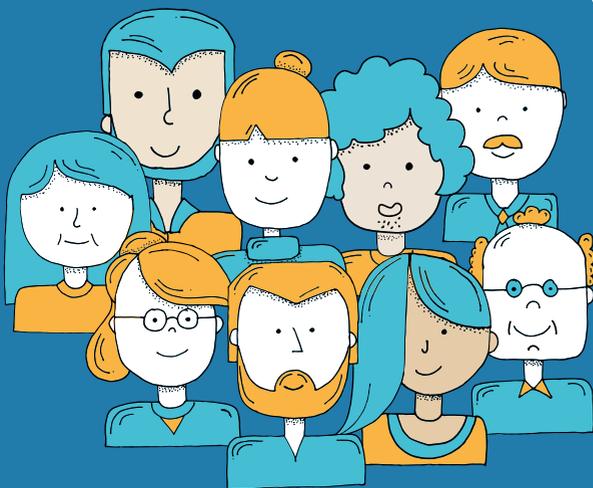


Investing for Reversing



EMPLOYING VULNERABLE PEOPLE IS A SMART SOCIAL INVESTMENT.

Results and impact of the Operational Programme
Fight Against Discrimination 2000-2015 of the European
Social Fund (POLcD, in Spanish)

Participating organisations:



Financed by:





a Profitable investment

The Operational Plan to Fight Against Discrimination (POLcD) started in 2000 with the aim of reducing inequality and promoting the social inclusion of vulnerable people and/or of those at the risk of social exclusion.

TYPE OF ACTIONS WE CARRY OUT:

Accessing and maintaining employment	Promoting equality between men and women	Supporting children and dependent individuals
Fostering social inclusion	Fighting against discrimination and promoting diversity in the workplace	Promoting networking and partnerships among stakeholders

The Programme has been implemented by 10 bodies: 5 public institutions and 5 social organisations, and has been recognised as a **GOOD PRACTICE** by several European institutions for both the results it has delivered and for its efficiency and social and economic impact.

An **impact study** we have conducted has shown that the funds allocated by all four organisations to promote the employment of vulnerable individuals is not an expense, but rather, an investment, as it is profitable from both an economic and a social standpoint.

With the 40 million euros that we invested between 2006 and 2011, we have been able to:

INCREASE

ACTUAL PRODUCTION:

We generated **340 million euros** (56 million euros per year); every euro invested contributed an economic value of **€1.39**.



CREATE JOBS:

19,673 jobs in total (5,167 direct jobs and 14,673 induced jobs).



MORE EFFICIENT PUBLIC EXPENDITURE:

We generated a total of **39 million euros** for the Spanish Tax Authority and we contributed to **savings of 9 million euros** by replacing social aids with direct jobs.



**€1.39 RETURN
ON EVERY EURO
INVESTED**



Source: "El empleo de las personas vulnerables: una inversión social rentable" (The employment of vulnerable people: A profitable social investment"). Study published in 2013 by the four entities involved in the Programme and conducted by three universities following the Hermin-España model, available online.

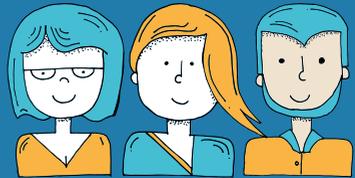
the Programme:

Keys to Success

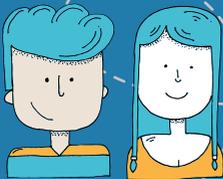
Employment pathways

Each person builds their own pathway according to their situation and individual needs.

Specialisation



A highly experienced team specialised in supporting and helping people with more difficulties in their access to proper training and employment, and to their fundamental rights.

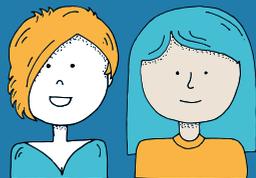


Diversity

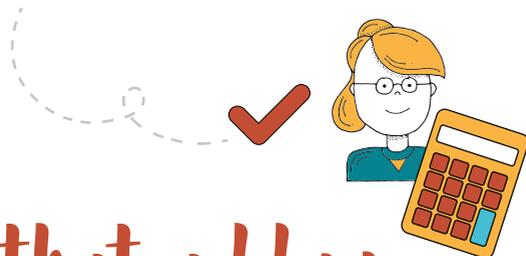
Our work system is based on **equality, justice, social inclusion and diversity**. Each person counts!

Networking

We work through partnerships and cooperation with public agencies, companies and social organisations. Thus, we can offer better and more profitable services!



We have a positive balance!



Data that add up

We have reasons to feel proud. **Over the past 16 years we have attained significant results:**

We have carried out **50 awareness initiatives** on the situation and rights of vulnerable people. **We have mobilised resources** obtaining an **investment of 681.2 million euros**, working with a **specialist team made up of 1,627 people and 29,265 volunteers** involved in various actions.



For every euro we have invested in people, we have garnered an economic return for society of 1.39€.



892,818
ASSISTED
PEOPLE

SOCIAL AND
EMPLOYMENT
GUIDANCE



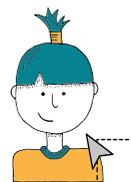
293,174
TRAINED
PEOPLE

TRAINING



1,066
BUSINESS
INITIATIVES

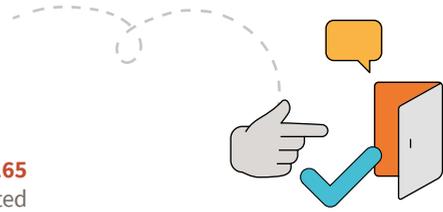
ENTREPRENEURSHIP



240,637
EMPLOYMENT

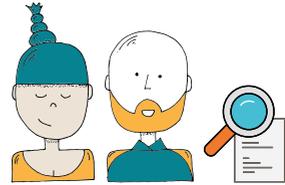
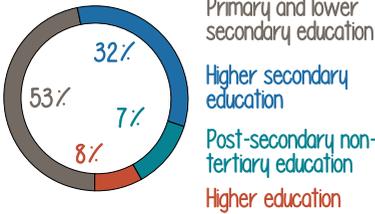
ACCESS TO
THE JOB
MARKET

Employment

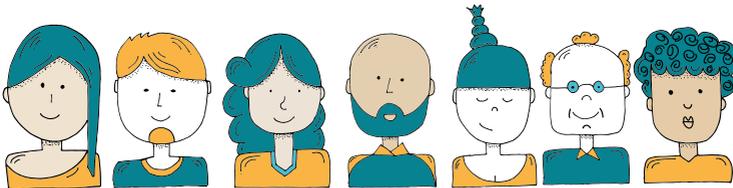


We have found employment for **191,165 people**. This means that we have facilitated **240,637 employment opportunities**, taking into account that a single individual can come back to us after we have helped them find a job for the first time.

Education Level



We find employment for an average of 16,042 people a year.



27%

63,565

People with disabilities employed

12%

28,841

Roma people employed

41%

99,465

Immigrants employed

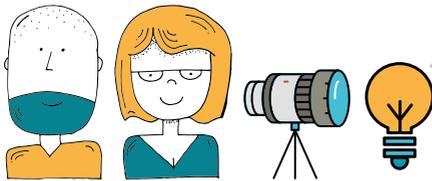
20%

48,766

People from other groups at risk of social exclusion employed

Entrepreneurship

We have supported the **launching of 1.066 business initiatives**, mostly in the social economy and services sector.



ENTREPRENEURSHIP

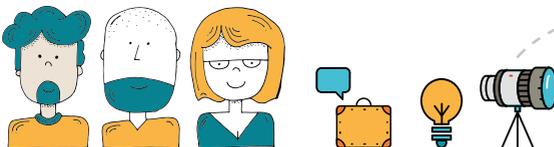
812
SELF-EMPLOYMENT
INITIATIVES

17%
FROM THE SOCIAL
ECONOMY



254
BUSINESS INITIATIVES

83%
FROM OTHER TYPES OF
BUSINESSES

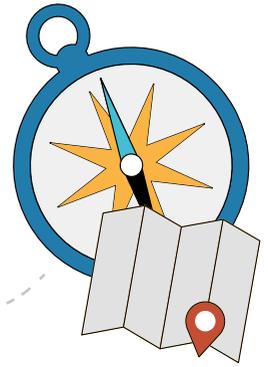


WE HELP
PEOPLE BECOME
ENTREPRENEURS

1,066
BUSINESS
INITIATIVES

We have supported and accompanied people throughout their entrepreneurial projects, by providing them with advice and guidance and in the process of creating and consolidating their business initiatives.

Social and Employment Assistance & Guidance



We have provided assistance and guidance to 665,592 people with the following profiles:



236,235 People with disabilities



127,242 Roma people



341,090 Immigrants



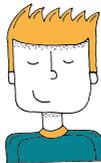
188,251 People from other groups at risk of social exclusion

Thus, we have dealt with a total of **892,818 cases**, taking into account that people use various services and guidance processes extend over time, sometimes during two consecutive years.

Between 2000 and 2015 guidance was offered to a total of 665,592 people



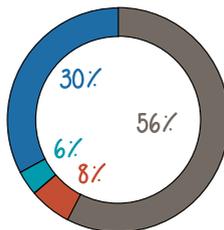
53% Women



47% Men

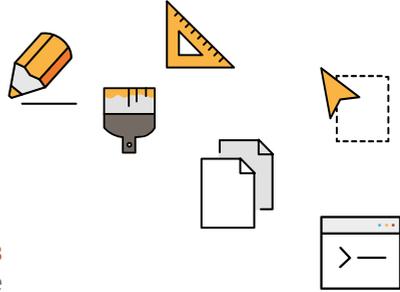
70% of assisted people were aged 25-54. People under 25 years of age and those above 55 account for 16% and 14% respectively.

Education Level



Primary and lower secondary education
 Higher secondary education
 Post-secondary non-tertiary education
 Higher education

Training



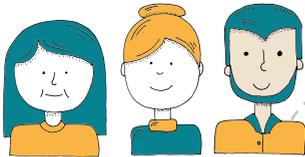
We have provided training to 241,483 people. A total of 293,174 people have participated in our training activities, taking into account that **a single individual can attend more than one training workshop.**

82,097 People with disabilities trained

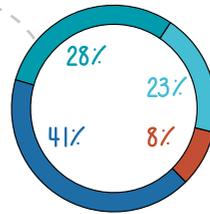
23,782 Roma people trained

120,263 Immigrants trained

67,032 People from other groups at risk of social exclusion trained



Specialised Assistance

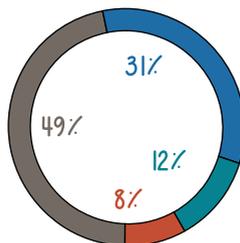


People with disabilities
Immigrants
Roma people
People from other groups at risk of social exclusion

We train an average of 19,545 people a year, most of them adults. We have trained people under 25 years of age (19%) and adults above 55 years old (10%). Almost half the people being trained have not completed their **primary and lower secondary education.**

293,174 trainees

Education Level



Primary and lower secondary education
Higher secondary education
Post-secondary non-tertiary education
Higher education

Awareness and Rights

We have **launched 50 awareness campaigns** on the situation and rights of vulnerable people.



CAMPAIGN
LAUNCHES

50
AWARENESS
INITIATIVES



Mobilisation of resources



Thanks to the funds from POLcD, all four participating organisations have been able **to obtain resources from other financing sources**, thus allowing us to do a better job and **reach out to more people**.



