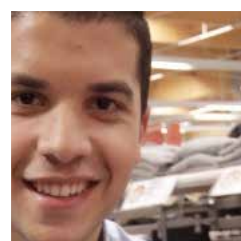





Fundación  
Secretariado  
**Gitano**



2014 Annual Report  
Summary leaflet



## OUR VALUES



**DIGNITY**



**SOCIAL JUSTICE**



**EQUALITY**



**FULL CITIZENSHIP**

# FUNDACIÓN SECRETARIADO GITANO

## WHO ARE WE?

The Fundación Secretariado General Gitano is a non-profit social organisation which provides services for the development of the Roma community throughout Spain and Europe. We have been working for over 30 years for a more just society for everyone.

## OUR MISSION

Is the integral advancement of the Roma community based on respect for cultural diversity. We seek equal opportunity, personal advancement and social change.

## QUALITY AND TRANSPARENCY

The development and implementation of a Management System and certification of conformity with standard UNE-EN ISO 9001:2008 was our main achievement in this area in 2014.

Transparency is another of our principles. Our accounts are audited on a yearly basis. We take part in evaluations such as the Lealtad Foundation's transparency and best practices for NGOs.



For complete information on the FSG see our website at: [www.gitanos.org](http://www.gitanos.org)





**PEDRO PUENTE FERNÁNDEZ**  
President of the  
Fundación Secretariado Gitano

“This is the summary of the 2014 FSG Annual Report which reflects the results of our work in 2014. Projects that are transforming the lives of many Roma. Thank you to funding institutions, workers, participants, volunteers, members, companies and organisations for making it all possible.”

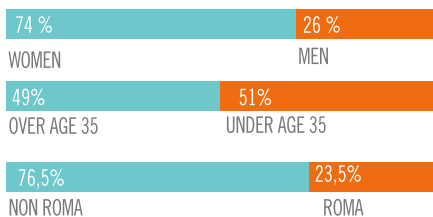
## OUR TEAM OF PEOPLE: INTERCULTURAL, YOUNG, PROFESSIONAL AND COMMITTED

There are over 600 people on the FSG's staff and in 2014 an additional 476 volunteers, interns and collaborators joined our ranks.

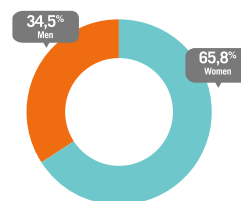
An intercultural, innovative, diverse, professional and committed team.



### AVERAGE STAFF SIZE IN 2014: **610 PEOPLE**



### ROMA STAFF (23,5%)



## PROJECTS COMBATING UNEMPLOYMENT

Our employment and training programmes are designed to tackle the dramatic unemployment figure which stands at over 42% of the Roma population. In the midst of the crisis, they have helped secure over 5,000 work contracts per year.

The *Acceder* Programme, a benchmark in Europe in the fight against exclusion, proves its effectiveness. It closes the gap between Roma and salaried employment while improving qualifications.



**3,292** PEOPLE  
HAVE FOUND  
JOBS

**17,568** PEOPLE  
SERVED

**4,213** PEOPLE  
TRAINED

"I started by taking a course through the Acceder programme and thanks to that I was hired. I've been working for nearly four years"

JAVIER MARTÍNEZ HEREDIA





# INVESTMENT IN **YOUNG PEOPLE IS** AN INVESTMENT IN THE **FUTURE OF FAMILIES**

*Learning by Doing.* A project with impact. Six months of on-the-job training for young people under 30. Labour market integration rate of 45% achieved.



**APRENDER  
TRABAJANDO**



**NETWORKING FOR THE LABOUR MARKET  
INCLUSION OF THE MOST VULNERABLE**

**640**

**YOUNG PARTICIPANTS**

**214**

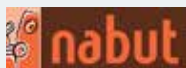
**FIND JOBS**

**23**

**COLLABORATING  
COMPANIES**



## **SOCIAL INTEGRATION ENTERPRISES - HOW TO PROVIDE SHELTERED EMPLOYMENT OPPORTUNITIES**



**NABUT**  
Cleaning, laundry  
and retail

In 2014 a total of 33 people benefited from this social integration enterprise located in Navarre.



