

# Cali

Equality for Roma women

## Cali Women



>> Where we are

>> National coordination of the Cali programme

FUNDACIÓN SECRETARIADO GITANO

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"It has been a very positive experience, it has given me a sense of security and has helped me to have more confidence in myself. It has given me the motivation to continue my education and to know that I am ready and able to work".

África Jiménez

"Everyday life is already very hard and more so for a Roma woman. I recommend all Roma women to come and see what is being done through the Cali programme because it is worth it".

Bella Silva



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 14 Spanish regions.

A team of 28 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 (POISES)**, 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.



# PROGRESS IS IN OUR HANDS

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The programme encompasses 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.

That will trigger **social and political transformations** throughout the country that will **promote the exercise of the right to equal treatment**.

## Participants

- ✚ **Roma women (both, Spanish and of immigrant origin) with low employability, low-skills, low education levels, poor socio-economic conditions, with family responsibilities.**
- ✚ **Roma people victims of discrimination,** in particular Roma women experiencing multiple discrimination.
- ✚ **Roma women victims of domestic violence,** or those who are at risk.
- ✚ **The Roma community in general,** including men and women across all age groups.

This programme **addresses the specific needs of Roma women**, based on a sound knowledge of their realities. It aims to promote 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 a job.

From an individualised and intercultural perspective, and through personalised integration pathways, along with group and community work, the programme allows for the **promotion of equal opportunities and gender equality within and beyond the Roma community, for both Roma women and men.**

This programme tackles a key issue: the **equal treatment of the Roma community and multiple discrimination against Roma women** by providing individualised support and advice in cases of discrimination and by increasing Roma women's awareness and exercise of their rights through group sessions.

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## 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.
- **Combat discrimination and promote equality** by informing, assisting and accompanying victims of all kinds of discrimination, with special attention to 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 society,** public policy-makers, those working in relevant sectors (i.e. teachers, social or health care professionals etc), the economic operators or 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 specificity and on the development of **personalised support pathways** in order to improve their social, personal and employability skills, and provide support in situations of particular vulnerability such as cases of domestic violence.
- **Promotion of equal treatment and non-discrimination** of the Roma community, in particular Roma women. We use a protocol for cases of discrimination, based on the detection, information, assistance and accompaniment in the exercise of their rights.
- **Group and community work** (Roma men and women across all age groups), as a means to increase awareness, prevent, motivate 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** to inform them 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, systems and policies** in order to eliminate the obstacles that prevent Roma women's socio-economic promotion, the defence 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.

➤ We promote **equal opportunities and equal treatment** within and beyond the Roma community.