MOBILISATION OF RESOURCES

INVESTMENT

681.2
MILLION EUROS

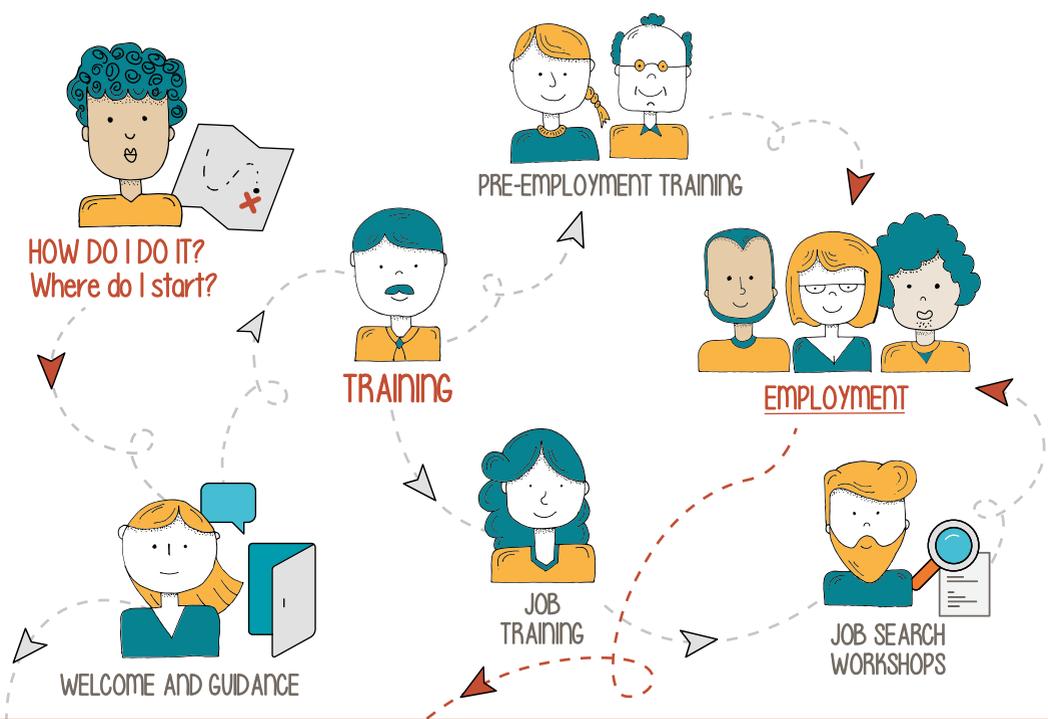
SPECIALIST TEAM

1,627
PEOPLE

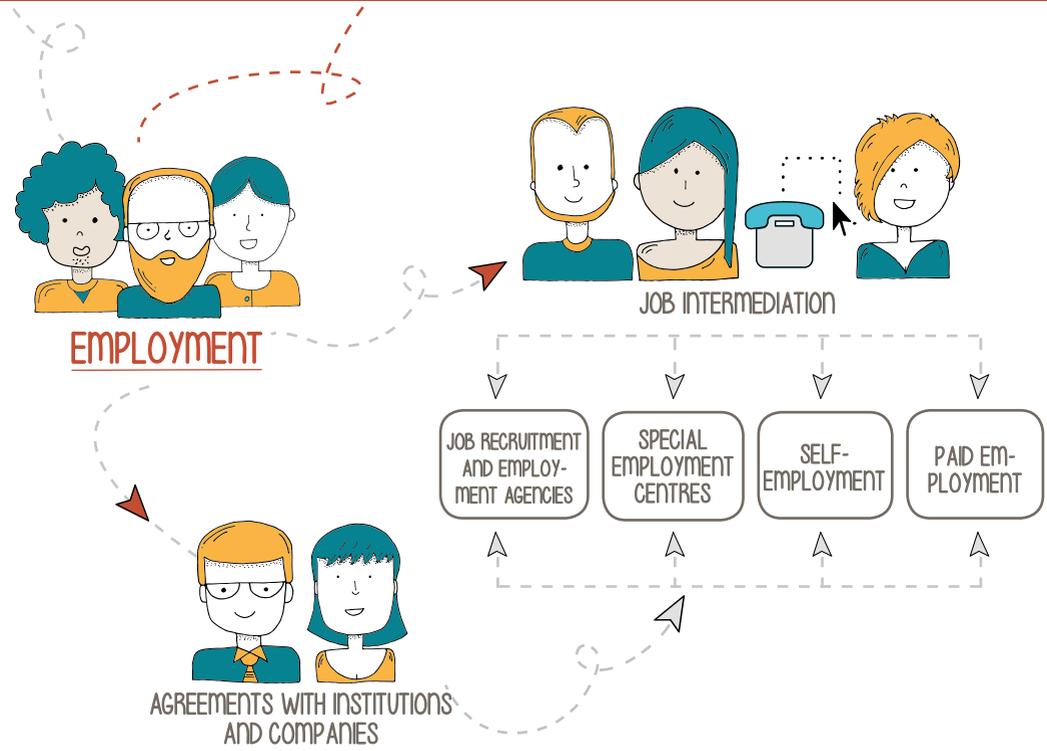
VOLUNTEERING

29,265
PEOPLE





OUR INCLUSION PATHWAYS



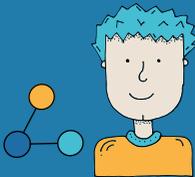
an Effective Work Method



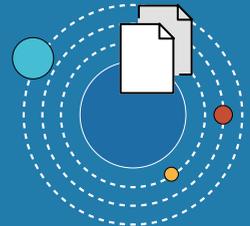
We have developed an effective work method that functions even in the most difficult and complex situations

We are specialised in promoting the employment and fundamental rights of vulnerable people

- **Personalised assistance tailored to each individual's needs:** Employment assistance is complemented with other personal development and social inclusion promotion activities.
- **Defence of rights and fight against discrimination:** The rights of all citizens, especially those of vulnerable individuals, must be guaranteed.
- **Inclusive services:** Although our services and programmes are specially geared to the most vulnerable individuals, they are open to the population at large.
Each person counts!



We make a Difference



We partner with other institutions and organisations to deliver comprehensive and adapted services:

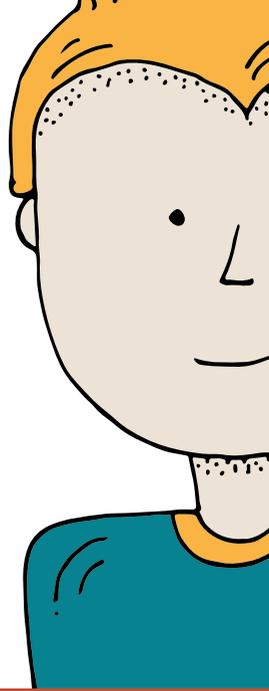
- **We collaborate with other entities to avoid duplicating efforts and to maximise our resources:** Public agencies, companies and other social entities.
- **We work at all levels:** At State, regional, municipal and community level.
- **We get people and the communities involved:** We are convinced that they play a key role in solving their own problems.
- **Networking:** We foster learning aimed at developing common and more effective and efficient tools and work systems.

People and their needs are our driving force

We can render better services, better adapted to the needs of the people we assist

The people we assist are our priority

We are specialised in addressing the needs of the most vulnerable groups.



127,242
Roma people



188,251 People from
other groups at risk
of social exclusion



236,235
People with
disabilities



341,090
Immigrants

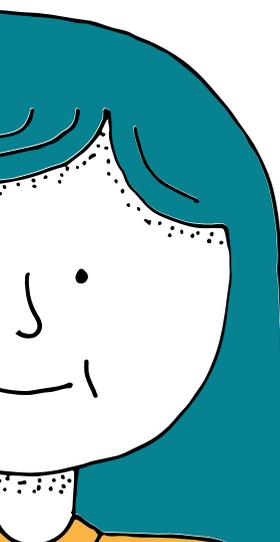
WE ATTAIN POSITIVE RESULTS

Specialised and Experienced Human Team

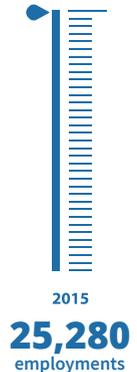
We are oriented towards continuous improvement and innovation thanks to the economic stability attained, which has enabled us to plan our activities for 7-year periods (2000-2006 and 2007-2013).

