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Introduction

Employment
makes us equal

This Report presents the most salient characteristics and results of the Acceder programme during the 2000-2006 period (data up to May 2007). Through the publication and dissemination of this Report, the Fundación Secretariado Gitano holds itself publicly accountable for management of the Acceder programme and provides the results and lessons learnt to the administrations which have lent financial support, those responsible for inclusion policies, companies and organisations that work with Roma and the society at large.

This programme was initially based on a conviction and an opportunity: on the one hand, the firm belief that in order to take significant steps forward in the social inclusion of the Roma community, employment (especially salaried employment) is one of the key factors.

On the other hand, the opportunity came on the wing of the Structural Funds, the financial instrument focusing on EU development and cohesion. The programme first emerged in the year 2000 as a clear opportunity which had to be seized and taken advantage of for the social inclusion of society's most disadvantaged groups. The NGOs were able to take on the challenge of directly managing the Structural Funds, a challenge which they have been quite successful at.

Over and above the positive employment results achieved by Acceder, quite possibly its principle value is the impact it is having on changing the idea that many Roma families have concerning salaried employment as well as the idea that many government administrations have of the Roma community. The former have discovered that

employment is the vehicle whereby to improve their standard of living and opportunities while the latter have been shown that they should have high expectations of the Roma community if they are provided with stable and tailored programmes with sufficient funding.

In short, Acceder is a powerful initiative for the social inclusion of the Roma community through employment; an initiative made possible thanks to the key role played by the professional teams comprised of Roma and non-Roma alike which have implemented the Programme in each city in close collaboration with the government administrations and other agents. Also key is the fact that this programme is clearly focused on achieving effective results and on transparency, quality and strong management.

This publication is comprised of a General Report containing the results and global impact of the programme followed by 13 reports providing detailed results from each of the Autonomous Communities where Acceder is operating.

It also comes with a 12-minute audiovisual presentation featuring a summary of the main results achieved and showing the faces behind the figures; showing that as a result of the 26,000 jobs found, many people now have new opportunities to take part in society.

The Report is further supplemented with an overview of the campaign which, using the slogan "Employment makes us equal", delivers a message encouraging everyone to contribute to removing the barriers hindering the access of Roma to gainful employment.

We are now immersed in the new 2008-2013 period of the Acceder programme in which we expect to continue improving, reaching more people and providing even better training and quality employment. We are also faced with new challenges to tackle related to improving the educational level and meeting the needs of the Roma immigrants from Central and Eastern European countries. New challenges and new opportunities for which we hope to continue to have the cooperation of the public administrations, enterprise and initiatives supporting the cause of the Roma people and society's most disadvantaged.

Isidro Rodríguez

Director
Fundación Secretariado Gitano

“ Thanks to the help and support I received from the Acceder team, I was able to fulfil my dream. I would encourage everyone to use this resource ”

Julia Reyes Cortes. Administrative assistant. Andalusia.

Julia got into the programme in 2002. She contacted the FSG in Cordoba with the idea of studying, doing training and then to find a job with a view to achieving economic independence. She was working part-time as a shop assistant, salesperson and hostess while doing her 804-hour administrative assistant course. She is a frequent beneficiary of FSG resources and had no doubts about receiving training and then trying to find a job at a bank. She is currently working at the National Netherlanden Bank in Cordoba.

