
	Integración profesional de los «pueblos gitanos» en Europa Access to Employment Programme (ACCEDER) for Roma/Gypsy population in Valladolid Spain	
2005		



1. Local context of scheme's implementation

Multiregional Operational Programme for the Fight against Discrimination aimed at the Roma/Gypsy population. Access to Employment Programme (ACCEDER). Managing organization: *Fundación Secretariado General Gitano (FSGG)*, a non-profit-making social organization for the development of the Roma/Gypsy community in Spain and Europe.

Place of implementation	School, town...: FUNDACIÓN SECRETARIADO GENERAL GITANO	Contact: FUNDACIÓN SECRETARIADO GENERAL GITANO C/Verbena 6 bajo, 47005 Valladolid. Tel: +34 983 219622; fax: +34 983219622 acceder.valladolid@fsgg.org www.fsgg.org
Project coordinator(s)	Surname, first name: Region of Valladolid: Villarrubia Merino, María Dolores (local management team). Autonomous Community of Castile and León: Fresno García, María del Mar (Head of the organization in the Autonomous Community).	Duties: <ul style="list-style-type: none"> • Management and operating development of the ACCEDER programme; direct management of the Human Resources team and other resources; • To promote and disseminate the ACCEDER programme, and to make public and private institutions working in the fields of vocational training/employment and social services aware of the “the Roma/Gypsy case”; • To lay down the coordination guidelines in collaboration with professionals working in public and private services devoted to Roma/Gypsy welfare programmes; • To promote collaboration agreements with public and private companies to help access to vocational training and employment opportunities, thus fostering the Roma/Gypsy community to integrate into mainstream society; • To encourage actions and initiatives to raise public awareness in order to enhance the social image of the Roma/Gypsy community.

Project initiator(s)	Member of management team: Emilio Conejo Abil, Head of the Department of Vocational Training and Employment at the FSGG, on a nationwide level.	Teacher or other:	Beneficiary members of target audience: Roma/Gypsies of working age, focusing on women and young people as preferential groups.	Others (specify): Non-Roma/Gypsy population of working age, being young people and women preferential groups. The participants must be people at risk of social exclusion (low qualifications, difficulties to access the labour market, etc.). The percentage of Roma/Gypsy people will not exceed 30% of the total.
Beneficiaries (Between December 2000 and December 2004)	Number of men: 391		During compulsory schooling: No	
	Number of women: 267		At the end of compulsory schooling: Yes	
	Total number of beneficiaries: 658 (524 Roma/Gypsy users; 134 non-Roma/Gypsy users)		During the 18/25 year period: Yes	
			After 25 years of age: Yes	
Number development (Accumulated data)	After 1 year: (Dec 2001) Users: 274 Contracts: 71 Training: 79	After 2 years: (Dec 2002) Users: 460 Contracts: 148 Training: 150	After 3 years: (Dec 2003) Users: 570 Contracts: 276 Training: 297	After 4 years: (Dec 2004) Users: 658 Contracts: 372 Training: 297
2. Scheme description				
Aims	<ul style="list-style-type: none"> • To obtain professional qualifications; to access the labour market as employees, according to their requirements as well as those of the company's contracting offers; • To adapt and provide unemployed Roma/Gypsy men and women with the conventional vocational training and employment services, so that they can access the labour market on a social equality basis; • To raise public awareness of prejudices and discrimination suffered by Roma/Gypsy people, as well as to steadily improve their social image; • To increase the number of active policies aimed at the Roma/Gypsy community in order to successfully improve their living conditions and to ensure equality of opportunities as regards access to public benefits and services. 			
Partners (The FSGG is the only managing organization)	Internal partners: NO		Outside partners: NO	
Scheme description	<ul style="list-style-type: none"> • ACCEDER actions: Individualised work insertion pathways; development and improvement of employability or insertion skills and settlement in the labour market; -Career guidance, vocational training and work insertion; -Monitoring throughout the process; -Labour market research and intermediation. • SENDA actions: The promotion of active policies aimed at the Roma/Gypsy community; to tackle the structural causes of work discrimination against the Roma/Gypsies; Fostering more active social policies, focused on the Roma/Gypsy population, aimed at promoting their full social inclusion and creating new jobs for their community members; -Promotion of neighbourhood services; -To train and raise awareness of professionals working in this field; -To enhance the social image of the Roma/Gypsy population; -To raise Roma/Gypsy's awareness; -Advice; -Research. 			