**VEDELAR**  
Gardening and  
Forestry Activities

Located in Asturias, in 2014 turnover grew by 15%.



**ECOTUR**  
Auxiliary services for  
congresses

50 people worked through Ecotur last year.



**UZIPEN**  
Remodelling, Maintenance  
and Cleaning.

The most important work in 2014 included participation in AVE (high-speed train) works and restoration of churches.

## CHANGING THE **FUTURE** THROUGH **EDUCATION**

Promociona addresses early school leaving by motivating more and more young people to complete secondary school and to continue studying. 88.6% of Promociona students continue their studies after completing their compulsory education (ESO). In 2014 a total of 41 students benefited from the motivation and guidance of in-company mentoring sessions.



**Promociona**

...Porque continuar es ganar



**"YES I CAN.**  
Many others have  
done it and so can I."

**ADRIÁN SÁNCHEZ,**  
age 14,  
Promociona  
student in Burgos

**1,357**  
STUDENTS

**385**  
SCHOOLS

**100**  
PROMOCIONA  
CLASSROOMS



## SCHOLARSHIPS HELPING TO CLOSE THE GAP BETWEEN YOUNG ROMA AND THE UNIVERSITY



### SCHOLARSHIPS THAT TRANSFORM LIVES

We manage €3,710 € allowing 370 young Roma to study in high school, intermediate and upper level vocational training and university.



### TRAINING EXPERTS ON THE ROMA COMMUNITY

30 students were granted scholarships to earn a University Diploma in Intervention with the Roma Community, an on-line degree offered by the Public University of Navarre and the FSG.



## **INCLUSION** IS ONLY POSSIBLE WHEN **ACCOMPANIED BY DECENT HOUSING**

Shanty-town eradication is one of the main axes of our work. In 2014 the UN Habitat Committee recognised the “Social accompaniment programme for families facing residential exclusion in Segovia” which eliminated shanty towns in that city.

# 994

**FAMILIES BENEFIT FROM  
INDIVIDUALISED SOCIAL  
ACCOMPANIMENT**







## TACKLING RISING POVERTY

Three of every four Roma face situations of exclusion. In 2014 we worked with 15,000 people who encountered difficulty accessing services and resources in order to cover their most basic needs.

## WORKING TO FIGHT CHILD POVERTY

by promoting policies that protect families.

**84** PROGRAMMES

**15,000**  
PEOPLE SERVED



Following are the main data and results of our intervention through the different services and programs we offer grouped into **7 major spheres of action:**

- Employment
- Education
- Housing
- Equality
- Inclusion
- Awareness-raising
- International

**35,136**  
BENEFICIARIES\*

**106,401**  
PROGRAMME  
PARTICIPANTS

\*We draw a distinction between individual beneficiaries of our actions or programmes (Beneficiaries) and the sum total of the number of times they participate in them (Participants). This is because comprehensive care may mean that a person takes part in several activities within our different spheres of action such as employment, education, housing etc. Data concerning the number of people we reach with our awareness-raising actions are not included in these figures.

## INTERNATIONAL

WE COORDINATE THE **EUROMA NETWORK**  
ENCOMPASSING 12 EUROPEAN COUNTRIES

WE MANAGE **7 PROJECTS**  
THROUGHOUT **EUROPE**



## AWARENESS RAISING

**232,000**

WEBSITE VISITORS  
(NOT INCLUDING RETURN VISITORS)

**8,600**

E-BULLETIN  
SUBSCRIBERS

**11,400**

FOLLOWERS IN  
TWITTER AND FACEBOOK



## INCLUSION

**1,604**

FAMILIES WITH AN  
INDIVIDUALISED INTERVENTION PLAN

**2,341**

CHILDREN AND THEIR FAMILIES

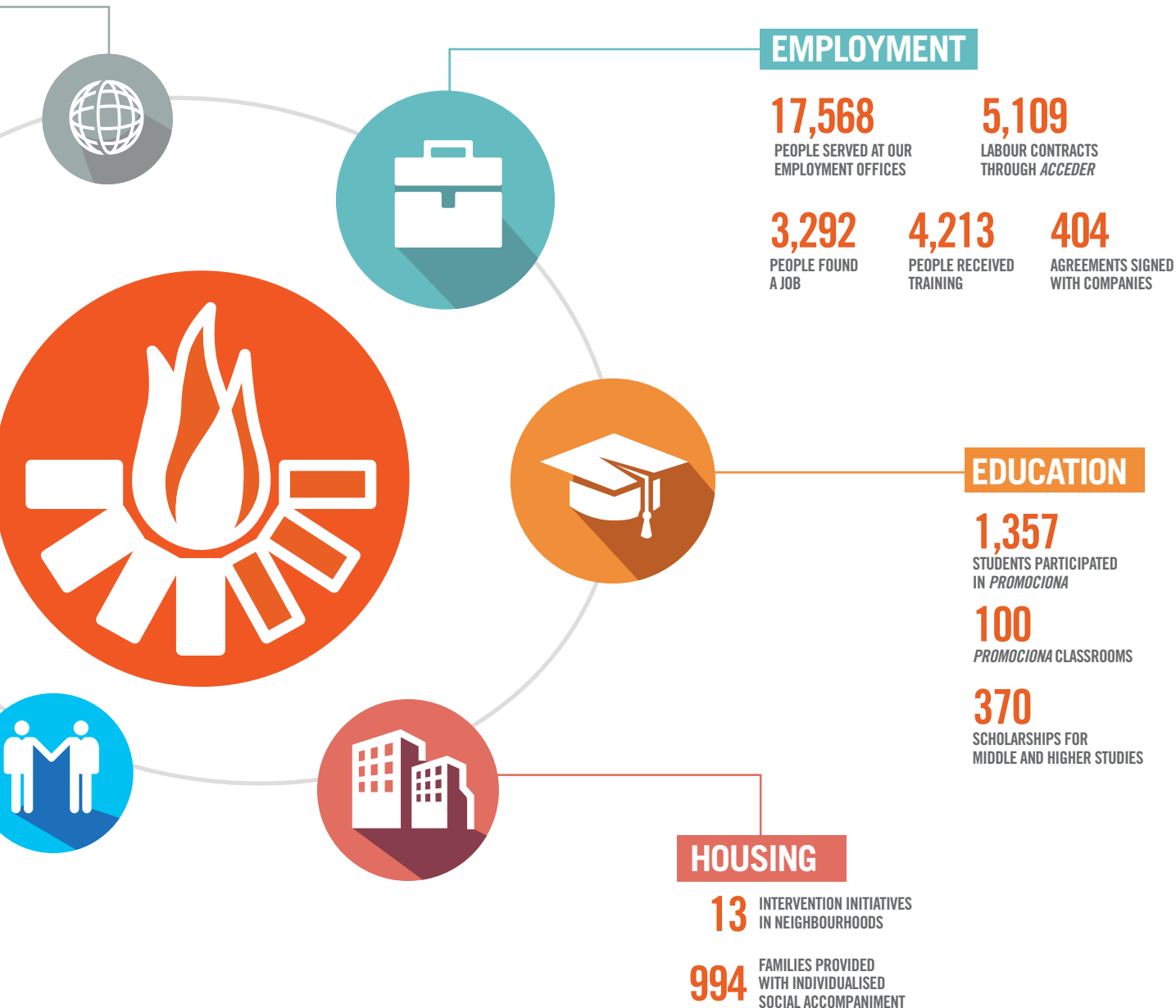
**84**

PROGRAMMES

## EQUALITY

**199**

CASES OF DISCRIMINATION  
REGISTERED





## A CLEAR “NO” TO ANTI-GYPSYISM

In light of rising anti-gypsyism in Europe and the extreme cases in Spain including the burning of homes in Castellar and Estepa, we are focusing attention on victims and taking cases to court.