We have endeavoured to address the needs of society in a crisis context adapting our services and programmes to people's new requirements.

We have got closer to and connected with people and the communities for a better understanding.



We have improved our results since the onset of the Programme: People are better trained and have found a job despite the economic crisis





Created in 1947 and instituted by the Episcopal Conference, it is an official organisation of the Catholic Church engaged in social and charity activities. Present throughout Spain with over 5,800 Caritas member parishes, it seeks to support human advancement and the dignity and comprehensive development of all people belonging to disadvantaged groups.

Impact of the work performed through POLcD 2000-2015 (individuals):

- **Assisted people: 139,901**
- **Trained people: 54,301**
- **Jobs found: 23,943**
- **Supported business initiatives: 72**

2000-2015 total investment:
104 million euros

For more information: www.caritas.es

PARTICIPATING ORGANISATIONS



Founded in 1864, it is a humanitarian and voluntary institution of public interest. Its programmes are mainly focused on providing assistance to vulnerable groups in the social sphere, promoting employment through training programmes, seeking job inclusion and supporting business initiatives, as well as on international cooperation, health and emergencies, especially in the social, health and environmental areas.

Impact of the work performed through POLcD 2000-2015 (individuals):

- **Assisted people: 201,119**
- **Trained people: 74,079**
- **Jobs found: 79,439**
- **Supported business initiatives: 210**

2000-2015 total investment:
114 million euros

For more information: : www.cruzroja.es



Fundación ONCE for Cooperation and Social Inclusion of Persons with Disabilities was born in February 1988, through resolution of the ONCE General Council. Its main objective is to carry out job-training integration and employment programs for persons with disabilities, and global accessibility, promoting the creation of environments, products and services that are globally accessible.

Impact of the work performed through POLCD 2000-2015 (individuals):

- **Assisted people: 236,235**
- **Trained people: 82,097**
- **Jobs found: 63,565**
- **Supported business initiatives: 332**

2000-2015 total investment:

368,5 million euros

For more information: www.fundaciononce.es

PARTICIPATING ENTITIES



Founded in 2001 as a result of comprehensive initiatives aimed at promoting the Roma community at a local level carried out since the 60's, its mission is to improve the life conditions of the Roma people, fostering their access to social rights, services and resources from an equal opportunities perspective, while promoting and supporting their cultural identity. It is involved in different spheres: professional training and employment, education, health and housing. It is also engaged in major transnational cooperation actions and network collaboration.

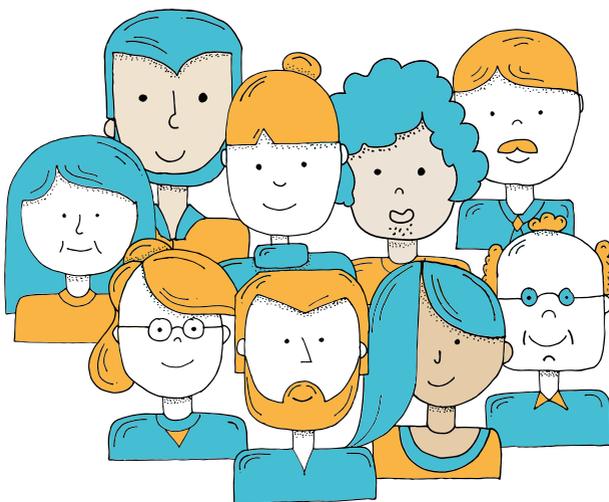
Impact of the work performed through POLCD 2000-2015 (individuals):

- **Assisted people: 88,337**
- **Trained people: 31,006**
- **Jobs found: 24,218**
- **Supported business initiatives: 238**

2000-2015 total investment:

128 million euros

For more information: www.gitanos.org



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Results and impact of the Operational Programme
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www.caritas.es
www.cruzroja.es
www.fundaciononce.es
www.gitanos.org

Participating organisations:



Financed by:

