of the importance of the social skills needed on the job and which segments of the Roma population are lacking.

To achieve this, our work revolves around **three broad areas of intervention:**

- **Direct intervention with the Roma population** the specific objective of which is to undertake direct actions to improve employability. These goal-oriented actions, focusing on and prioritising the participation of Roma and non-Roma alike, are always implemented favouring an intercultural context. These actions mainly but not exclusively target the Roma population, meaning that a maximum of 30% non-Roma population is envisaged on the Programme.
- **Institutional intervention** mostly focusing on supporting more pro-active social policies for the improvement of living and working conditions and the solution of the problems and needs of the Roma population. It is generally the case that there is no real and updated information on the situation and problems faced by the Roma population with respect to the labour market, there are very few specialised professionals in this line of work with the Roma population, there is no transfer of positive experiences and there continues to be a need to support better adaptation of the Training and Employment Systems to the specific reality of this sector of the population in order to favour access.
- A permanent task of **awareness-raising of the society at large and of the agents intervening in the labour market** favouring the elimination of all discrimination against the Roma population and its access to training and employment. This goal is met, on the one hand, by implementing actions with the Roma community to foster change in their attitude when it comes to training and employment and, on the other hand, by working with government administrations, entrepreneurs, potential employers and public opinion in general, with the aim of raising their awareness with respect to the problems faced by this sector of the population in the area of training and access to employment, reducing prejudice and encouraging the commencement of positive actions.

To achieve this, the following types of actions are undertaken:

- Information and labour counselling;
- Individual employment pathways;
- Vocational training;
- Intermediation and labour market integration;
- Mixed training and employment;
- Implementation of integrated social integration pathways with Roma from Eastern Europe

The main programmes run by the FSG in the field of vocational training and employment revolve around the Acceder programme within the Multi-Regional Operational Programme to Combat Discrimination (European Social Fund) with co-funding provided by numerous local, regional and national administrations. Partnership is a key element of the Programme development.

The **Acceder Programme** was created in the year 2000 with the overarching objective of promoting the access of the Roma population to the labour market. The programme is run throughout the State by the Fundación Secretariado Gitano as the Intermediate Body within the framework of the European Social Fund's Multi-Regional Operational Programme to Combat Discrimination up to 2013. The Programme's general objectives are:

- To find jobs for Roma in the mainstream labour market;
- Vocational training tailored to the demands of the labour market; professional capacity building and access for Roma men and women to salaried professions and work, covering the demand for workers from private enterprise;
- Direct link between Roma who are seeking employment and employment service providers thus closing the gap between vocational training and employment services for unemployed Roma, allowing them to gain access to these services on an equal footing with the rest of the society.
- Awareness-raising as concerns prejudices and discriminatory practices against the Roma population with a view to improving their social image.
- Generation of more pro-active policies targeting the Roma population with a view to improving living standards and guaranteeing equal opportunities in access to public goods and services.
- Promote models to support the social integration of Roma immigrants from other EU countries. Attract these people to the labour market.
- Ensure a suitable offer of services to prevent early school leaving and to support higher graduation rates from compulsory secondary education.
- Intensify the fight against discrimination and promotion of acceptance of diversity at the workplace seeking greater impact from "positive messages" against discrimination.

**Fifty integrated employment centres** were established throughout Spain for implementation of the Programme. These centres have inter-cultural and multi-disciplinary work teams comprised of Roma and non-Roma with diverse and complementary professional profiles. Each team has between 4 and 7 people in charge of programme execution at local level (coordinator, labour counsellor, enterprise mediator and intercultural mediator). The principal aim of the programme is to find jobs for Roma in the mainstream labour market. From 2000 as of December 2009, 51,000 people have been through individualised employment pathways and 36,000 work contracts signed.

The programme has been particularly successful among young people. The under 30 group is the largest accounting for 57% of the total number of service users. Gender breakdown is relatively the same in all age brackets with a greater number of women (53%). These figures show that young Roma are seeking new labour alternatives because they realise that the traditional economic activities undertaken by their parents offer scant present or future opportunity.

**Training** is one of the key elements of the Acceder Programme. During the lifetime of the programme 11,432 people have been trained and 1,193 vocational training courses organised. We focus on training as one of the priority measures, especially in our work with young people. This effort follows an integrated approach to training and employment based on work experience and on achieving technical knowledge and skills as well as a range of instrumental skills (social skills, work habits, etc. ) which are incorporated into one's employment repertoire and will play a key role in the insertion pathway. The Roma population has shown a keen interest in receiving training and enhancing their possibilities of finding employment - of all those who received training, 81% were Roma.

Furthermore, referrals are made to external training resources. The Acceder teams analyse the resources best suited to the characteristics and requirements of each person, referring him/her to the resource deemed most appropriate. Especially during the initial phases of the training, accompaniment also forms part of the process when deemed necessary to assure that candidates follow through.



**Vocational training initiatives in collaboration with companies** through on-the-job learning schemes have been bolstered, where training hours are combined with practical in-company training. The aim of this training, carried out through agreements with companies, is subsequent engagement which, in some cases, is agreed beforehand with a hiring percentage usually between 20% and 50%. These training actions are usually in the services sector featuring a wide array of courses to train beneficiaries as forklift operators, food handlers, store clerks, logistics personnel, industrial cleaners, cashiers and chamber maids.

Another of the priorities to tackle rising unemployment is the **mixed training and employment programmes** in the form of Workshop Schools and Trade and Employment Workshops. This training (and employment) model and its implementation by the FSG are supported by:

- Complementarity between training and employment with a very practical approach.
- The duration (minimum one year) allows for a solid basis both in terms of basic training and specific professional training (i.e. building maintenance, solar energy installation, garden infrastructure, social-health care for dependent persons, etc.)
- Salary for students so that they can contribute to family income.