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Objectives
of the
programme
Equality
in employment



In light of the fact that employment, together with education and housing, is the main vehicle fostering the social inclusion of the Roma population, the programme's philosophy is based on the integration of the Roma community into the labour market. Through employment, other actions are carried out which bear integration factors in mind.

The Acceder Programme's priority is to give the Roma population access to the labour market thus fostering equal opportunity. This access is promoted through labour market integration actions such as individual employment pathways and the development and enhancement of human resources.



The Programme's general objectives are:

- **to find jobs for Roma in the mainstream labour market;**
- **to adapt vocational training to the demands of the labour market;** professional capacity building and access for Roma men and women to paid professions and work, covering the demand for workers from private enterprise.
- **to establish a direct link between Roma job-seekers and employment service providers;** closing the gap between vocational training and employment services for unemployed Roma, allowing them to gain access to these services on an equal footing with the rest of the society.
- **to raise awareness** as concerns prejudices and discriminatory practices against the Roma population with a view to improving their social image;
- **to standardise more pro-active policies** targeting the Roma population with a view to improving living standards and guaranteeing equal opportunities in access to public goods and services.

“ Thanks to Acceder, I found my present job in just one month ”

Fernando Baptista Trinchete. Assistant bricklayer. Asturias.

Fernando went to the Gijon office at the beginning of September 2007 when he began his job search. He had experience in bricklaying and driving a delivery van. His job search included use of the Internet, newspaper and labour market prospecting and it was through this latter vehicle that he found a job as an assistant bricklayer at a construction firm. He was engaged in October and remains at that post today.



> 5.1

Programme methodology

The aforementioned objectives are achieved through an **integrated, multi-dimensional and individualised approach** including:

- Individual treatment as an essential tool in this methodology beginning with an initial diagnosis of each person's employability followed by design of the appropriate measures and necessary steps to enhance access to employment.
- Intercultural approach: Actions mostly (but not exclusively) target the Roma population; programme beneficiaries are approximately 70% Roma and 30% non-Roma. This same principle applies to the makeup of the professional teams running the programme.
- Mainstreaming is the ultimate goal meaning that specific actions are implemented targeting the use of mainstream services both in terms of employment and vocational training resources.



> 5.2

Programme actions

This methodology based on individual needs includes the following types of actions:

Individualised employment pathways

- a) Counselling, training and labour market integration:
 - *recruitment of Roma and awareness-raising concerning the need to seek employment.* These reception and information actions include an initial introduction to the services offered through the Acceder Programme and basic information on the world of employment and training.
 - *counselling, guidance and follow-up.* These actions provide for a preliminary diagnosis, tutoring sessions, the drawing up of individualised employment pathways and monitoring of the different stages that each beneficiary progresses through:
 - *referral to mainstream training resources and follow-up.*
 - *implementation of pre-training and vocational training specifically tailored to the Roma population.*
- b) Job prospecting and intermediation in the labour market:
 - actions focused on the analysis and search for employment. Work involving labour market prospecting and the monitoring of job offers is undertaken while also offering a mediation system to companies with a view to matching supply and demand.

- support for the engagement of workers facilitating information and technical consultation.
- labour market accompaniment initiatives. Follow-up and support of those who have just begun to work to make sure they are able to keep their jobs.
- consulting and support for self-employment initiatives.

Promotion of pro-active policies targeting the Roma population

- training and awareness-raising of social intervention professionals and organisation of debate and reflection fora;
- awareness-raising actions targeting social agents and the public opinion with a view to breaking down stereotypes and enhancing the social image of the Roma community;
- technical assistance for public administrations and social organisations in the design of plans and measures;
- Conducting of studies and research to broaden the knowledge base available with regard to the Spanish Roma population. Creation of an information system, i.e. an Observatory on the labour market integration of the Roma population, to furnish information on progress made regarding the employment situation of the Roma population.

The Acceder Programme focuses on quality through the ISO 9001 certification guaranteeing efficient service to Programme beneficiaries and sponsors alike