

The background of the entire page is a blue-tinted, halftone-style photograph of a woman with long dark hair, wearing a dark jacket over a light-colored top. She is standing in what appears to be a library or bookstore, with rows of books visible on shelves behind her. The image has a grainy, dotted texture.

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Future  
challenges

Acceder  
2008-2013



**W**hile Programme results are very positive, many improvement still need to be made.

The actions which the **Fundación Secretariado Gitano** will carry out during the period 2008-2013 have the continued support which the **European Social Fund** has been lending since the year 2000 to the **Acceder Programme** because of its effectiveness and efficiency in fostering the social inclusion of the Roma population. These actions focus mainly on employment to reduce the social exclusion of the Roma population through tailored and permanent actions which target labour market access as the key to integration and equal opportunity. In order to continue developing these actions, the **ongoing collaboration between Regional and Local Administrations and the Acceder Programme** needs to be renewed and strengthened and the private sector needs to be increasingly involved in this project focusing on socio-labour integration and social cohesion.

The main axes of Acceder 2008-2013 are:

1. Improvement of employment quality.
2. Actions in education to prevent early school-leaving and reinforce initial training.
3. Foster social and labour integration of immigrant Roma.

These pending challenges will be dealt with in the framework of the future 2007-2013 Operational Programme to Combat Discrimination. Moreover, and as a novelty within the framework of the Structural Funds, a Transnationality Axis will be included which will serve to establish a **European Network Social Inclusion and Roma Community** involving those countries with a significant Roma population (Romania, Bulgaria, Hungary, the Czech Republic, Poland, etc.). This platform, which already has full support from the European Commission and the Ministry of Labour and Social Affairs, will enable the sharing of best practices and the development of a shared social inclusion strategy on the same wavelength as in other countries. A unique opportunity.





## 1. Improvement in the quality of employment

Despite the Programme's success in finding jobs for its beneficiaries, the quality of many of these posts continues to be quite poor. The structural characteristics of the low-skilled contracts have a bearing in this connection. However, it is our view that with an affirmative action programme with tools to manage a-la-carte training and labour mediation face-to-face with the business sector, these difficulties can be offset at least in part.

Therefore, one of the future objectives will be an improvement in employment quality in the form of greater job stability for Roma (fewer short-term contracts linked one after another), greater upward mobility or advancement in the labour market (by fostering training and life-long learning), etc. **New training formulae also need to be devised** to provide qualifications and increase the educational and skill levels of the Roma people.

A certain percentage of Roma Programme beneficiaries -especially women and young women even more- still face difficulties finding employment. In order to diminish the number of people with a low “employability rate” it is becoming increasingly necessary to **reconcile family and professional life amongst Roma families** by incorporating this principal horizontally in the work being done by all of the Acceder teams.

## 2. Actions in education to prevent early school-leaving and reinforce initial training

A number of studies point to the fact that Roma students academically lag behind their non-Roma counterparts. Higher levels of absenteeism, poor academic performance, lower number of graduates, etc. give rise to this situation of inequality which requires **pro-active measures** involving schools, students and Roma families in seeking solutions to **improve training, qualification and the skill level of the Roma population when entering the labour market.**



### 3. Foster the social and labour integration of immigrant Roma

Over the last several years, immigrants have been arriving to Spain in greater numbers. The number of **Roma immigrants from Eastern Europe** (especially Romania) has increased. These immigrants are mostly young with poor academic backgrounds (sometimes illiterate) who are unfamiliar with the culture of the host country and have scant economic means. Their situation of social and economic need, together with the dual discrimination they face as immigrants and Roma (triple discrimination in the case of women) calls for individual action plans adapted to the needs and characteristics of these people while heeding their personal, family and socio-labour situation; more **integrating actions in the form of counselling, language training, literacy, training and qualification, including accompaniment measures and, if relevant, social intervention.**

**In summary, the launching of another six-year period to continue developing the Acceder Programme will enable us to introduce improvements and organisational and management changes and also to revitalise the methodological model used to date, re-invent and update tools and broaden the range of actions with the ultimate goal of offering effective responses to emerging situations which have not yet been successfully resolved.**