Means	<p>Staff: interdisciplinary team</p> <p>Material: new headquarters facilities from July 2004: 340 sq m, reception desk, individual office, ACCEDER programme team's working room, social intervention area, youth information centre, job search and employment office, interview room, computing room, two training rooms, kitchen, two lumber rooms, toilets (for men, women and handicapped people).</p> <p>Financial:</p> <p>EU structural funds: European Social Fund and FEDER;</p> <p>Central Government: Ministry of Labour and Social Affairs, Administrative Unit for the European Social Fund (UAFSE);</p> <p>Regional Government: Junta de Castilla y León -regional government- (Department of Economy and Labour, Department for Family and Equality of Opportunities);</p> <p>Local Government: Valladolid City Council (Department of Labour, Family and Social Welfare).</p>	<p>Internal staff: composed of one coordinator, two vocational counsellors, one labour market researcher, one intercultural mediator and, from April 2004, one socio-labour consultant. (FSGG Madrid Headquarters at the Employment and Vocational Training Department, and Castile and Leon managing office).</p> <p>Outside personnel: collaborating personnel to impart training courses (short-term contracts); university holders of scholarships aimed at carrying out research (at intervals); university and city council interns carrying out apprenticeships (at intervals); City Council, Autonomous Community Junta, Regional Council, Trade Unions, NGO's collaborated in local social assistance, training and employment affairs.</p> <p>Financial partners:</p>
Results hoped for (from Dec 2000 to Dec 2006)	<p>Qualitative:</p> <ul style="list-style-type: none"> • Labour insertion of the Roma/Gypsy population; • To improve job quality; • To promote the labour insertion of young Roma/Gypsies; • To raise Roma/Gypsy awareness of the importance of vocational training and regularized employment; • To gain access to mainstream training and employment resources; • To enhance the social image of Roma/Gypsies by eliminating all forms of discrimination against them in their access to training and employment; • To support any kind of initiative for self-employment. 	<p>Quantitative:</p> <ul style="list-style-type: none"> • To meet the demands of 833 people from December 2000 to December 2006; • Expected number of contracts from December 2000 to December 2006: 145

<p>Actual results (From December 2000 to December 2004)</p>	<p>Qualitative: (part of the objectives considered)</p> <ul style="list-style-type: none"> • Development and improvement of the programme users' employability; • Public awareness of the importance of fostering active policies; • Methods and processes: planning, co-ordination and partnership, dissemination, monitoring and assistance system; • Work carried out on an individualized and personalized pathway construction basis aimed at achieving socio-labour insertion; • Greater and greater emphasis laid on full interaction with users; • Contribution to horizontal priorities: equality of opportunities, information society, local development; • Dissemination of the working method implemented. 	<p>Quantitative:</p> <ul style="list-style-type: none"> • Service users: 658 (524 Roma/Gypsies and 134 non-Roma/Gypsies); • Trainees: 279 (internal trainees 258; external trainees 39); • Contracts of employment achieved: 372 (Roma/Gypsies 301 and non-Roma/Gypsies 71); • Youth labour insertion up to 30 years old: 270 (213 Roma/Gypsies and 57 non-Roma/Gypsies); • Female labour insertion: 15% Roma/Gypsies and 7% non-Roma-Gypsies; • The number of jobs registered refers to contracts of employment, taking into account only those cases in which the programme dealt with the user and the employer directly.
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3. Scheme assessment

Which elements helped the scheme implementation?

For beneficiaries:

- Only volunteers took part in the programme;
- Counting on a Roma/Gypsy woman as professional mediator;
- Familiar (and demanding) working atmosphere;
- Programme free of charge for users (telephone, CV, job search material, bus tickets to attend training courses,...);
- Availability of further social intervention programmes;
- Excellent connections with external resources as regards collaboration, co-ordination and training.
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For teachers or others:

- Interdisciplinary team;
- Working with volunteer users;
- Adaptation of the interventions and actions to the needs of the users and to the programme stages;
- Trainers drew up and scheduled their own training actions;
- Actions and activities were drawn up providing a large scope for flexibility;

Having means and resources at our disposal;

What obstacles were encountered and how were they dealt with?

Obstacles:

- Some external partners do not approve of/share our policy on voluntary attendance on the part of users;
- Difficulty in getting users to follow long-term processes/pathways in order to improve their employability;
- Discrimination against Roma/Gypsies to allow them access and maintain mainstream employment;
- Companies are reluctant to contract Roma/Gypsy people;
- Low education standards and qualification levels among the Roma/Gypsy community members.

Solutions:

- Information campaigns to raise public awareness, etc;
- Showing by practice different ways of working;
- Encouraging users and their families so as not to give up the programme by being creative and innovative to create a sense of expectancy among them;
- To demonstrate real experiences of good practices to companies and make them aware that there are employable Roma/Gypsies;
- Offering training within the frame of the FSGG programmes, assigning trainees to external training resources afterwards.
- To make trainee's parents aware of the importance of encouraging their children not to drop out of school.

What is the overall assessment of the scheme?			
<p>Strong points:</p> <ul style="list-style-type: none"> • The Roma/Gypsy community is starting to admit the importance of regularized self-employment; • Roma/Gypsies attend training courses and they are even beginning to apply for courses which are not subsidized; • Companies are starting to realize the realities of the Roma/Gypsies' daily life, in which many of them are responsible workers; • Users find a place where they are offered assistance and a familiar, but demanding working atmosphere 		<p>Weak points:</p> <ul style="list-style-type: none"> • Roma/Gypsy women come up against a lot of barriers which prevents them from entering the labour market; • Not many companies have agreed to collaborate with the programme; • Users with previous professional experience and employment contracts do not improve their professional standing. 	
4. Outlook			
Is the project being:	Implemented locally?	Yes	
	Applied to other places?	Yes	
	Where?	<ul style="list-style-type: none"> • In four regions in the Autonomous Community of Castile and León: Burgos, León, Palencia and Salamanca; • On a nationwide level: 44 ACCEDER actions across 14 Autonomous Regions 	
	Extended on a nationwide scale?	Yes	
	Transferable to other target groups?	Yes	
Has the project generated other needs? Yes			
	What are they?	<ul style="list-style-type: none"> • Integral intervention with users within the frame of the different intervention areas: health, education, housing, etc. • Steady education/training actions—adult education; • The awareness of the private sector and society as a whole; • The Roma/Gypsy awareness of the labour market demands and situation. 	
Has the project created problems?			
	What problems?		
For information purposes, can this project be of interest for:			
	Young people terminating compulsory schooling?	Yes	
	Young people who have just left the school system?	Yes	
	Young adults?	Yes	
	Adults as a means of professional insertion?	Yes	

National and International Awards

- The **Spanish National Action Plan for Employment 2001/2002** includes the Acceder Programme as an example of good practices developed in the country.
- **Selected and identified by the European Social Fund as a “case of good practices” on the Intermediate Evaluation of the Multiregional Operational Programme “Fight against Discrimination”** carried out by an independent organization.
The results of the evaluation highlight a series of key aspects that brought about the selection of the Acceder Programme as a case of good practices:
 - Effectiveness of the action;
 - Successful insertion rates;
 - Users' satisfaction;
 - Overall contribution to the European Employment Strategy and the National Action Plans for Employment;
 - Contribution to the horizontal priority of “Equality of Opportunities” on achieving a high level of women participation and high rates of female insertion.
- The **Employment, Social Policy, Health and Consumer Affairs Council on 1 June 2004 (EPSCO Council)** in Luxembourg identified the Acceder Programme as a case of Good Practices as a result of its actions aimed at guaranteeing access to the labour market for vulnerable groups, as is the case of the Roma/Gypsy population.
- **Selected as BEST PRACTICE at the Dubai International Award** on good practices to improve the quality of life, organized by the **United Nations Human Settlements Programme (UN-HABITAT) in 2004.**