



Annual Report 2019

Summary leaflet

The Fundación Secretariado Gitano

The Fundación Secretariado Gitano (FSG) is an intercultural social organisation that has been working for over 35 years for the advancement and equal opportunities of the Roma community in Spain and in the rest of Europe.

We are team of professionals who achieve results with an impact on the lives of more than 30,000 people

It delivers projects and services to reduce social inequalities and to defend the rights of Roma people, mainly in the fields of employment, education, health and housing. It also aims to promote more active policies for the social inclusion of the Roma population, to fight against discrimination and to guarantee equality.



“We deliver programmes and services to defend the rights of Roma people”.

We present the Annual Report 2019 featuring the most noteworthy results of our activities. We do this to share the impact of our work with the people who participate in our programmes, with the public administration, with organisations, companies, partners, volunteers, our team of professionals and all of the many people who support our mission.

Thank you for your confidence in us. It is what drives us and makes it possible for all of us together to build a society which tackles inequalities and protects rights, and in which the most disadvantaged social groups have opportunities for development.

Pedro Puente. President of the Fundación Secretariado Gitano



Our values:

Dignity:

We believe in the intrinsic value of human beings.

Social justice:

We believe in a society in which human rights are respected.

Equality

not only in legal or formal terms, but also in terms of opportunities.

Full citizenship

which allows Roma people to fully exercise their rights and duties.



Our goal is to be a driver of change promoting the full citizenship of Roma people: reducing inequalities and guaranteeing social progress, defending the rights and promoting the social participation of the Roma community. With our Strategic Plan 2017/2023 we build on our progress so far and open up new approaches along **four main lines of action:**



SOCIAL ADVANCEMENT



DEFENCE OF RIGHTS



PARTICIPATION



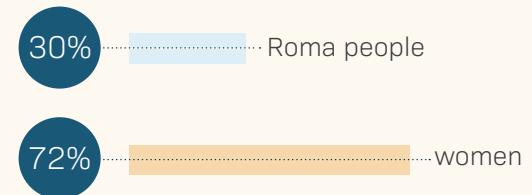
SUSTAINABILITY

The mission of the Fundación Secretariado Gitano is the comprehensive advancement of the Roma community based on respect for cultural identity. We seek equal opportunities, personal advancement and social change.

The Fundación Secretariado Gitano is made up of people, Roma and non-Roma, who are committed to the rights of the Roma community, to equal opportunities and to social transformation.

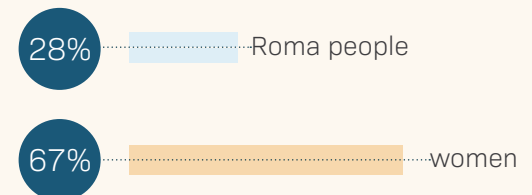
Staff members

872



Volunteers

355





Social advancement



Employment

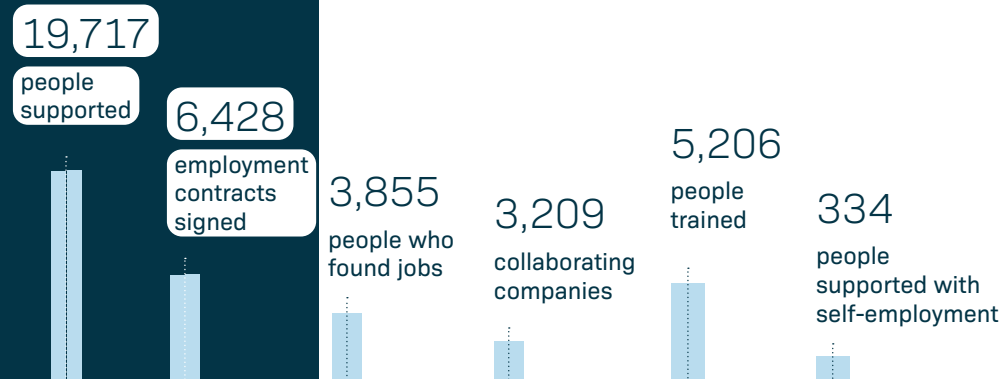
We advocate for the effective inclusion of the Roma community in the labour market as a pathway to social inclusion

Acceder, an effective programme and a landmark in the social and labour-market inclusion of Roma people

Our *Acceder* Programme includes a wide range of employment and training initiatives, adapting to the needs of the people we work with and to the opportunities found in the labour market.

The positive results of *Acceder* are the fruit of our emphasis on training and employment as a pathway to inclusion. We work in a personalised, holistic and multidimensional way, working within the participant's surroundings, their family context and the labour market to identify possible employment opportunities and partnerships.

We design individualised programmes which combine needs analysis, guidance, training and active jobsearch assistance to boost the participant's autonomy, employability and their access to the labour market, whether as an employee or through self-employment.



Results with impact in 2019



Acceder 2000-2019. Cumulative results






LEARNING BY DOING


Learning by Doing

is an *Acceder* dual training initiative, working with high-quality companies to boost the labour market inclusion of the young Roma people who need this assistance most.

KEYS TO SUCCESS

 Alternate training in theory and practice

+

 In a real working environment

+

 With the company's full involvement

Based on a training itinerary covering different working roles

Through innovation, quality, social commitment and competitive value, *Aprender Trabajando* achieves a, **rate of entry into the labour market of**

40%

Investing in Roma youth is investing in the future of families



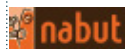
279 young participants

13 collaborating companies

33 young people who returned to secondary education

implemented in 13 locations

Companies providing entry to the labour market
"We generate protected employment opportunities to combat social exclusion"



NABUT
Cleaning services, laundry and retail. Navarra.

46 people hired



VEDELAR
Gardening and forestry work. Asturias.

12 people employed



ECOTUR
Auxiliary conference services. 10 locations.

More than 20 people hired



UZIPEN
Information, maintenance and cleaning services. Madrid.

35 people employed

We support innovative projects to provide solutions to new employment challenges



Employing Digital

is an innovative project created in collaboration with *Accenture Foundation* and the *Red Cross*, to increase the labour-market inclusion of Roma people through new methodologies and actions related to the digital labour market.



Awards for VET Excellence

from the *European Social Fund*, in the category "European Funding for Excellence"

3,894 people trained in the *Be Digital skill*

2,881 people took courses in the *Digital Classroom*



Course in *Fiber Optic Installation*



Training in *Software Programming in Java and JavaScript*

EDYTA brings technology to Roma women. In partnership with *Fundación Orange*, we work on digital skills as a tool to empower the most vulnerable Roma women.

90 women

6 EDYTA classrooms



Social advancement

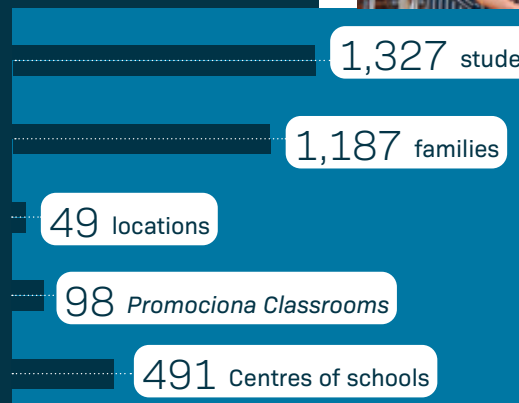


Education

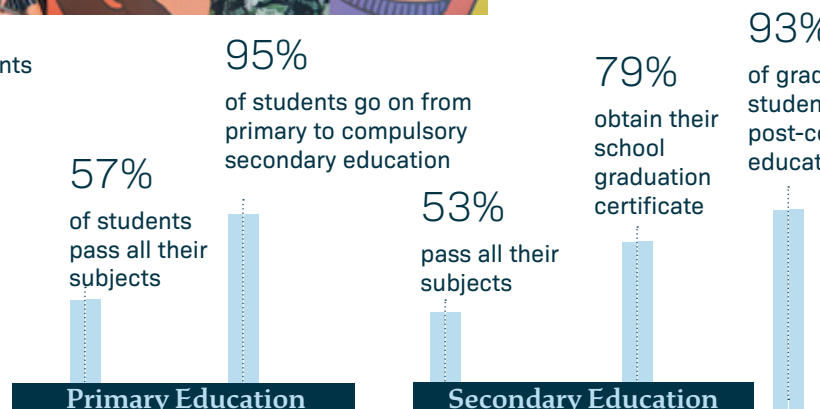
We work for the educational success of Roma students to give them a better future

The *Promociona* programme celebrates 10 years of operation, in which it has enabled increasing numbers of boys and girls to complete secondary education and carry on studying

The main thrust of *Promociona* es la **Individualised Educational Counselling** for students and their families, provided in partnership with centres of education. This is complemented by activities at group and community level, including **Promociona Classrooms**, which are spaces for academic support and reinforcement.