### We support victims of discrimination



Teléfono gratuito  
900 20 30 41

### We train key players in the fight against discrimination



**199 CASES**  
OF DISCRIMINATION  
REGISTERED IN 2014



## AWARENESS RAISING TO ENHANCE **SOCIAL IMAGE**

The negative social image of the Roma community has motivated us to launch a number of actions to change people's mindset. We dismantle absurd prejudices that the society tends to hold on to and use humour to get people to think about the stereotypes transmitted by the media.

**232,000**

WEBSITE VISITORS  
(NOT INCLUDING RETURN VISITORS)

**8,600**

SUBSCRIBERS  
TO E-BULLETINS

**11,400**

FOLLOWERS IN  
TWITTER AND FACEBOOK

**Payo Today, a humoristic  
approach targeting journalists**



19 presentations of the campaign  
“**Fulfil your dreams**” encouraging young  
Roma to finish secondary school. At  
national level it was presented with a  
Solidarity Concert.





## EUROPEAN POLICIES IN THE SPOTLIGHT

We are present where policy is decided. We are thus able to strengthen our influence on European policy through the EURoma and EURoma+ networks.

We transferred our employment programme to Italy and our education programme to Romania.



**EUROMA**, A REFERENCE NETWORK IN EUROPE PROMOTING THE USE OF THE STRUCTURAL FUNDS FOR THE SOCIAL INCLUSION OF THE ROMA POPULATION

**EUROMA+**, AN EUROPEAN NETWORK PROMOTING POLITICAL COMMITMENT IN THE NEW PROGRAMMING PERIOD

WE TOOK OUR EMPLOYMENT WORK METHODOLOGY TO **ITALY** AND OUR EDUCATION METHODOLOGY TO **ROMANIA**



## WE ARE TRANSPARENT CLEAR ACCOUNTS

The Fundación Secretariado Gitano (FSG) annual accounts, which include the balance sheet at 31 December 2014, the profit and loss account and the yearly fiscal report ending on that date, are audited by EY, formerly Ernst & Young.

The full audit of the annual accounts issued by EY is available on our web page:  
[www.gitanos.org/quienes\\_somos/financiacion\\_transparencia.html.es](http://www.gitanos.org/quienes_somos/financiacion_transparencia.html.es)

Our accounts are audited by



## 2014 REVENUES

# 20,455,092 €



FUNDING SOURCES IN 2014

● EUROPEAN	45,46 %
● PRIVATE AND OWN FUNDS	18,25 %
● NATIONAL	17,22 %
● LOCAL	11,06 %
● REGIONAL	8,01 %



2014 EXPENDITURES

● PROGRAMME EXPENDITURE	93,07 %
● ADMINISTRATIVE EXPENDITURE	6,93 %



EXPENDITURE BY WORK AREA IN 2014

● EMPLOYMENT	61,09 %
● EDUCATION	18,56 %
● SOCIAL INCLUSION	12,10 %
● EQUALITY	3,78 %
● INTERNATIONAL	2,47 %
● AWARENESS RAISING	1,47 %
● HOUSING	0,53 %

## MORE AND MORE PARTNERS JOIN FORCES TO FURTHER THE “ROMA CAUSE”

Enterprises, members, donors and committed organisations are helping us to build a more just, multi-cultural and equal society. In 2014 we raised the percentage of revenues from private sources to 18% of the total. The Open Doors Day helped to increase our social base.

The commitment that private enterprise and organisations have with the Roma community is increasingly notably.



Support from **Obra Social “la Caixa”** has allowed us to reach 12,000 Roma, many of whom are children.



## THANK YOU FOR HELPING US TRANSFORM THE LIVES OF THOUSANDS OF ROMA

Forming part of the Fundación Secretariado Gitano as a member or donor means supporting the inclusion of thousands of Roma and thus contributing to the real transformation of society which benefits everyone.

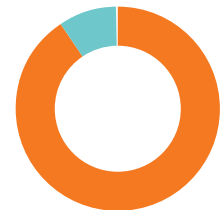
## STRATEGIC ALLIANCES

In light of its impact, special mention is made of the Social Work section of “la Caixa” which has touched over 12,000 Roma.

Fundación Accenture, Fundación Caja Sur, Fundación Gutiérrez Manrique, IberCaja Obra Social, Obra Social y Monte de Piedad de Madrid and Bankia are enabling us to improve the living standards of many people, including a large number of children.

### FUNDING SOURCES 2014

- PUBLIC FUNDING 82%
- PRIVATE FUNDING 18%







## DONATIONS WITH AN IMPACT

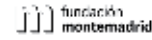
In 2014 we received a donation of 284 works (oil paintings, water colours, engravings and other graphic works) by Luis Sáez, a painter from Burgos, that will be used to award scholarships to Roma students. A donation that could change the lives of young Roma.



"I'm proud to know that with my small contribution I am helping to change the lives of many people"

ELVIRA ROBLES  
MEMBER OF THE FSG

## Strategic partners



## Collaborating enterprises



## Friend enterprises



## 14 AUTONOMOUS COMMUNITIES

## 56 WORK OFFICES

## 76 CITIES AND TOWNS

### ANDALUSIA

BUDGET: 3,972,754.90 €

PARTICIPANTS: 14,625

PROGRAMMES IMPLEMENTED: 31

### ARAGON

BUDGET: 573,228 €

PARTICIPANTS: 1,612

PROGRAMMES IMPLEMENTED: 10

### ASTURIAS

BUDGET: 806,640 €

PARTICIPANTS: 2,483

PROGRAMMES IMPLEMENTED: 25

### CANTABRIA

BUDGET: 211,404 €

PARTICIPANTS: 782

PROGRAMMES IMPLEMENTED: 4

### BASQUE COUNTRY

BUDGET: 361,381 €

PARTICIPANTS: 803

PROGRAMMES IMPLEMENTED: 7

### CASTILE-LA MANCHA

BUDGET: 1,018,853 €

PARTICIPANTS: 2,086

PROGRAMMES IMPLEMENTED: 14

### CATALONIA

BUDGET: 959,289 €

PARTICIPANTS: 2,277

PROGRAMMES IMPLEMENTED: 18

### CASTILE-LEON

BUDGET: 1,314,115 €

PARTICIPANTS: 3,229

PROGRAMMES IMPLEMENTED: 32

### GALICIA

BUDGET: 1,181,641.62 €

PARTICIPANTS: 2,101

PROGRAMMES IMPLEMENTED: 14

### VALENCIA REGION

BUDGET: 1,815,596.22 €

PARTICIPANTS: 7,000

PROGRAMMES IMPLEMENTED: 32

### MADRID

BUDGET: 1,475,301 €

PARTICIPANTS: 7,125

PROGRAMMES IMPLEMENTED: 24

### EXTREMADURA

BUDGET: 768,743.83 € €

PARTICIPANTS: 1,059

PROGRAMMES IMPLEMENTED: 8

### MURCIA

BUDGET: 629,978 €

PARTICIPANTS: 1,648

PROGRAMMES IMPLEMENTED: 12

### NAVARRRE

BUDGET: 436,125.54 €

PARTICIPANTS: 1,440

PROGRAMMES IMPLEMENTED: 9





For further information about what we accomplished in 2014 go to  
[www.fsg-informeanual.org](http://www.fsg-informeanual.org)  
[www.gitanos.org](http://www.gitanos.org)



TRANSFORM  
 PREJUDICE INTO  
 A NEW STORY

COLLABORATE WITH US



FOLLOW US ON:



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WITH THE COLLABORATION OF:

