Portugal

PRESS - "Promoting European Social economy Strategies and social entrepreneurship for inclusion of disadvantaged women in labour market

Carlota Quintão
Budapest, March 2017
0. A3S and RESIT Portugal

1. Portugal today
2. Social policies and social economy
3. Employment policies and WISE
4. Roma communities in Portugal
Promote the social entrepreneurship and the development of social and solidarity economy, seeking to contribute to the consolidation of fairer, equitable, participatory, inclusive and sustainable development alternatives.

TRANSFORM CONTEXTS
To promote the social and solidarity economy/social entrepreneurship
- Academic research, seminars
- Networking, partnership and international exchanges

TRANSFORM ORGANISATIONS
To empower organizations for a qualified and effective management and sustainable development.
- Consulting and training-action for organizational and territorial development.
- Project evaluation.

TRANSFORM PEOPLE
To empower, train and qualify people
- Professional training, workshops, internships, volunteering
Who are we

Assistência Nacional aos Tuberculosos de Portugal
1. Portugal today
Population, ageing and migrations
1. Portugal today

Unemployment
1. Portugal today

Employment

População empregada

Emprego cresce durante o ano e trava no último trimestre de 2016

Em milhares

Onde está a ser criado emprego

Diferença do número de pessoas empregadas (entre o 4.º trim. 2015 e o 4.º trim. 2016)

Tipo de contrato
Trabalhadores por conta de outrem

Sem termo

A termo

Outro tipo

Sector de actividade

Agricultura

Indústria

Serviços

Fonte: INE
1. Portugal today

Poverty

<table>
<thead>
<tr>
<th></th>
<th>Proporção do total da pop. %</th>
<th>Número de pessoas (milhões)</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>2014</td>
<td>2015</td>
</tr>
<tr>
<td>EU28</td>
<td>24.40</td>
<td>23.7e</td>
</tr>
<tr>
<td>EU27</td>
<td>24.40</td>
<td>23.7e</td>
</tr>
<tr>
<td>EA19</td>
<td>23.50</td>
<td>23.0e</td>
</tr>
<tr>
<td>PT</td>
<td>27.50</td>
<td>26.60</td>
</tr>
</tbody>
</table>

Fonte: Eurostat (t2020_50)
1. Portugal today

Poverty

**Poverty Risk:**
Sex: women 27.3%, men 25.9%
Age: children 22.4%, elders 18.3%

**Working poor:** 10.9%

**NEET:** 11.3% in Pt, 12% in UE

**Income distribution inequality:** the average gain in 2015 of women was 78.7% of the average gain of men, in what concerns dependent employment

**Refugees:** 160 requests for asylum
2. Social policies and social economy

Sistema público de Segurança Social

O subsistema providencial

Inclui:

1. Regime geral dos trabalhadores por conta de outrem;
2. Regime dos trabalhadores independentes;
3. Regime do Seguro Social Voluntário.

É financiado pelas:

- Contribuições dos trabalhadores e das entidades empregadoras.

O subsistema de Solidariedade

Inclui:

1. Regime não contributivo;
2. Regime especial de segurança social das actividades agrícolas;
3. Rendimento social de inserção.

É financiado pelas:

- É financiado por transferências do Orçamento de Estado, por impostos.

O subsistema de Proteção Familiar

Inclui:

1. Encargos familiares;
2. Encargos no domínio da deficiência;
3. Encargos no domínio da dependência.

É financiado pelas:

- Contribuições de trabalhadores e empregados e de transferências do Orçamento de Estado.
Aumento do número de entidades (2010/13): crescimento de 11%

Aumento de 6% no emprego remunerado
# Employment policies and WISE

<table>
<thead>
<tr>
<th>Promote job contracts</th>
<th>Internships</th>
<th>Self employment and entrepreneurship</th>
</tr>
</thead>
<tbody>
<tr>
<td>Support to contract:</td>
<td>Internships</td>
<td>Self employment – beneficiaries of</td>
</tr>
<tr>
<td>first employment, long-term unemployed</td>
<td>(public administration)</td>
<td>unemployment</td>
</tr>
<tr>
<td>Geographic mobility</td>
<td>Internships</td>
<td>Microcrédito national programme</td>
</tr>
<tr>
<td>Partial unemployment subsidy</td>
<td>Reactivar measure</td>
<td>Support to creating small dimension enterprises</td>
</tr>
<tr>
<td>Reduction of the contribution taxes of the employer</td>
<td></td>
<td>Investe Jovem programme</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Coopjovem</td>
</tr>
</tbody>
</table>
Reintegration/socio-professional integration

1. Support to social reintegration of prisoners by reducing or eliminating the payment of contributions to social security
2. Employment and support for the qualification of Disabled People
3. “Employment Internship”
4. “Employment Stimulus”
5. CEI and CEI +
6. Professional training
History and relation with the state and the market:
Weak Welfare State
Top down policy 1998 = “trend phenomena” without the necessary adaptation to the national context
Fragile cooperation among social economy and lack of culture for work integration. Charity values and dependency on the State. Non-existence of WISEs’ networks/individualism of promotors

Model of work integration:
Official transition model, but plurality of situations

Model impacts focus:
Unknown official evaluation but fragile indicators of a culture of construction of lasting instruments of employment and employability
Low levels of unemployment until 2000, tendency to increase and substantial increase in 2010
14,1% in 2014 (Eurostat, 2014)
The measure execution data of WISE in Portugal
Portaria nº 348-A/98, de 18 de Junho

Evolução da execução física da medida das EI

Extinção CMSE

Governo PS

Nº de beneficiários  Nº EI
WISE models and work integration in Portugal
Portaria n° 348-A/98, de 18 de Junho

<table>
<thead>
<tr>
<th>Most common</th>
<th>Less common</th>
</tr>
</thead>
</table>
| WISE = similar models to occupational therapy  
(remote from real work context/low expression on the market) | WISE = training temporary schemes (keep transition to the Labour market) |
| WISE = response to internal needs of the promoters or clients  
(internalisation of support services to the promoters or dependent on a single client/low expression on the market) | WISE that fit in a entrepreneurial logic and in a social and solidary enterprise idea |
| WISE = previous model + guidance to customer diversification on the market | |
2015: Extinction of WISEs law

2017: ending of the supported jobs on existing WISEs
Example of good practice. Participatory methodologies

Supervisory team (composed by social workers). There is an effective monitoring of the people being trained in the WISE.

The creation of another WISE resulted from the need and demand of the market.

These two WISES provides care and personal hygiene, lunch distribution, transport and laundry.

They have private and institutional clients. Its main partners are the health center and the public institute of employment.

The institution has a register system and reports the WISE’s social results.

Proximity marketing (spread the word, phone calls). External communication and dissemination of these services.

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**Case H**

<table>
<thead>
<tr>
<th>Year</th>
<th>1976/1999</th>
</tr>
</thead>
<tbody>
<tr>
<td>Legal Status:</td>
<td>Association with the status of IPSS – Private Institutions for Social Solidarity</td>
</tr>
<tr>
<td>Target groups:</td>
<td>Long term unemployed and disadvantaged groups</td>
</tr>
<tr>
<td>Nº workers</td>
<td>91 + 8 workers who have gone through the integration process + 17 still in integration</td>
</tr>
<tr>
<td>Model of work integration</td>
<td>Transition</td>
</tr>
<tr>
<td>Sector of activity</td>
<td>Services for children and elderly people</td>
</tr>
<tr>
<td>Sources of finance</td>
<td>70% State 30% Sale of products and services</td>
</tr>
</tbody>
</table>
“...The eradication of poverty and social exclusion is not only attained by the development of measures of redistribution of resources or support to the disadvantaged, but also by adopting active policies that simultaneously develop the skills of the people, increase the opportunities for integration and use distributed resources as stimulus for job creation...”

Decree nº 348-A/98 June 18th
WISEs CSS

- In the period of 6 months training:
  - the cost for the state for each person in training is of 293.45 € per month, which amounts to 1.93€ per hour

- In the period of 24 months of professionalization:
  - the state contributes with 3,654 € per year per person, which is the equivalent to 1,75€ per hour.
WISEs

LEGAL STATUS:
• The prevalent legal status hangs on structures with financial and administrative autonomy.

PROMOTING ENTITIES
• Mainly IPSS with an associative basis
WISEs
Centro Social de Soutelo

- Covered by the programme– 92
- In the programme– 14
- Integrated in the institution– 26
- Integrated in other entities– 25

Employability 65%
WISE
Social Association Estrelas Silveirinhos

- Covered by the programme – 21
- In the programme – 5
- Integrated in the institution – 8
- Integrated in other entities – N/S

Employability 50%
WISE
Association Nuno Silveira

- Covered by the programme - 46
- In the programme -- 5
- Integrated in the institution - 9
- Integrated in other entities - N/S

☐ Employability 22%
WISE
Association Des. Social Gondomar

❖ Covered by the programme- 15
❖ In the programme-- 7
❖ Integrated in the institution-- 2
❖ Integrated in other entities-- 5

☐ Employability 88%
FOUR CASES
Gondomar

❖ Covered by the programme – 174
❖ In the programme – 31
❖ Integrated in the institution – 45
❖ Integrated in other entities – 30

☐ Employability 52,44%
## WISEs CSS

### Significant Items

<table>
<thead>
<tr>
<th>Year</th>
<th>Expenses with personnel</th>
<th>IEFP</th>
<th>Provision of services</th>
</tr>
</thead>
<tbody>
<tr>
<td>2004</td>
<td>51.189,00</td>
<td>39.794,00</td>
<td>35.695,00</td>
</tr>
<tr>
<td>2005</td>
<td>62.576,00</td>
<td>37.011,00</td>
<td>56.733,00</td>
</tr>
<tr>
<td>2006</td>
<td>64.052,97</td>
<td>43.598,23</td>
<td>54.944,37</td>
</tr>
<tr>
<td>2007</td>
<td>75.957,87</td>
<td>44.133,95</td>
<td>42.222,54</td>
</tr>
<tr>
<td>2008</td>
<td>87.510,70</td>
<td>64.725,03</td>
<td>60.867,43</td>
</tr>
<tr>
<td>2009</td>
<td>139.579,20</td>
<td>76.068,19</td>
<td>71.910,79</td>
</tr>
<tr>
<td>2010</td>
<td>131.855,23</td>
<td>86.492,51</td>
<td>83.466,53</td>
</tr>
<tr>
<td>2011</td>
<td>148.550,18</td>
<td>92.880,64</td>
<td>109.267,78</td>
</tr>
<tr>
<td>2012</td>
<td>167.624,85</td>
<td>91.042,57</td>
<td>113.535,60</td>
</tr>
<tr>
<td>2013</td>
<td>145.383,66</td>
<td>89.413,49</td>
<td>114.356,18</td>
</tr>
<tr>
<td>2014</td>
<td>136.041,85</td>
<td>79.330,42</td>
<td>101.915,95</td>
</tr>
</tbody>
</table>

**Total Expenses**


<table>
<thead>
<tr>
<th>Description</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Patrimonial assets</td>
<td></td>
</tr>
<tr>
<td>Funds</td>
<td>64.692,70</td>
</tr>
<tr>
<td>Surplus</td>
<td>0,00</td>
</tr>
<tr>
<td>Reserves</td>
<td>0,00</td>
</tr>
<tr>
<td>Transitional results</td>
<td>204.607,98</td>
</tr>
<tr>
<td>Net result</td>
<td>20.655,71</td>
</tr>
<tr>
<td>Total</td>
<td>289.956,39</td>
</tr>
</tbody>
</table>
WISEs

➢ IN SOCIAL ECONOMY THERE IS NOT ROBOTICS NOR AUTOMATION WHILE TAKING CARE OF PEOPLE

➢ IN SOCIAL ECONOMY, PRODUCTIVITY IS NOT MEASURED IN EUROS

➢ IN PORTUGAL, SOCIAL ECONOMY IS NECESSARILY SUBSIDISED, DUE TO THE LOW INCOME OF FAMILIES THAT CAN NOT PAY FOR SUPPORT SERVICES
WISEs

TO PROMOTE A NEW POLICY:

• Double certification, school and professional?
• Training plans certified by IEFP?
• Continuous training instead of only initial?
• Evaluation of results?
• Economic and financial control?
• Participative integration plans?
Roma Communities in Portugal

PRESS - "Promoting European Social economy Strategies and social entrepreneurship for inclusion of disadvantaged women in labour market"
The Roma communities in Portugal…:

• Lack of official data and indicators concerning the total size of Roma population: estimation between 40 000 and 60 000.

• Considered by law as Portuguese citizens, Roma population cannot in any circumstance be distinctively identified in regard to the rest of the citizens (Article 13 of the Portuguese Constitution)

• Within the scope of the National Strategy for the Integration of Roma Communities in Portugal, a national study was carried out (2014-2015) which made possible to determine the existence of 24 210 Roma people - data that only considered half of the Portuguese municipalities and often only people Residents in municipal social housing.
Nº. of Roma people by District

<table>
<thead>
<tr>
<th>Distritos</th>
<th>Nº</th>
</tr>
</thead>
<tbody>
<tr>
<td>Viseu</td>
<td>722</td>
</tr>
<tr>
<td>Vila Real</td>
<td>170</td>
</tr>
<tr>
<td>Viana do Castelo</td>
<td>91</td>
</tr>
<tr>
<td>Setúbal</td>
<td>1170</td>
</tr>
<tr>
<td>Santarém</td>
<td>1029</td>
</tr>
<tr>
<td>Porto</td>
<td>2207</td>
</tr>
<tr>
<td>Portalegre</td>
<td>1044</td>
</tr>
<tr>
<td>Lisboa</td>
<td>4558</td>
</tr>
<tr>
<td>Leiria</td>
<td>1109</td>
</tr>
<tr>
<td>Guarda</td>
<td>716</td>
</tr>
<tr>
<td>Faro</td>
<td>2197</td>
</tr>
<tr>
<td>Évora</td>
<td>590</td>
</tr>
<tr>
<td>Coimbra</td>
<td>732</td>
</tr>
<tr>
<td>Castelo Branco</td>
<td>593</td>
</tr>
<tr>
<td>Bragança</td>
<td>1212</td>
</tr>
<tr>
<td>Braga</td>
<td>1754</td>
</tr>
<tr>
<td>Beja</td>
<td>2120</td>
</tr>
<tr>
<td>Aveiro</td>
<td>2197</td>
</tr>
</tbody>
</table>
Roma Communities by regions

- Grande Lisboa: 4,378
- Algarve: 2,197
- Baixo Alentejo: 2,120
- Baixo Vouga: 2,041
- Grande Porto: 1,925
- Península de Setúbal: 1,132
- Leziria do Tejo: 1,099
- Alto Trás-os-Montes: 1,095
- Cávado: 1,073
- Alto Alentejo: 1,044
The Roma communities in Portugal…:

• In Portugal the Roma population is one of the most vulnerable groups that face poverty and social exclusion and is the target of multiple prejudices and stereotypes.

• The poor housing conditions, low professional and school qualifications and the difficult access to the main goods and health care services, employment, education and training, among others, mark the daily life of these communities where poverty tends to be persistent and to pass on from generation to generation. The current situation of the Portuguese Roma population can be summarized in the following items:
1. **Education:**

- Roma children have a high failure and dropout rate and have integration problems in the mainstream schools, women in particular.

- Isolation and resistance of the Roma culture towards the school community.

- It is necessary to reinforce intercultural dialogue.

- There is a need to carry out awareness raising sessions within these communities about the importance of school.

- In Portugal, more and more Roma citizens attend school to higher levels, even higher education.
Biochemistry Student

Law student
Social Work Student

12th year student and rugby player
2. Employment:

- We find communities who still live of the so called “traditional” activities and a minority that is moving into the mainstream labour market, leaving behind some of their traditional trades / Youngest generations.
- Low qualifications and professional skills.
- Incentives to obtain educational and professional skills and to promote equal opportunities.
- Combating discriminatory behaviours among employers through awareness raising campaigns.
Banking (Portalegre)

Supermarket and Firefighter (Algarve)
President of the Letras Nómadas Association

Actress
Operational Assistant – working with the elderly

Operational Assistant (transportation of children with special needs)
Social project agent (Escolhas) – Cruz Vermelha

Supermarket
3. Housing:

- Many Roma families live in urban contexts in social/municipal quarters for social disadvantaged people but others still live in poor housing conditions and sub-standard housing which worsen their social exclusion situation.

- Impact in environmental and public health problems and also produce strong prejudices and stereotypes that tend to create difficulties to access rights and services.

- There is a need to address the housing issue in an integrated way.
4. Health

- Roma Communities experience poverty and social exclusion that affect their health status. The diseases of the respiratory system have a high incidence amongst Roma communities because there is a close relationship between these and poor housing conditions. In this sense it is necessary to invest in an intervention at the previous conditions level, so interventions will achieve the desirable success in the health area;

- Lack of preventive practices, basically in areas such as family planning, gynaecological illnesses, dental health, etc. Roma communities conceive health as the absence of disease, therefore, they only use health services in the presence of very dramatic symptoms and incapacitating consequences thus making it difficult to approach the concept of prevention;

- Lack of health education in order to modify behaviours and attitudes.
Legislative framework and national policies
• **Plans for Gender Equality** *(Commission for Citizenship and Gender Equality)*

• **V National Plan for Gender Equality, Citizenship and Non-Discrimination 2014-2017** - is the instrument for the implementation of public policies for the promotion of gender equality and the combat of discrimination based on sex and sexual orientation.

• **V National Plan to Prevent and Combat Domestic and Gender-based Violence 2014-2017** - aims to delineate strategies for the protection of victims, the intervention with perpetrators, the improvement of the knowledge about the related phenomena and respective prevention, the qualification of the professionals involved and the strengthening of the support structures network for the assistance of victims existing in the country.
Plans for Gender Equality

- **III National Plan to Prevent and Combat Trafficking in Human Beings 2014-2017** - particularly aims to strengthen the victims referral and protection mechanisms, to improve the cooperation and coordination between public entities and civil society organisations involved, and to adapt the national answer to the new challenges, in particular to the new forms of trafficking and recruitment.

- **III Programme of Action For the Prevention and Elimination of Female Genital Mutilation - 2014-2017**
National bodies/organizations responsible for this area

- **Secretariat of State for Citizenship and Equality**
  It aims to promote gender and equality opportunities of all the citizens

- **The High Commission for Migrations (ACM)**
  ACM’s mission is to collaborate in the design, implementation and evaluation of public policies, relevant for the integration of migrants and ethnic minorities, namely Roma, as well as promoting the dialogue between cultures, ethnicities and religions.
• **The Support Office for Roma Communities (GACI)**

• The *Support Office for Roma Communities* (GACI) was created by the ACIDI in 2007. This Office has structured its mission in three main guidelines: (i) the strengthening of intercultural dialogue, (ii) promotion of education, culture and citizenship and (iii) support for capacity-building. GACI also developed a set of activities towards the promotion and social integration of Roma in conjunction with responsible entities, which contemplates a mechanism to monitor the degree of integration of these communities, with a special emphasis on education, health, employment and housing.

• Therefore, the Office has set up a Working Group with 6 elements (three women and three men) belonging to Roma communities, experienced in mediation and working in joint projects, that, until 2008, have been cooperating as consultants / mediators of the GACI. This process has been the role model that inspired the creation of the Pilot Project for Municipal Mediators.
Commission for Equality and Against Racial Discrimination (CEARD)

- The Portuguese law foresees an administrative complaints procedure for cases of racial discrimination, which is dealt with by the Commission for Equality and Against Racial Discrimination (CICDR) that works within the High Commission for Immigration. The CEARD is a specialized body dealing with racial discrimination. It was formally created by Law n. 134/99, 28th August, but was set up in 2000.

- This Commission is presided by the High Commissioner for Immigration and Intercultural Dialogue and includes representatives elected by the Parliament, Government’ appointed, as well as representatives from the employers’ associations, trade unions, immigrants associations, NGOs and civil society.
National Strategy for the Integration of Roma Communities
National Strategy for the Integration of Roma Communities

1 - Transversal axis (combating discrimination, gender equality - empowerment of Roma women, knowledge of Roma Communities their history and culture)

2- Education

3- Housing

4. Employment and Training

5. Health
Answers and Projects aimed at the Roma Communities
POISE – Operational Program for Social Inclusion and Employment

- **Socio-professional integration** - Develop answers which are flexible enough to incorporate innovative methodologies that allow a personalized follow-up in order to promote the integration of Roma communities in the labour market (This is foreseen but still not implemented)

- **Project of intercultural municipal mediators** - promote the integration of marginalized groups, based on the principles of mediation, interculturality and community intervention, giving priority to the training and hiring of mediators of the target communities. (This is foreseen but still not implemented)

- **Local social development contracts** (CLDS) - They aim to promote the social inclusion of individuals in a multisectoral and integrated way, through actions to be carried out in partnership, that contribute to increase employability, to combat poverty, especially the child abuse, and social exclusion in vulnerable territories.

- **Programa Escolhas (Choices Program)** - This Program aims to promote the social inclusion of children and young people from vulnerable socioeconomic contexts, aiming at equality and strengthening social cohesion, giving priority to the children and youngers of immigrants and Roma communities.
• **Projects FAPE - Support Fund for the National Strategy for the Integration of Roma Communities** (since 2015). Annual applications with a maximum value per project of € 5,000

• Associations of Roma communities, with emphasis on two associations of Roma women:
  - Ribaltambição - Association for Gender Equality in Roma Communities

• **Romed** (Mediation For Roma) – The general aim of ROMED is to improve the quality and effectiveness of the work of school, health, employment and community mediators, with a view to supporting better communication and co-operation between Roma and public institutions (school, health-care providers, employment offices, local authorities etc.). Community action groups were set up in the following municipalities: Barcelos/Elvas/ Beja/ Figueira da Foz / Moura / Seixal e Torres Vedras. [http://coe-romed.org/](http://coe-romed.org/)
• **Projects developed by social organizations** with private and sponsorship funds (Fundação Calouste Gulbenkian / BPI Solidário / among others)

• **Awareness campaigns** on combating discrimination against Roma communities:
  - EAPN Portugal - "Discrimination is Lack of Education". This campaign intends to combat stereotypes and existing prejudices, bearing in mind the uniqueness of each person and not the group:
    [https://www.youtube.com/watch?v=wmYw60m4tMA&feature=youtu.be](https://www.youtube.com/watch?v=wmYw60m4tMA&feature=youtu.be)
  - The Lifeshaker Association and the Kalé Heritage Association - Campaign Cuts the Prejudice that aims to be a shared and collective contribution to the deconstruction of stereotypes with strong historical and cultural roots in our society
    [https://www.youtube.com/watch?v=FYrGHJUjIBE](https://www.youtube.com/watch?v=FYrGHJUjIBE)
Project Opré Chavalé – to support higher education students

Sou Português, sou Cigano, estudo e tenho Futuro!

Sou Portuguesa, sou Cigana, estudo e tenho Futuro!
1. I would like to be invited to my friends birthday parties
2. I would like that people would see me as normal person (equal to all other girls of my age from the majority society)
Project for ERIO – Roma Role Models

Nationality: Portuguese

Date of birth: 1994

Job: Project monitor of the Tecla Generation E6G - project aiming at the inclusion of children and young people with fewer opportunities. It is promoted by the Portuguese Red Cross - Delegation of Braga and funded by the Programa Escolhas
Publications - EAPN Portugal
Publications – EAPN Portugal

- Guide for lawyers
- Guide for media
- Guide for social organizations
- Guide for police forces
Strategies
• The intervention must focus on the social transformation of Roma women, bearing in mind the principles of social justice and equality.

• Intervention with Roma women must bear in mind their double condition: being a woman and belonging to an ethnic minority.

• Knowledge of the reality of Roma women, bearing in mind the needs and the main challenges they have to face in their daily lives.

• Articulated and integrated measures.

• Encourage the effective participation of Roma women through mediation and associations.

• Promote a process of activation and motivation of Roma women, providing the awareness about themselves.
• Presentation and dissemination of "reference cases" or "success cases" at education and labour levels.

• Develop awareness among Roma communities that they are citizens with equal rights, as well as create awareness that the gender perspective is related to the promotion of human rights.

• Networking and intersectoral work involving Roma communities (Roma associations, mediators, among others), municipalities, social organizations, the Secretariat of State for Citizenship and Equality, the Office of the High Commissioner for Migration, etc.

• The implementation of the Structural Funds must be consistent with the European strategies that the Member States endorse. If priorities are agreed then the Funds will have to be able to address them. It remains crucial that there is a mainstream Operational Program for the Inclusion of Roma Communities, capable of ensuring the implementation of the National Strategy. (with a local dimension);
• While it is true that specific funds are now available for this work, and that certain programs (eg, Escolhas, others specifically dedicated to these objectives, such as FAPE) provide funding for this purpose, much more needs to be done in terms of coordination and cross-cutting policy.
Most Roma women want to find a balance between their development in society without losing their cultural identity.
Working from a gender perspective opens up for a path that requires a change within the Roma communities and also in the general society:

A change that is relevant, possible and necessary
"The struggle of women to achieve equality is difficult, but we must have the capacity to make decisions with our own voice. In this way, we had to change some of our habits and traditions for new values according to the time in which we live, but always bearing in mind that this change is in harmony with our culture and that it allows us to be included in the majority society without losing or giving up some values such as family unity, solidarity, freedom, etc.. We are women who follow the rhythm of society, in accordance with the constitutional values that govern our coexistence."

Manifesto of the Women of the Foundation - Institute of Roma Culture
Entidade Promotora: EAPN Portugal

- **Funded:** POPH, tipologia 7.3 Apoio Técnico e Financeiro as ONG’s.- Portuguese Operational Program

- ** Territories:** Paredes e Stº Tirso

- **Partners:**
  
  **National:**
  
  Câmara Municipal de Paredes
  
  Câmara Municipal de Santo Tirso

  **Transnational:**
  
  Fundacion Secretariado Gitano
  
  Fundacion CEPAIM
Main aim

- To contribute to the promotion of equal opportunities through the exercise of active citizenship. This calls for awareness-raising sessions among Roma communities and the general society.
Main activities
1) Participative Diagnosis

2 Active Groups of Diagnosis

30 Roma women (15 in each locality)

10 working sessions in each place (family, childhood, school, work life, social representations)
2) Film / Documentary : CIGANAS

Sinopse

Três mulheres, de localidades e diferentes estratos sociais, falam da sua vida, dos seus sonhos e anseios, dos medos e das dificuldades. Falam, essencialmente, do seu papel no seio da comunidade cigana. Ciganas é um filme que pretende desconstruir estereótipos.
3) Auto-representation

- Two theater plays were organized (Forum Theater / Theater of the Oppressed), whose protagonists were the women, who was presented to the society in general in order to make known, on the one hand, the Roma culture and their experiences in the feminine and, on the other hand, to demystify representations and stereotypes that exist about Roma communities.
4) Working Groups with Key Actors

IEFP
Social Security
Schools
Business Associations
Social Network
Police forces
Health centers
Others…
6) Photograph Exhibition
IEFP is the national public service for employment. Its mission is to promote the creation and quality of employment and to fight unemployment, through the application of active employment policies, namely of professional training.
To promote **Information, guidance, training and professional rehabilitation**, so as to place workers in the labour market and allow for their professional progression;

To encourage the **professional integration** of the different audiences through specific policies, particularly those who are at risk of being excluded from the labour market;
To ensure the development of policies related with the social employment market, as a set of initiatives directed to the socio-professional integration/reintegration of unemployed people with particular difficulties entering the labour market, based on activities directed to social needs for which the regular labour market does not have the necessary and satisfactory response.
Active Employment Policies

Policies

1. “Employment Internship”
2. “Employment Stimulus”
3. CEI and CEI +
4. Professional training
“EMPLOYMENT INTERNSHIP”
Goals

To improve the employability profile of the covered unemployed and to boost the development of new competences close to the employers.

Duration

The internships have the duration of 9 months and cannot be extended.
Employment Internship

Beneficiaries

Unemployed registered at the employment services:

✓ With an age between 18 and 30 years old, (including) and with a qualification of level 2,3,4,5,6,7 o 8 QNQ.

✓ With age >30 years old, looking for a new job as long they have obtained, less than 3 years ago, a qualification of level 2 or higher, and without any record of remuneration in Social Security in the 12 preceding months to the application.
Employment Internship

Beneficiaries

✓ People with disabilities
✓ Unemployed who are a part of a single-parent family
✓ Unemployed whose spouse or people with whom they live are equally unemployed and registered at IEFP..
✓ Youngster with ages comprehended between 31 and 35, registered as unemployed with level QNQ \( \geq 2 \), who are fit to work in the field of agriculture.
✓ Victims of domestic violence
“EMPLOYMENT STIMULUS”
Employment Stimulus

Goals

To grant employers with financial support to celebrate a working contract with the registered unemployed, with the obligation of providing professional training adjusted to the competences of the job position.
Employment Stimulus

Beneficiaries

**Unemployed registered at the employment services:**
- Beneficiary of unemployment benefits
- Beneficiary of the Guaranteed Minimum Income
- Whose spouse or with whom they live in a domestic partnership – is unemployed and registered at IEFP
- Registered for at least 60 consecutive days
  - Unemployed who are under 30 or with a minimum age of 45 years old
  - Other unemployed without a record in Social Security of activity or freelance work in the 12 months preceding the application
- Who is a part of a single-parent family
- Victim of domestic violence
- With disability
- ex-convicts and those who have served time or judicial penalties which still allow them to be integrated into active life
- Drug addicts in the process of recovery
- for at least 6 consecutive months
CONTRACT EMPLOYMENT INTEGRATION (CEI)
CEI and CEI+

Goals
To promote the employability of people in a situation of unemployment; to boost the contact between unemployed people and other workers; to support socially useful activities.

Entities
✓ Public services
✓ Local government
✓ Entities of Solidarity Economy
✓ IPSS
✓ Collective private entities of the local business sector which are fully composed by local administration, city halls and metropolitan areas.
CEI and CEI+

Duration
Each project has the maximum duration of 12 months.

Beneficiaries

Unemployed registered at the employment centre:
✓ Subsided unemployed_ CEI;
✓ Unemployed who are beneficiaries of the Guaranteed Minimum Income_ CEI +;
✓ For at least 12 months_ CEI + ;
✓ Who are a part of a single-parent family_ CEI +;
✓ Whose spouses or domestic partners are equally in a situation of unemployment_ CEI+;
✓ Victims of domestic violence_ CEI+. 
Professional Training

MODALITIES
Professional training

- Learning
- Training and education for adults
- “Active Life” Training
- Basic skills training

Strong connection to the companies’ needs
The EFA training is a flexible training programme, adapted to the competences that the adults already possess, which aims to elevate the levels of school and professional qualification of the adult Portuguese population through an integrated offer of education and training that boosts their employability and certified competences acquired during their life.
The policy “Active Life” aims to strengthen the quality and effectiveness of professional training, through the integration of unemployed as quickly as possible in training paths adapted to their needs, in order to acquire relevant competences for the labour market, which boost/valorise the ones they already posses, and to the mobilisation for subsequent process of professional qualification.
The training programme in basic skills is directed to adults who do not possess the basic skills that allow them to join a professional training programme. It’s goal is to acquire basic skills of reading, writing, calculus and use of technologies of information and communication, in order to be integrated in longer training programmes.
A question of attitude!
Self-confidence and motivation in the learning process

Before the beginning
Low motivation

Departure point
Expectation

Arrival point
New departure

Starting over
Permanent valorisation

Competences and Knowledge

Training/Self-learning

Glass half-empty

Full glass

Glass half-full

+ + +
Thank you