Promociona Data (2018-2019)



Results 2019

157 students graduate from Compulsory Secondary Education





With **PromocionaT** we support the schooling of Roma children in early childhood education, we combat absenteeism and early school dropout, and we foster the acquisition of skills across the curriculum.

1,469 participants in *PromocionaT*

1,032 in Primary Education

365 in Compulsory Secondary Education

43 in Early Childhood Education

29 in Basic-level Vocational Training



With the **Promociona+** programme we support Roma students to access, continue and complete post-compulsory education.

246 students in post-compulsory education

61 High School

103 Intermediate-level training courses

17 Advanced-level training courses

65 University studies (First degree, Post-graduate degree and PhD)



67% successfully complete a year of post-compulsory education

Scholarships and aid for students in post-compulsory education

30 Scholarships to study for the University Diploma in Social Intervention with the Roma Community, delivered by the Public University of Navarre in collaboration with the FSG.

5 Fundación Secretariado Gitano-Luis Sáez scholarships for Roma women studying at Postgraduate level. In collaboration with the FUESCYL, the Fundación Villalar and the DG for Women at the Regional Government of Castilla and Leon.





Social advancement



Fighting poverty and exclusion

We work with individuals and families to foster their social advancement

We fight against poverty and for social inclusion

We work with individuals and families to foster their social advancement and support them to actively exercise their citizenship, we offer services to meet their basic social needs and help them to develop healthy lifestyles.

We work with the Roma people who are most in need

We support the Roma families in the most-disadvantaged social and economic situations, addressing their basic needs in partnership with public entities.



We fight child poverty, working with *CaixaProinfancia* to break the cycle of generational transmission of poverty and enable access to high-quality socio-educational opportunities.

6,007 people's basic needs addressed

2,557 children and their families



We accompany and guide families to access decent, inclusive housing. We foster health promotion for Roma individuals and families

250 families receive support with housing

1,176 participants in health activities



We work with Roma women to achieve equal opportunities



We encourage the social inclusion of Roma women and we support their empowerment so that they can play an active role in society. We promote gender equality in the Roma community in order to increase opportunities for both men and women.

1,305 women on social and pre-employment programmes

2,208 women and 1,091 men involved in activities to raise awareness of gender issues





Defence of rights



Equality and non-discrimination



We combat discrimination and antigypsyism

We support and counsel victims of discrimination and hate crime, including assistance offered in court.

We coordinate the Assistance and Counselling Service for Victims of Racial or Ethnic Discrimination offered by 7 other organisations: ACCEM, CEAR, the Spanish Red Cross, the Fundación Cepaim, MCI, MPDL y the Acoge Network. In 2019 the Service recorded 709 cases of discrimination based on racial or ethnic origin.

We have trained **5,373** agents in the fight against discrimination



We collaborate with Facebook, Twitter and Google as a "Trusted flagger" to report hate speech



Calí. For the equality of Roma women

We promote the equality of women and combat discrimination against Roma people.



28 cities where the *Calí* programme operates

30 professional women (25 Roma) make up the team

513 victims of discrimination supported

950 Roma women and **456** Roma men took part in awareness-raising activities



Press conference for the case we won in 2019 relating to the illegal demolition of a house in La Cañada Real, Madrid

We defend victims in court

Strategic litigation is important for the defence of rights and the protection of victims of discrimination.

20 examples of strategic litigation in cases of discrimination and antigypsyism

We present our 15th Annual Report on Discrimination and the Roma Community

334 victims identified (40% more than in the previous annual report)



SOCIAL ADVANCEMENT

Employment

Education

In numbers

30,938
beneficiaries*

130,258 participants*

587 programmes

27,425.186€
volume of activity

872 professionals
in our team

72% women

30% Roma people

73 OFFICES

83 LOCATIONS

14 REGIONS

* We draw a distinction between individuals who benefit from our actions or programmes (beneficiaries) and the total number of times they take part in them (participants), bearing in mind that the total assistance a person requires may lead him/her to take part in activities in several different areas of our work, such as employment, education and housing. Data on the people we reach through our awareness-raising activities are not included in these figures.



19,717
people supported

3,855



people who accessed
employment

6,428
employment
contracts



40%

of employment rate achieved
in *Aprender Trabajando*



5,206
people trained



3,894
people trained in the
Be Digital skill

2,881
people took
courses in the
Digital Classroom



1,300
graduates from
compulsory secondary
education (2009-2019)

157

graduated from compulsory
secondary education
(school year 2018-2019)

1,327

Promociona students

1,187

beneficiary families

491
schools



Poverty and social exclusion



6,007
people received
basic assistance

1,305
women on socioal
and pre-employment
programmes



2,557
children and their
families assisted

DEFENCE OF RIGHTS

Advocacy and influence in Europe

- We perform political advocacy to defend the rights of Roma people, in Spanish institutions, the European Union and international organisations.



- We present proposals to political parties for inclusion in General Election manifestos.
- We coordinate the EURoma (European Network on Roma Inclusion under ESI funds).

- We are members of two European Commission Advisory Groups.

Equality and non-discrimination

5,373

professionals trained



20

examples of strategic litigation in cases of discrimination and antigypsyism

513

victims of discrimination assisted



950 and 456

women and men participated in awareness-raising activities

Awareness-raising



270,000

unique visitors to the website



Awareness-raising Campaign
El Pupitre Gitano
(The Roma School Desk)



64,000

followers on Twitter and Facebook

PARTICIPATION

We encourage interculturality and we promote it through our organisational model

355
volunteers

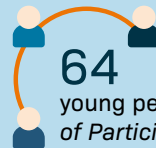
women 69.58%

Roma people 28.45%

We held the second meeting of *Diálogos por la Interculturalidad* (Dialogues for Interculturality)

Diálogos por la
interculturalidad

We promote the participation of Roma people



64

young people make up the *Network of Participation Facilitators*

944 participants



We published the Comparative Study on the situation of Roma people in relation to employment and poverty

SUSTAINABILITY

Ethical and transparent management

Strategic alliances



More than 3,000
collaborating companies



collaborating partners

Expenditure by work area

60.07% Employment

20.12% Education

0.32% Housing

3.01% Equality

14.45% Social inclusion

0.97% Awareness-raising

1.07% International

92.86 %
programme costs

7.14 % administrative costs

Sources of funding

European 39.97%

National 13.25%

Regional 19.52%
(autonomous communities)

Local 9.40%

Private and own funds 17.8 %

"Our accounts are audited and we hold accreditations for quality, transparency and best practice".



Defence of Rights



Advocacy and influence

We advocate to defend the rights of Roma people

Spanish institutions

- » Proposal for a Comprehensive Law of Equal Treatment and Anti-Discrimination.
- » Educational reform.
- » National Strategy for the Inclusion of the Roma Population.
- » Strategies at regional level.
- » European Semester.
- » National Strategy to Prevent and Combat Poverty and Social Exclusion.
- » Presentation of proposals to political parties for inclusion in General Election manifestos.

European Union

- » European elections (May 2019) with proposals to political parties and follow-up.
- » Regulations on European Structural and Investment Funds (ESI Funds 2021-2027).
- » European Framework for National Strategies for the equality and inclusion of the Roma population post-2020.
- » Youth Guarantee and Child Guarantee.
- » Fighting for equal treatment and against discrimination, hate speech and hate crimes.

International organisations

- » The United Nations Committee on Economic, Social and Cultural Rights (CESCR).
- » The United Nations Committee on the Rights of the Child (CRC).
- » The European Commission against Racism and Intolerance (ECRI) at the Council of Europe.
- » The United Nations 2030 Agenda of Sustainable Development Goals.
- » The United Nations Human Rights Council's Universal Periodic Review (UPR).

We work in partnership

- » We lead the European Network on Roma Inclusion under ESI funds, with the participation of 15 countries and the European Commission.
- » We collaborate with various European institutions and organisations, among them the European Parliament, the European Commission (DG Justice, DG Employment, DG Regional Policy), the European Economic and Social Committee and the EU Fundamental Rights Agency (FRA).
- » We form part of two Advisory Groups at the European Commission.
- » We participate in the European Platform for the Inclusion of Roma.
- » We co-organise "Roma Week" at the European Parliament along with various members of the European Parliament, European institutions and civil society organisations.
- » We participate in the EU High Level Group to combat racism, xenophobia and other forms of intolerance.
- » We cooperate with international organisations such as the United Nations.
- » We are part of the coordinating team for the European Roma Civil Monitoring Project to train NGOs in 27 countries to monitor implementation of the National Strategies for the Inclusion of the Roma Population.
- » We advise the EAPN in Portugal on the launching of an employment programme for the Roma population, modelled on our programme *Acceder*.



At national level, we serve on the following Councils: the State Council of the Roma People; the State Council of NGOs for Social Action; the Council for the Elimination of Discrimination based on Racial or Ethnic Origin; the Monitoring Committee for POISES (the Operational Programme on Social Inclusion and Social Economy); the Monitoring Committee for POEJ (the Operational Programme on Youth Employment); the Network for Social Inclusion in Spain; the Council for Youth in Spain.

We also participate in the following Platforms and Networks: EAPN-ES; PTS (Third Sector Platform); POAS (Platform of NGOs for Social Action); POI (Childhood Platform); PVE (Platform of Volunteers in Spain); AEF (Spanish Association of Foundations); Group of Private Operators on the Operational Programme, FIARE- Banca Ètica; the DESC (Economic, Social and Cultural Rights) Platform; Futuro en Comùn (FeC).



Defence of Rights



Awareness-raising



200,000 Unique visitors to our website



10,000 Subscriptions to our electronic newsletter



64,000 Followers on Social Networks

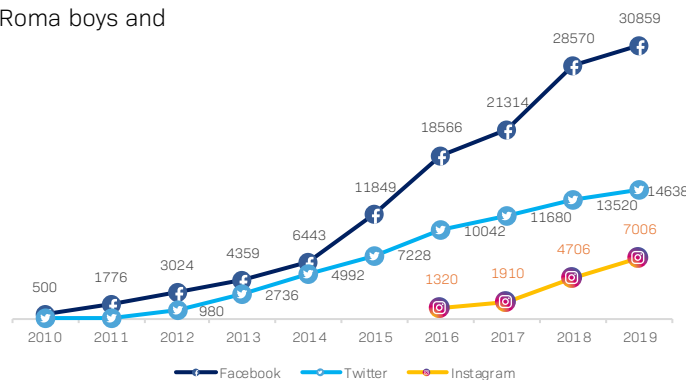
We work to improve the social image of the Roma community

With the awareness-raising campaign *The Roma school desk (#El Pupitre Gitano)* we sensitise society and we demand from the public authorities an emergency plan to combat school dropout, as six out of ten Roma girls and boys abandon their studies before completing Compulsory Secondary Education.

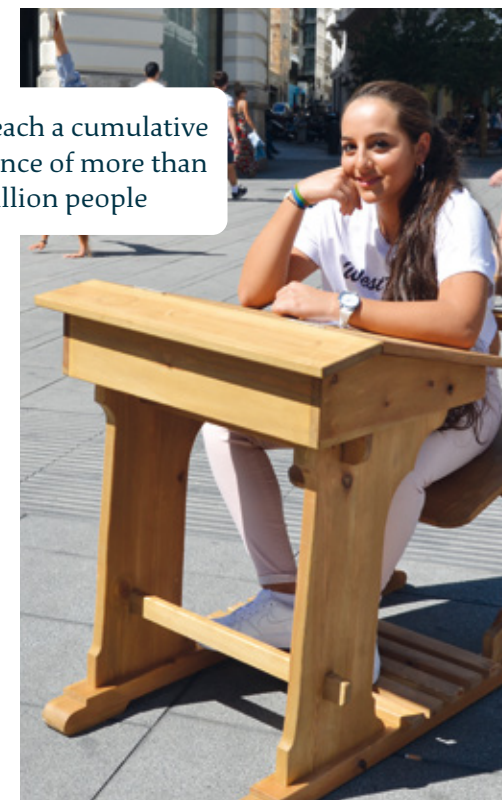


We launch campaigns with political and social impact

#El PupitreGitano shows the barriers facing Roma boys and girls on their educational journeys.



We reach a cumulative audience of more than 88 million people



We collaborate with the media to improve public knowledge of the Roma community and to offer a more realistic, diverse image.





Participation



Participation

We promote participatory citizenship, particularly for young Roma people, so that their interests and proposals are heard by institutions and their presence increases in spaces of leadership and citizen participation

63 young male and female Roma role models make up the *Network of facilitators of participation*

46 actions

944 participants



In Barcelona we held the second meeting of *Diálogos por la Interculturalidad* (Dialogues for Interculturality)

a space for debate and reflection, to recognise dialogue and cultural diversity as an element of development.



The GPG (Roma Participation Group) and the GMG (Roma Women's Group)

are internal advisory groups which work to boost the participation of the Roma people who form part of the organisation and advise on equal opportunities issues.

50 participants

Our volunteers: a driving force contributing to improving the lives of Roma people

We seek a more active role for volunteers, aiming to channel their ideas as full participants in the activities they take part in.

355 volunteers





Corporate alliances and social support

We work with companies to build a fairer, more egalitarian society

At the Fundación Secretariado Gitano we believe that companies are key agents of social transformation, capable of bringing about real change in the lives of thousands of Roma people.

Every year we form alliances with thousands of companies which collaborate with us by contributing resources, knowledge and experience, aiming at long-term involvement to ensure genuine change.

Examples of our alliances are those with Fundación Bancaria “la Caixa”, with its firm ongoing dedication to the fight against poverty and social exclusion; with Fundación Accenture, committed to social innovation as applied to our employment programmes; and with Fundación Orange, which since 2017 has shown a firm commitment to supporting digital training and the employability of women in vulnerable situations.

More than 3,200 companies collaborate on our employment and education programmes and our programmes to combat poverty



However, they are not our only strategic allies. Fundación Mapfre, Fundación Telefónica, Fundación Repsol, Coca-Cola, the US Embassy, Santander Bank and Fundación Santa María-Ediciones SM are also making a difference to the lives of many Roma people.



Strategic Company Allies



Collaborating Companies



See the total list of partner companies at <http://www.gitanos.org/informeannual/>



Corporate alliances and social support

The commitment of our members, the success of thousands of Roma people

Girls and boys who manage to overcome the barriers, complete Secondary Education and go on to post-compulsory education. Young people who decide to get training to gain access to decent employment. Roma women who didn't have the opportunity to study in their youth but don't want to be left behind, who take up digital training. Thousands of Roma people in vulnerable situations who through their own efforts manage to reach their goals.

Our work translates into the success of thousands of Roma people every year. Success which would not be possible without the commitment and collaboration of our members **Thank you!**



For 2020 we have a challenge: we want to continue broadening our social base. We want more and more people to join the Fundación Secretariado Gitano to achieve equality and to transform the future of many Roma families

"I have been a member of the Fundación Secretariado Gitano for more than five years because I believe in their work and because I want to do my bit to fight against discrimination and for equal opportunities for Roma people".

Elvira Robles. Volunteer and member.



Quality and transparency, our hallmarks

The Fundación Secretariado Gitano's annual accounts, comprising the balance sheet at 31 December 2019, the income statement and the report for the tax year ending on that date, are audited by EY, formerly Ernst & Young.

We have received accreditations for quality, transparency and best practice.



39.6% of our funding comes from Operational Programmes of the European Social Fund.

12.6% of our funding comes from 'Activities of Interest to Society' option on the annual Tax Declaration.

17.87% of our income stems from the support of organisations, companies and members.

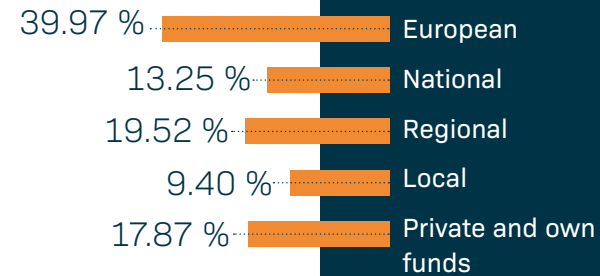


The complete audit report on our annual accounts issued by EY is available along with all other financial information at:

https://www.gitanos.org/quienes_somos/financiacion_transparencia.html.es

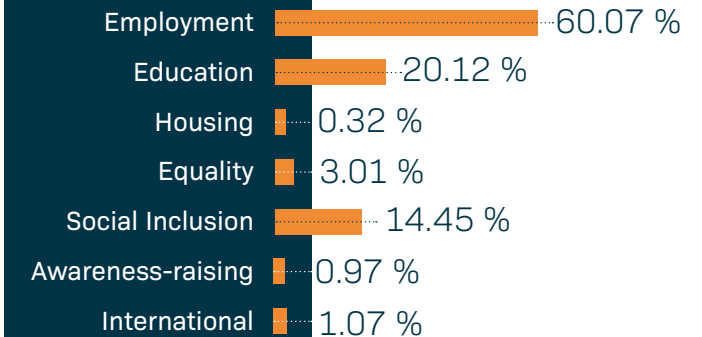
Volume of activity 2019
27,425,186€

Sources of funding

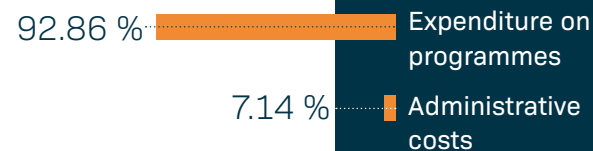


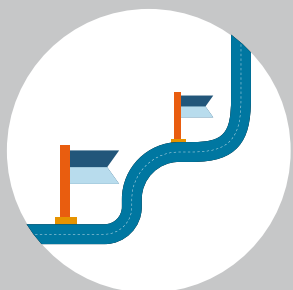
We manage the funding we receive in an ethical, transparent and efficient manner

Expenditure by work area



Expenditure for the financial year





Milestones in 2019

We work with honesty and good results so that our society can become fairer, more egalitarian and more cohesive



We recognised the commitment and effort of people and organisations who do outstanding work in the defence and support of the Roma community with the Fundación Secretariado Gitano Awards



We carried out the “Comparative study on the situation of the Roma population in Spain in relation to employment and poverty” in order to have objective and comparable data about the situation of severe inequality affecting Roma people and to guide political responses



We received awards and recognition for our work



Empleando Digital received the prestigious Award for VET Excellence from the European Social Fund in the category 'European Funding for Excellence'.

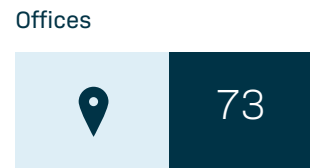


Geographical network



Offices

Cities and towns where we work



ANDALUSIA
Budget: 4,281,730€
Participants: 6,681

ARAGON
Budget: 811,060€
Participants: 1,133

CASTILE-LA MANCHA
Budget: 1,656,555€
Participants: 1,962

CASTILE AND LEON
Budget: 1,676,271€
Participants: 3,670

CANTABRIA
Budget: 293,087€
Participants: 1,450

CATALONIA
Budget: 1,203,816€
Participants: 919

COMMUNITY OF MADRID
Budget: 2,136,702€
Participants: 2,750

COMMUNITY OF VALENCIA
Budget: 3,025,798€
Participants: 7,198

EXTREMADURA
Budget: 932,960€
Participants: 2,063

GALICIA
Budget: 1,629,514€
Participants: 2,602

NAVARRRE
Budget: 822,646€
Participants: 2,309

BASQUE COUNTRY
Budget: 503,292€
Participants: 915

PRINCIPALITY OF ASTURIAS
Budget: 1,110,681€
Participants: 2,239

REGION OF MURCIA
Budget: 1,389,390€
Participants: 3,390



IF YOU WANT TO KNOW EVERYTHING
WE'VE ACCOMPLISHED IN 2019, VISIT:



www.gitanos.org/informeanual/
#InformeAnualFSG
#AnuualReportFSG



FOLLOW US ON:



© Fundación Secretariado Gitano, June 2020
Head Office: c/ Ahijones s/n, 28018 Madrid. Spain
Telephone: +34 91 422 09 60 Email: fsg@gitanos.org
www.gitanos.org
@gitanos_org
@gitanos_org_INT

WITH THE COLLABORATION OF:

