



# ANNUAL REPORT 2010

Fundación Secretariado **Gitano**

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JUNE, 2011.

WITH THE CONTRIBUTION OF:



✓ FOR SOLIDARITY  
OTROS FINES DE INTERÉS SOCIAL



**European Union**  
**European Social Fund**  
Investing in jobs and skills

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# FSG ANNUAL REPORT 2010

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*The impact of the crisis is more noticeable amongst more vulnerable groups, due not only to the serious loss of resources and opportunities that it entails, but also – and a clear example of which could be seen in France in the summer - to the prompt search for scapegoats to blame for all social ills.*

For another year, the economic crisis has hit the world hard, and with particular virulence in countries such as Spain, in which a significant indicator such as the unemployment rate already exceeded 20% by the end of 2010. The impact of the crisis, as is well known, is especially noticeable amongst more vulnerable groups, including the Roma population, due not only to the serious loss of resources and opportunities it entails, but also - a clear example of which in France - to the prompt search for scapegoats whom racists and populists blame all social ills.

However, against this sombre backdrop, we need to acknowledge that 2010 was a year of some important milestones for the Third Sector and for the Roma community. It was designated as the European Year for Combating Poverty and Social Exclusion and it was the year of the adoption of European 2020 Strategy, which has a clear potential to advance the social inclusion of the Roma population. 2010 was the year of the second European Summit on Roma Population, held in Córdoba under Spanish Presidency of the EU and, consequently, a year of an important Trio Presidency Declaration, both sow the seeds of future proposals. Hence 2010 was certainly a year of change in tendencies on the EU political agenda.

A large proportion of the proposals and strategies indicated in these communications and meetings unfailingly involve two key areas - education and employment - and, with regard to the Roma population, another one: the eradication of slum settlements and sub-standard housing. It is no accident that these three aspects constitute the priorities of the *FSG Strategic Plan for 2009-2013*.

Both employment - with another successful year for the *Acceder* programme, with a 4% increase of new job contracts with respect to the previous year - and education thus feature strongly in this FSG Annual Report. Education is also of special relevance because 2010 saw the launch of the Foundation's new awareness-raising campaign, "Roma with an education, Roma with a future", the star of which, the Photo-Van, delivers a clear message to Roma students and their families: "Whatever your dream may be, finish secondary school". 2010 is also the year of consolidation of the *Promociona* programme, an initiative launched in 2009 with the aim of reducing early school leaving and fostering educational success. The program is fast growing nationwide every day.

This new 2010 Report, with an updated design and some novelties in its format, takes account of actions related not only to employment, education and housing, but also to health, equality, culture, communication and many other fields reflecting the integrated approach taken by the Foundation. Amongst other changes, we would point to the consolidation of the old territorial editions into one national report and the progressive use of the unlimited capacity of the Internet to include complementary content while maintaining a more manageable format for the printed edition.

In this Report we place special emphasis on the Foundation's results and progress through programmes developed with the aim of demonstrating our will for transparency and our commitment to the principles and values that guide our activities. This is also an opportunity to showcase, with text and images, the work carried out by the Foundation's staff.

**PEDRO PUENTE.**  
PRESIDENT OF THE FUNDACIÓN  
SECRETARIADO GITANO.

The Fundación Secretariado Gitano is a non-profit intercultural social organisation which provides services for the development of the Roma community throughout all of Spain and at European level as well. It commenced its activities in the 1960's, although it was not until 1982 that it was legally constituted.

# FUNDACION SE FOR COMPREH OF THE ROMA C



## VISION



The Fundación Secretariado Gitano aspires to contribute to the building of a cohesive and intercultural society where Roma freely and fully exercise their citizenship.

## MISSION



The mission of the Fundación Secretariado Gitano is the integral advancement of the Roma community based on respect and support for their cultural identity.

## VALUES



### HUMAN DIGNITY

Defending the human rights and supporting the development and advancement of all people, while respecting their personal decisions always.

## PRINCIPLES



### TRANSPARENCY

The FSG publicises its actions making their results, economic resources used and work processes available to the general public. It also makes the decisions and procedures giving rise to these initiatives public.

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# SECRETARIADO GITANO COMPREHENSIVE PROMOTION COMMUNITY

The purpose of this mission is to support access of Roma persons to rights, services and social resources on an equal footing with all other citizens. To that end, the FSG implements a broad range of actions which contribute to achieving full citizenship for Roma, improving living standards, promoting equal treatment and preventing all forms of discrimination and also to promoting the recognition of the Roma community's cultural identity. Our society's diversity makes interculturality increasingly relevant which is why we must successfully project the intercultural nature of our organisation as a sign of our identity and as an example for the society at large.

Our long working track-record and acquired knowledge, the growing diversity of our society and the increasing presence of Roma in areas of co-existence between different cultures all contribute to the importance of extending and culminating our mission in the promotion of intercultural co-existence in contexts of diversity thus opening the door to work with other minorities and disadvantaged people.

## JUSTICE

Supporting the guarantee of people's fundamental rights as well as the cultural rights of the Roma community.

## SOLIDARITY

Promoting the conditions needed to forge a society where socio-economic inequalities are minimized and where the most underprivileged people receive the support and resources needed to palliate their disadvantages.

## INTERCULTURALITY

Supporting and fostering a harmonic and plural society where all people have their place regardless of their culture or ethnic group, where development and opportunities are promoted for all cultural groups and where belonging to a particular cultural or ethnic group does not entail disadvantages but is rather looked upon as an added value and richness for citizens as a whole.

## OPENNESS AND INNOVATION

The FSG works with an open spirit remaining ever aware of the needs, demands and possible responses to the problems facing the Roma community. It likewise promotes ongoing innovation in the development of its activities and the regular evaluation of its actions with a view to constant improvement.

## EFFICIENCY

The FSG promotes the investment and suitable use of the funds and resources made available to it, always seeking their best use and the proper balance between funds invested and results obtained.

## PARTICIPATION

The FSG encourages the engagement and active participation of its members (Board of Trustees, professionals, associated persons and institutions) in its initiatives.

## COOPERATION

The FSG always seeks the loyal collaboration of different types of institutions and organisations with which it shares common objectives and aims.

## PROFESSIONALISM

The FSG makes an effort to carry out its actions and programs using the best means, tools and professionals suited to the objectives sought.

## FOCUS ON BENEFICIARIES

The services rendered by the FSG are always focused on the needs and demands of the beneficiaries of its actions.

# ELEVEN GOALS, ONE STRATEGY

1

Focus our activity around projects and services that will have a high impact on equal opportunity and which can achieve significant results by 2013, especially in the areas of employment, education and housing.

2

Play a bigger role in the defence of rights and the advancement of equal treatment of the Roma community.

3

Consolidate the FSG as a model organisation when it comes to communication in the design of equality and inclusion policies at local, regional and national level.

4

Reinforce international activity and consolidate the FSG as a relevant player at European level.

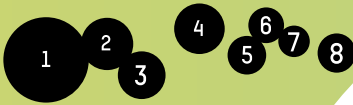
5

Consolidate the regional and local implementation of the FSG in the territories where it is present while maintaining a consistent focus at national level.

6

Broaden the social base of the FSG and its social influence.

## EIGHT LINES OF ACTION



Programmes and services to improve living standards and boost equal opportunities

Combating discrimination and defending rights

International dimension

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WHO WE ARE

OUR 2009 - 2013 STRATEGIC PLAN REFLECTS THE DECISION TO BASE DEVELOPMENT OF THE FOUNDATION ON THE IDEA OF WORKING FOR REAL EQUALITY OF RIGHTS AND OPPORTUNITIES AND THE ERADICATION OF DISCRIMINATION

WE AT THE FSG BELIEVE THAT IF WE INTEND TO CONTINUE PERFORMING COMPREHENSIVE ACTIONS WE MUST TREAT CULTURAL DIVERSITY AS A COMPLEX PHENOMENON WITH NUMEROUS FACETS WHICH WE MUST LEARN TO MANAGE IN ORDER TO CONTRIBUTE TO A MORE COHESIVE SOCIETY

HERE AT THE FUNDACIÓN SECRETARIADO GITANO WE AIM TO CONTRIBUTE TO THE CONSTRUCTION OF A COHESIVE INTERCULTURAL SOCIETY WHERE ROMA PEOPLE CAN EXERCISE THEIR CITIZENSHIP FREELY AND FULLY

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7

Increase the relative importance of advancing Roma culture in among our activities.

8

Broaden the scope of our work with other minorities and disadvantaged groups in order to achieve an impact on culturally diverse environments and to eventually turn this integrated way of working into an intervention model characterising our organisation.

9

Develop intercultural teams of professionals with a high level of satisfaction and skills who are engaged and in line with the FSG's mission and values.

10

Maintain and enhance the quality of services and programmes such that they better adapt to the needs of their target populations and have a greater impact on their standard of living.

11

Consolidate the FSG as an economically viable and efficient organisation with more diverse and stable sources of funding.

**Influence policies and society**

**Delve deeper into interculturalism, work on diversity**

**Promotion of culture and social participation**

**Organisational development**

**Economic sustainability**

INTERCULTURALITY, PROMOTION OF EQUALITY, SENSITIVITY TO CULTURE AND QUALITY WORK ARE ALL PART OF OUR VISION, VALUES AND PRINCIPLES AND WE WANT THESE TO BE THE CHARACTERISTICS FOR WHICH WE ARE KNOWN BY OTHER SOCIAL INSTITUTIONS, PUBLIC AUTHORITIES, OUR FUNDERS AND THE PEOPLE WITH WHOM WE WORK

# BOARD OF TRUSTEES

The governing body of the FSG is the Board of Trustees, currently composed of 16 people, one more than in 2009 thanks to the addition of new Board member Carmen Santiago Reyes, a Roma lawyer.

Half the Board's members are of Roma origin, four from different levels of the public administration and the remaining four from other important fields such as the university, mass media, Church and the banking sector institutions. It also has an Honorary President and a Secretary with no executive powers.

The Board's role is to define the FSG's action priorities, to make sure that its aims are properly met, to manage resources

and pass the budgets and accounts corresponding to each fiscal period.

The Board held two plenary sessions in 2010, on 2nd June and 21st December. The Standing Committee (composed of the President, Vice-president, Secretary and General Director) held monitoring meetings on 17th February, 6th May and 25th October.

The Foundation's Board of Trustees is very active and highly involved in the activities of the FSG. In 2010, for example, it played an active part in the development of the awareness-raising campaign and was closely involved in questions of equal treatment, amongst other matters.



**Pedro Puente Fernández**  
*President*



**Bartolomé Jiménez Gracia**  
*Vice-president*



**Juan Antonio Santiago Amador**  
*Member*



**Antonio Vega Vega**  
*Member*



**Emilio Rosillo Salazar**  
*Member*



**Jorge Ribota Rogero**  
*Member*



**Pilar Heras Hernández**  
*Member*



**Rosalía Guntín Ubierno**  
*Member*



**Françesc Rodríguez i Burch**  
*Member*



**Jesús Loza Aguirre**  
*Member*



**José Sánchez González**  
*Member*



**Julián del Olmo García**  
*Member*



**Antonio Soto Peña**  
*Member*



**Fernando Rey Martínez**  
*Member*



**Carmen Santiago Reyes**  
*Member*



**Valentín Suárez Saavedra**  
*Secretary*



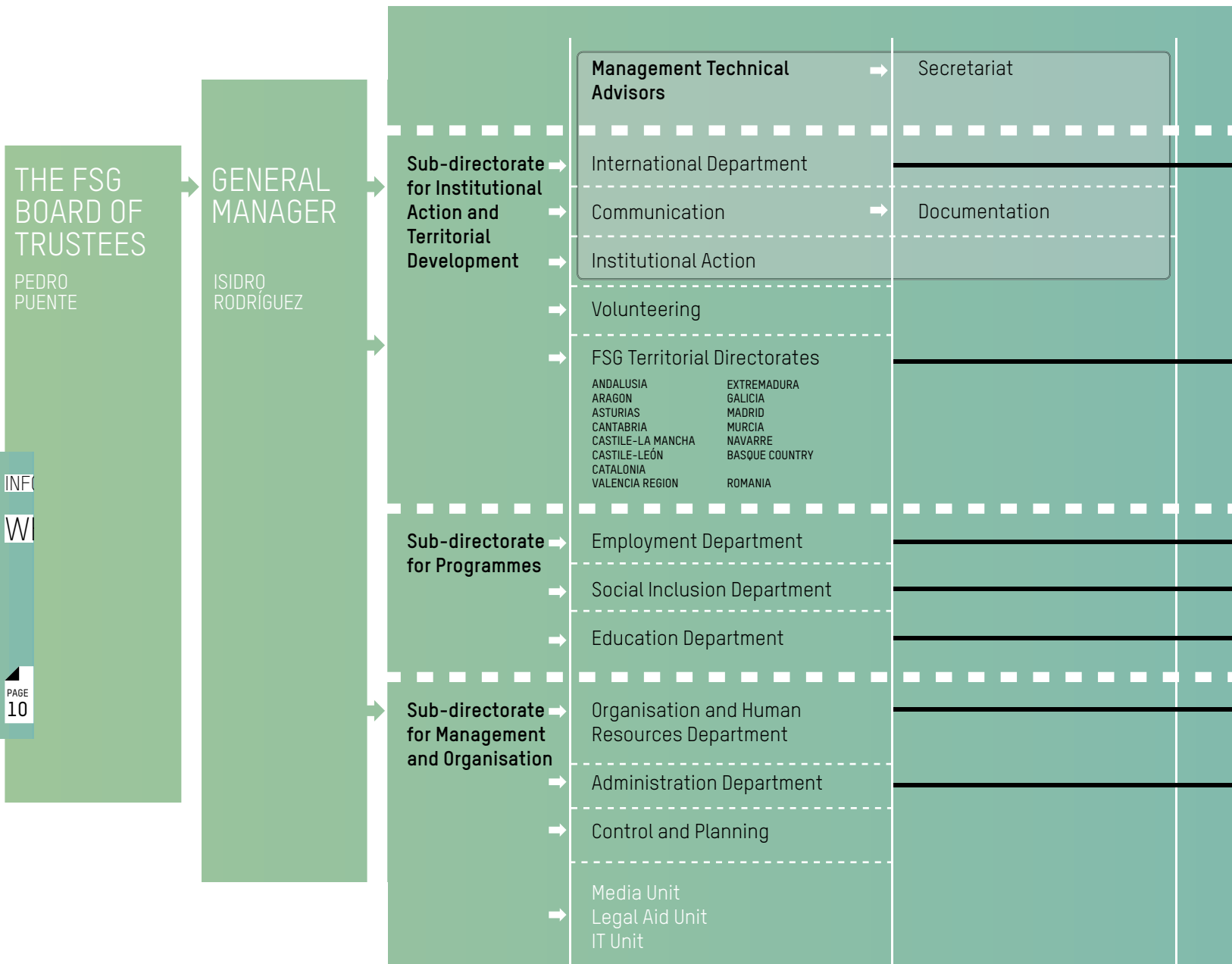
**Álvaro Gil-Robles y Gil-Delgado**  
*Honorary President*



# ORGANISATIONAL STRUCTURE

The year 2010 saw changes in our organisational structure. After a process of internal debate on what would be the best response to new circumstances, the Board approved the proposal for a new organisational structure at its meeting on 2nd June.

The most significant changes are the creation of a new Sub-directorate for Institutional Action and Territorial Development to which the Management Technical Advisors and Territorial Directorates now report. Furthermore, the Programmes Sub-directorate has been structured into three Departments (Employment, Education and Social Inclusion) in order to strengthen the action line involving education, that was previously included in the Social Action Department.



# MANAGEMENT TEAM



**GENERAL MANAGER**  
ISIDRO RODRÍGUEZ



**CENTRAL OFFICE MANAGEMENT TEAM**

DEPUTY-DIRECTOR FOR INSTITUTIONAL ACTION AND TERRITORIAL DEVELOPMENT . HUMBERTO GARCÍA  
INTERNATIONAL. CAROLINA FERNÁNDEZ

**TERRITORIAL DIRECTORS**  
ANDALUSIA. JUAN REYES  
ARAGON. ISABEL JIMÉNEZ  
ASTURIAS. VÍCTOR GARCÍA  
CASTILE-LA MANCHA . CARLOS RUIZ  
CASTILE-LEÓN. MAR FRESNO  
CATALONIA. CARMEN MÉNDEZ

VALENCIA REGION. LOLA FERNÁNDEZ  
EXTREMADURA. MAYTE SUÁREZ  
GALICIA. SANTIAGO GONZÁLEZ  
MADRID. EDUARDO CONEJO  
MURCIA. JESÚS SALMERÓN  
NAVARRA. INÉS GARCÍA  
ROMANIA. BELÉN SÁNCHEZ-RUBIO

DEPUTY-DIRECTOR FOR PROGRAMMES . JOSÉ SÁNCHEZ

EMPLOYMENT. ARANTZA FERNÁNDEZ

SOCIAL INCLUSION. MAITE ANDRÉS

EDUCATION. MÓNICA CHAMORRO

DEPUTY-DIRECTOR FOR MANAGEMENT AND ORGANISATION. CARLOS CUIEL

HUMAN RESOURCES. BEGOÑA NAVARRO

ADMINISTRATION. ISABEL RUEDA

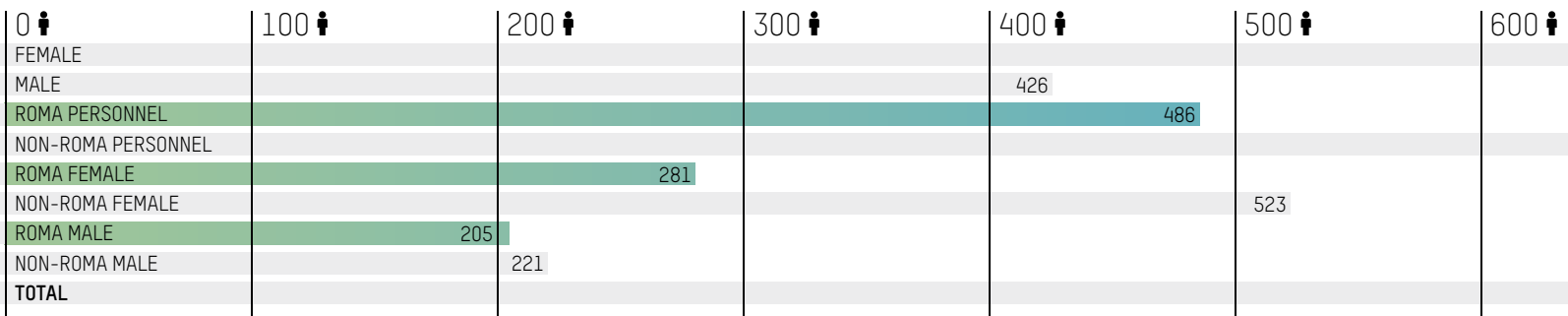
# INTERCULTURALITY, THE IDENTIFY FEATURE OF OUR STAFF

The people: contracted personnel, educational trainees, service providers, volunteers, ... all of these form the pillars on which the Fundación Secretariado Gitano rests. Without them - without their daily work, their motivation and strength - the activity of the FSG, the programmes and projects described in the following pages, would never have seen the light of day. Without them, the achievements of the FSG would not be the same.

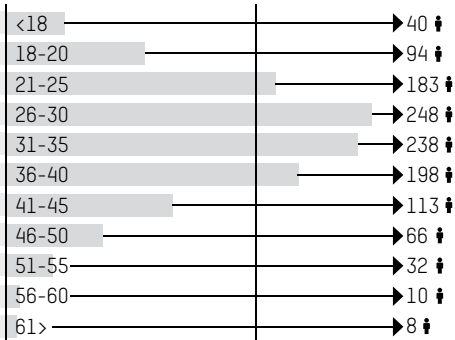
## STAFF

ROMA PERSONNEL

NON-ROMA PERSONNEL



## AGE OF PERSONNEL



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## WHO WE ARE

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ANDALUSIA	MARTA AGUILAR PEREZ • JENNIFER ALVAREZ ROBLES • LUISA MARIA NUÑEZ HERNANDEZ • MARIN ANTONOV POPOV • ESTEFANIA GABRIELLI • JESSICA BALDOMERO HEREDIA • ROCIO BECERRA MARQUEZ • MANUELA MONTOYA CORTES • RICARDO BREA ZAPATA • SARAI ORTEGA CORDOBA • ALVARO CIVICO FERRAYOLI • LIDIA BUDZISZENSKA • EVA CORDERO ESCAMILLA • M <sup>a</sup> CARMEN CORTES AMADOR • JOSE CORTES CARMONA • ANA ESTEVAN PUERTOLAS • FRANCISCO JOSE FERNANDEZ VILLEGAS • ISABEL SANTIAGO SANTIAGO • M <sup>a</sup> DEL ROSARIO ARANDA IMEDIO • M <sup>a</sup> ANGELES FERNANDEZ MARTIN • MELCHOR MORENO HERNANDEZ • M <sup>a</sup> LUISA LOSADA PORRAS • MARIA CORTES CORTES • JUAN JOSE FLORES MENDOZA • JUAN IGNACIO VEGA FERNANDEZ • DEBORAH GARCIA MONTOYA • DIEGO GARCIA MARTIN • ANA GARRIDO MARQUEZ • CRISTINA GINA VASILESCU • TRINIDAD CAMACHO MORENO • VERONICA AMADOR CARMONA • M <sup>a</sup> JOSE MORALES GUTIERREZ • ANTONIO CARRASCO VARGAS • ANDRES JIMENEZ VARGAS • ANDREA LIPRETTI • ANA VICTORIA VARGAS AMADOR • YESICA LOPEZ FRESNEDA • BELINDA LUPE CRESPO • INMACULADA MAQUEDA LAGO • IVAN MEDINA GARCIA • CATALINA SUAREZ HIPOLITO • JUAN ANTONIO SANTIAGO CORTES • ALMUDENA MONGE JUNQUERA • JUAN JOSE MORENO GOMEZ • MANUELA MORENO MORENO • FRANCISCO MANUEL NUÑEZ MOLINA • FRANCISCA SANTIAGO SANTIAGO • AMELIA PEDREGAL HUELVES • CRISTOBAL QUINTANA RICO • ANTONIA REYES RODRIGUEZ • VICTOR RINCON MAGAÑA • JOSE 2 RODRIGUEZ RODRIGUEZ • BEATRIZ RODRIGUEZ ABOLLADO • FRANCISCO JAVIER ROMERO CASTILLA • M <sup>a</sup> DOLORES ROMERO JIMENEZ • SANDRA VIGUIN FERNANDEZ • DAVID SANTIAGO FERNANDEZ • ANA VICEIRA AVILA • MARIA JOSE MORENO FERNANDEZ • PABLO MATZURANIS • MARINA LOZANO RAMIREZ • BEATRIZ RUZ GONZALEZ • JUAN UTRERA FERNANDEZ • FRANCISCO IGNACIO VILCHEZ LOPEZ • FRANCISCO IGNACIO VILCHEZ LOPEZ • FRANCISCA CARRILLO OJEL-JARAMILLO • JUAN MORENO CORTES • CARMEN CASTILLO MARTIN • CARMEN ROJAS DELGADO • ALICIA MOLINA VAZQUEZ • EMILIO PALACIOS DOMINGUEZ • RAFAELA SANTIAGO CORTES • IBAN CARMONA FERNANDEZ • MARIA CORDERO ALBA • GLORIA SEIQUER CARASA • KISSIS UTRERA GOMEZ • M <sup>a</sup> JOSE MORENO FERNANDEZ • MANUELA CORTES CORTES • MERCEDES JUNQUERA SOTO • GUADALUPE PEÑAFIEL SANCHEZ • IRENE LETICIA GARCIA CARO • FATIMA RAMIREZ BUENO • JOSE MARIA LOPEZ GIRELA • MARIA MUÑOZ CAMPOS • GINA GINA VASILESCU • M <sup>a</sup> JOSE DONCEL DELGADO • JUANA MARIA SANCHEZ RODRIGUEZ • CARMEN GONZALEZ PUERTO • M <sup>a</sup> JOSE MORENO FERNANDEZ • MARIA PLAZA GARCIA • FRANCISCO ANGEL GOMEZ CAÑADAS • ROCIO AZAUSTRE RAMIREZ • ROSARIO CONTRERAS HEREDIA • IRENE RANCHAL MORAL • JESSICA REY LUQUE • MARIA CASTRO RUIZ • VERÓNICA VILLENA GARCIA • ALVARO RUIZ RODRIGUEZ • GEMA DIEZ FERNANDEZ • MANUEL CORTES CORTES • ANA BATUN FUENTES • MARIA JOSE HAKIM EXPOSITO • MARIA MORENO PORRAS • RUBEN MIRON PRIEGO • ABRAHAM CARMONIA CORTES • CARMEN MARIA PEÑAS MUÑOZ • SILVIA OBARA • JOSE M <sup>a</sup> SANTIAGO SANTIAGO • LUCIA REY SABIDO • ZAMARA AGUILERA ALBA • PAZ SENDEROS GORDO • NATALIA PLANA USET • EDGAR LOPEZ PLATON • LAURA QUIROS SICILIA • PAU FITER CRESPO • ADRIA MARCET PAVON • MARIA HEREDIA RUIZ • ROCIO JIMENEZ FERNANDEZ • DAVID GONZALEZ CORDOBA • FRANCISCO JAVIER FONTECHA ALMAGRO • GASPAR GARJO SALES • M <sup>a</sup> PAZ GONZALEZ SANTIAGO • IRENE CALVENTE AMOSTEGUI • PURIFICACION IGLESIAS FERNANDEZ • CIRA LOPEZ SALVAGO • AICHA BRAHIM LEBEIDI • JOSE MANUEL GIMENEZ GIMENEZ • JESUS SIMON DOYA • JULIA NAVARRO ALEGRE • MARIA JOSEFA OLIVA BIESA • ANTONIO ALVAREZ MIRANDA • CARMEN ARDURA PARRONDO • GINESA CELDRAN LOPEZ • PABLO FERNANDEZ TORRES • RODRIGO GARCIA BAUTISTA • PATRICIA GARCIA CUERVU • ANA GONZALEZ MOSCOSO • M <sup>a</sup> DEL ROSER CARRIQUE GARCIA • JESSICA MARTINEZ FERNANDEZ • EVA MARTINEZ MIELGO • IRENE DIEZ FERNANDEZ • RAUL MANUEL PEREZ GARCIA • CONCEPCION RODRIGUEZ COTARELO • GORETTI GARCIA GARCIA • ALMUDENA KROTTER DIAZ • LAURA VAZQUEZ VEGA • SERGIO ROMANO BANGO • M <sup>a</sup> ANTONIA LOBO GONZALEZ • RUBEN LOPEZ PAEZ • PABLO FERNANDEZ TORRES • ESTEFANIA VALLS VARGAS • M <sup>a</sup> ISABEL MARTINEZ LORENZO • CAROLINA CORDERA ALONSO • REMEDIOS EXPOSITO ALONSO • BEATRIZ ALVAREZ DE LA
ARAGON	
ASTURIAS	
CASTILE LA MANCHA	
CASTILE-LEÓN	
CATALONIA	
MADRID	
VALENCIA REGION	
EXTREMADURA	
GALICIA	
MURCIA	
NAVARRA	
BIZKAIA	

## YOU ARE THE STAR OF

← JOSÉ PÉREZ CORTÉS IS A VOLUNTEER IN A LITERACY WORKSHOP FOR MEN

*"I have always enjoyed being a volunteer. Doing something good for others makes me feel great. And now I'm doing it for my people, the Roma, which makes me feel just as great but with the added satisfaction of doing my bit for the development of the Roma community."*



# ING

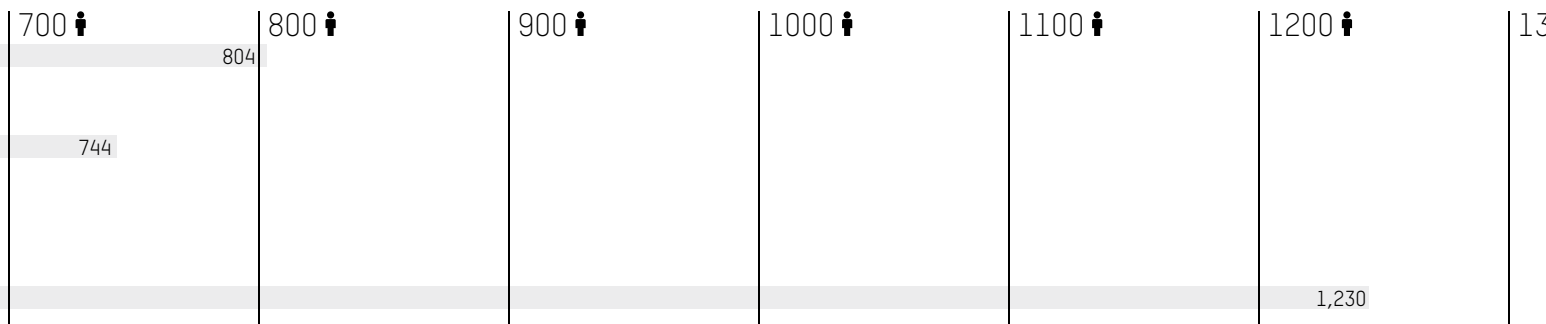
2010 WAS A KEY YEAR FOR THE HUMAN RESOURCES DEPARTMENT. WE LAUNCHED A COMPETENCE-BASED MANAGEMENT PROJECT AND ESTABLISHED OUR OWN OCCUPATIONAL RISK PREVENTION SERVICE. IT HAS BEEN A YEAR OF FRESH IMPETUS FOR VOLUNTEER WORK IN WHICH WE HAVE ALSO FOCUSED ON STAFF TRAINING, RUNNING MORE THAN 200 COURSES.

1,230 PEOPLE WITH WORK CONTRACTS, OF WHOM 804 WERE WOMEN AND 426 MEN

ROMA MADE UP 40.8% OF THE STAFF (502 PEOPLE), 4.8% MORE THAN IN 2009: 281 WERE WOMEN AND 221 MEN

OURS IS A YOUNG TEAM, 62% BETWEEN 18 AND 35 YEARS OLD

208 SERVICE PROVISIONS RENDERED TO COMPANIES AND TO PRIVATE INDIVIDUALS



FUENTE ■ MARTA GANDARA ALONSO • ANA VALLEJO ECHEZARRETA ■ AROA AMADOR OLIVER • M<sup>a</sup> DOLORES AMADOR UTRERA • MANUEL MALDONADO GARCIA • DAVID BERMUDEZ CARMONA • REGINA ROSALIA DE DIEGO CASTILLA • JOSE ENRIQUE GABARRE CANO • ENRIQUE CUBERO ORTIZ • RAQUEL DELFA SANTAOLARA • MANUEL MENDOZA VICENTE • JAIRO FERNANDEZ DE LA ROSA • CARMEN MARIA FERNANDEZ RESECO • ANTONIO JESUS FLORES MASO • RAFAEL FLORES GARCIA • CRISTINA MALDONADO FERNANDEZ • JOSE FRANCISCO MALDONADO CANTERO • DAVID MAYA MONTOYA • M<sup>a</sup> JOSE MAYA MONTOYA • JENNIFER MAYA MACIAS • NOELIA MAYA MACIAS • DOLORES MAYA MALDONADO • FRANCISCO MAYA MALDONADO • MANUEL AMADOR SANTIAGO • SARA MURILLO ROMERO • RAFAEL SERRANO CARBONEL • DOLORES FLORES GALLARDO • MARIA SOLEDAD RUIZ GARIA • PILAR GABARRI FERNANDEZ • VERONICA PALOMO MONTOYA • CLARA SANCHEZ ARENAS • LAURA GARCIA GARRIDO • MANUEL MARTINEZ MORENO • LUCIA RUIZ OLMO • RAMON AMADOR CADIZ • MARIA BERMUDEZ SANTIAGO • MARIA FERNANDEZ GABARRI • SAMUEL CASTRO BUSTAMANTE • ANTONIO BUSTAMANTE BUSTAMANTE • EUGENIO JIMENEZ MOLINA • ELENA CUARTERO CORTES • JUAN FERNANDEZ DE LA ROSA • SAMUEL VICENTE MORENO • ANTONIO BERMUDEZ BERMUDEZ • RAFAEL BERMUDEZ BERMUDEZ • FATIMA MARTINEZ MARTINEZ • ALVARO IGLESIAS MARTINEZ • JOSE ANTONIO FUENTES VERA • DAVID TORIBIO SANCHEZ ■ AMPARO BORJA GOMEZ • DIANA CERREDEUELA CERREDEUELA • ISABEL FERNANDEZ BARRULL • ENRIQUE GARCIA HERNANDEZ • ADELA JIMENEZ GABARRI • BEN KURLEMANN • M<sup>a</sup> SOLEDAD CERREDEUELA BERMUDEZ • SANDRA LLAMAS HOYOS • RICARDO LOPEZ FERREDEUELA • ROSARIO LOZANO FERNANDEZ • MARIA SIERRA ANDRES • IBAN JIMENEZ BERMUDEZ • SERAFINA MARTIN GOMEZ • PATXI ACINAS FERNANDEZ • SARA MILANO CARRANCO • CIPRIANO JIMENEZ ROMERO • RAFAEL BERMUDEZ BERMUDEZ • VALENTINA SEGALINA • ALICIA GALLEGO GARCIA • M<sup>a</sup> LUISA AMADO PABLO • LEONOR MARTIN SANZ • ANTONIO ESCUDERO JIMENEZ • ABILIO JIMENEZ JIMENEZ • M<sup>a</sup> DE FATIMA MAGALHAES TORRES • NOEMI ROSE TOSSIER • FERNANDO TAVARES SARAIVA • ELISA IGLESIAS LEDESMA • EURICO MAYER PAZ • MAITE ROLIN • RITA COSTA OLIVERAS • JOSE SALAZAR SALAZAR • JOSE MANUEL LOZANO GABARRE ■ ANTONIA MAYA CARMONA • DOLORES HERNANDEZ HERNANDEZ • MONTSE GARCIA RODRIGUEZ ■ ANTONIO ANDUJAR CAMUÑEZ • SILVIA BONET BALLESTEROS • M<sup>a</sup> PERPETUO SOCORRO CARRASCOSA MONEDERO • MILAGROS CARRASCOSA SALADO • ADRIAN GONZALEZ HOVAS • NURIA PAREJO GARCIA • MANUEL ALEJANDRO ESTALAYO VILLAVERDE • ANTONIO CAMUÑEZ ANDUJAR • JUAN JOSE BUSTAMANTE FERNANDEZ • SUSANA DE EUSEBIO HERRERO • M<sup>a</sup> JOSE FERNANDEZ GUTIERREZ • AURORA HEREDIA CANO • ISAAC IGLESIAS MANZANO • ANTONIO JIMENEZ DE LA ROSA • M<sup>a</sup> CONCEPCION LAZARO CARRASCOSA • ANTONIO MANZANO MARTIN • CARLA MELGAR MARTIN • REMEDIOS RENDON FERRER • MERCEDES MARQUEZ RUIGOMEZ • JONAS CANDALIZA TIZON • NORANE SOLIS PONCE • MARTA MARTINEZ MORENO • ADELAIDA CASTELLANO FERNANDEZ • LUIS MUÑOZ ESCUDERO • AURORA SANTIAGO HERNANDEZ • ALVARO GUIJARRO BARRIO • CRISTINA TOME MUÑOZ • CONCEPCION SALAZAR MUÑOZ • ELISABETH LOSA JIMENEZ • SOLEDAD GOMEZ ALEJO • ALICIA DEL ALAMO AYUSO • CARLA MELGAR MARTIN • JOAQUIN TORRES VEREZ • JOAQUINA VAZQUEZ JIMENEZ • RAQUEL VAZQUEZ MOLINA • JONAS CANDALIZA TIZON • SOLEDAD CARRASCOSA CEBRIAN • VIRGINIA MIGUEL LOPEZ ■ ANA CRISTINA CARDOSA GABARRE • INES CORTES MUÑOZ • ASUNCION CORTES MORALES • EMMANUEL DIAZ IMPERIAL • LUIS ALEMAN TEÑAS • RAMON MANUEL LOZANO FERNANDEZ • NOEMI MACIAS FERNANDEZ • LEONOR MORALES CARBONELL • FRANCISCO MORENO JIMENEZ • DAVID MIGUEL IBAÑEZ GARCIA • ROGELIO PEREZ HERNANDEZ • JOSE LUIS VARGAS GONZALEZ ■ CAYETANO VITORIA BARRULL • ANA VITORIA BARRULL • CONCHA SANZ ECHEVARRIA • ELEUTERI JESUS MACIA DAVO • MARIA TERESA TORRENTE GARCIA • JOSE LUIS VARGAS GONZALEZ • JAIME ALFONSO BATALLA • JONATHAN FRUTOS FRUTOS • LOURDES GONZALEZ AGUADERO • JOSE MANUEL TABOADA VARELA • PAULA FERNANDEZ SUERO • JERONIMO VAZQUEZ SILVA • DEBORAH SILVA JIMENEZ • ANA BELEN GARRIDO ALMODOVAR • BELEN HERRERA MEJIAS ■ MONTSERRAT AGUDO MORON • MARGARITA BLANCO ABAD • MARTA RUIZ-CASTILLO CALLEJA • KELLY CATRIONA • MARIA JOSE RIBEIROS RIBEIROS • LUCIA IGLESIAS GARCIA • PAULA FERNANDEZ RODRIGUEZ • CARMEN MARIA FERNANDEZ LOPEZ • LAURA FOJO CABALEIRO • BELEN FERNANDEZ BELLO • PURA DORRIO VAZQUEZ • MARIA FERREIRO PENA • LAURA FILGUEIRA FRANCO • NOELIA LOPEZ OTERO • EDUARDO FRESCO BARBEITO • MARIA SOL GARABOIA FERNANDEZ • IRIS GEY LOPEZ • ESTEBAN IÑARREA TRESANDI • RUT LEON GABARRI • ALBA GONZALEZ OVIEDO • TAMARA PEREZ GIL • CLARA RODRIGUEZ DIAZ • IAGO SANCHEZ FOUCES • JULIA SOENGAS VAZQUEZ • ESTEFANIA JUSTO HERMIDA • CLARA SOUSA COVELAS • EVA SUERO GIL • FATIMA TEIXEIRO VAZQUEZ • BEATRIZ URTASUN ROMERA • LORENA VARELA ROMERO • MARGARITA VAZQUEZ CORBALO • ANA VIZCAINO CABODEDEVILA • TATIANA PINTOS VILAS • TANIA DOVAL RODRIGUEZ • CARMELA GARCIA TORRES • DIANA BOUZON RICO • RUTH NUÑEZ VILLARNOVO • JULIA SOUTO TABOADA • M<sup>a</sup> LUCIA FRAIZ BREA • SOFIA ALFAYA GOMEZ • PABLO MANUEL VIÑO PRIETO • MERCEDES FILGUEIRA CRESPO • NOEMI RODRIGUEZ ROMERO • MARIA MIGUEZ VELAZQUEZ • TANIA CARUNCHO VIVERO • ANA GÓLMAYO BOLIVAR • TANIA CARUNCHO VIVERO ■ JESUS ANTONIO FERNANDEZ MONTOYA • CRISTINA LOPEZ SOTO • ADRIANA MENDEZ REAL • ROSA OLIVO DEL AMO • PILAR HERNANDEZ BLANCA • AKSEL SALIEVA BAYRAMOVA • ALICIA MENES BRISA • LUCIA ARNAL GALLEGO • AIDA BLAZQUEZ FERNANDEZ • CONSUELO GARCIA PIÑEIRO • CONCEPCION LLAMAS BASTIDA ■ CLARA AZCARATE ISTURIZ • ROCIO JIMENEZ ANTIMASVERES • ION CLAVERO • MARIA SOLLA MORENO • INIGO LANA ALDIZ • ELISA FERNANDEZ LOPEZ BELLO • MARIA LARREA SOBEBJANO • IRATXE LASHERRAS GALDEANO • AGUSTIN HERNANDEZ HERNANDEZ • ALMUDENA JAUREGUI LIZARZA • IZASKUN RESANO • NEKANE MARTINEZ BERRUETA • USUE SANCHEZ MAYANS • SUSANA LUCENA TORES • INMACULADA VILLANUEVA LOREA • MAITE OYANARTE CIA • MARIA CRISTINA FERRERO SOLANA • ELENA DE GRADO HERNANDO • SILVIA IBAÑEZ MASET • PAULA BERMUDEZ PODEROSO • MIGUEL ANGEL MIRANDA IRISO • AMAYA ZUDAIRE DE LUIS • EDURNE ZUBIETA URMETEETA • GALA VELAZQUEZ BASTERRA • STELLA ARANZADI DE MIGUEL • MARIA GLORIA SEVILLA ROS • NURIA LOPEZ DE LUIS ■ ZORIANCHE JIMENEZ GARCIA • MIRIAM GALAN DE SANDE • SONIA GOMEZ DIEZ • LAURA MERCADO DIEZ • MAITANE MARCOS RODRIGO • MARIA FERNANDEZ GONZALEZ • EVA HERNANDEZ

## VOLUNTEERING WORK

47 TRAINEES DID THEIR INTERNSHIP AT THE FSG

395 VOLUNTEERS SHARED WITH US THEIR TIME, WORK AND EFFORT

THE REGIONS WITH THE MOST VOLUNTEERS WERE CASTILE-LA MANCHA AND GALICIA WITH 47 VOLUNTEERS EACH

# THE AGREEMENT

11TH MAY 2010



SIGNING OF THE COLLECTIVE AGREEMENT.

**This year also saw the signature of Second FSG Collective Bargaining Agreement, containing various new aspects, mostly with the aim of balancing work, family and personal life of those working for the Foundation. Thus:**

The maximum annual work time shall be 1,672 hours and 30 minutes with a weekly average of 37 hours and 30 minutes.

The workday can be configured in any of the following manners, provided that the programme to which the worker is assigned so permits:

Three days per week without breaks.

The remaining two days shall be worked with a split shift.

Increase the number of days worked with breaks.

Easter: no-break workdays may be adopted.

Holidays: of the twenty-two working days of holidays, fifteen must be taken between 15th June and 15th September of the corresponding year. Holidays for any one year may be taken up to 15th January of the following year.

In some cases maternity/paternity leave may be replaced by a reduction in the workday with the same purpose.



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WHO WE ARE

## INTERCULTURALITY, COMMITMENT AND PROFESSIONALISM ARE THE IDENTIFYING FEATURES OF FSG PERSONNEL

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THE FOUNDATION HAS ACCEPTED THE COMMITMENT TO WORK TOWARDS INCREASING THE NUMBER OF ROMA VOLUNTEERS IN 2011

THE FSG HAS MADE A COMMITMENT TO OCCUPATIONAL STABILITY, CONVERTING 109 TEMPORARY CONTRACTS INTO OPEN-ENDED CONTRACTS



# A STRONG COMMITMENT TO QUALITY AND TRANSPARENCY

Here at the Fundación Secretariado Gitano we have always endeavoured to make quality and transparency the identifying features of our way of doing things, and these concepts impregnate the services and activities we provide to the Roma community and the handling of the projects we execute. We are also concerned to provide high-quality management for the people working in the organisation and the resources at our disposal.

Like any NGO, we believe it is necessary to demonstrate, in the most transparent way possible, what we do, how we do it and what we use.

The following are some of the tools the FSG employs to ensure maximum quality and transparency:

## ANNUAL REPORTS

Our reports, both the printed and the extended online versions, are an example of transparency since as well as communicating the principal activities, they include the audit report, the list of projects carried out during the year and the sources of our funding.



## FUNDACIÓN LEALTAD'S GUIDELINES FOR TRANSPARENCY AND BEST PRACTICES OF NGOs

For the last eight years, the FSG has submitted its activity to assessment by the Fundación Lealtad on transparency and has always passed the nine standards of transparency and best practices with flying colours with the exception of sub-criterion 6A. This refers to the private-public funding balance on which we must continue to work to meet the minimum requirement (a minimum of 10% private funding of total income). Our organisation has a high proportion of

## DASHBOARD

In 2010 the FSG finished the creation of an internal business dashboard based on a data metrics system which collects data – both territorial and nationwide – on economic and human resource-related activities, with the aim of fulfilling and monitoring the indicators included in the 2009-2013 Strategic Plan.

## CERTIFICATION PROCESS FOR THE ISO 9001 STANDARD

In consonance with our continuous improvement policy we have initiated the certification process to obtain certification of our programme development model under the ISO 9001 standard. Up to now the road map of management processes has been defined and internal auditors trained. This measure is aimed at assessing the degree of satisfaction among users of our services, beneficiaries of our programmes and those who fund our activities.

## INTERNAL AND EXTERNAL CONTROL SYSTEMS

In addition the audit of the Financial Statements at the end of each financial year, the public and private funds received by the Fundación Secretariado Gitano to finance the projects it conducts are monitored by various competent bodies: the National Public Accounts Department, the Administrative Unit of the European Social Fund, municipal and regional inspectorates and chartered auditors.

*The FSG has always endeavoured to make quality and transparency the identifying features of our way of doing things.*

public funding. This situation is not the result of our decisions but of the difficulty in obtaining private funding since the nature of our mission “advancement of the Roma community” does not awaken the same feelings of solidarity in companies and private individuals as other causes to which they may contribute. Nevertheless, in 2010 the percentage of private funding rose thanks to greater involvement by the social programmes of some savings banks.



## AND ALSO...



We belong to the National Council of Social Action NGOs' Working Group on Quality.



We took part in the creation of ICONG (NGO Quality Institute), set up in 2008, and the FSG is a member of its Board of Directors.

# 2010, A YEAR OF SUNLIGHT AND SHADOW FROM CORDOBA TO THE INDISCRIMINATE

The early months of the year were a key time for situating the “Roma issue” on the European social agenda thanks to the “Second European Roma Summit” organised by the European Commission (EC) and the Spanish Ministry of Health and Social Policy in Cordoba on the 8th and 9th of April within the framework of Spain’s six-month Presidency of the European Union (EU). Some weeks earlier the European Parliament approved a resolution urging the EC to draw up a European Strategy for the Roma population.

With the slogan “Promoting Policies in Favour of the Roma Population”, the Summit was attended by more than four hundred people - amongst them high level local, national and international political representatives, top civil servants, Roma leaders and experts - who discussed the current challenges facing policies on Roma and the specific way to respond to them. The debates focused on the progress achieved at European level and, in particular, on the results of the Meetings of the European Platform for Inclusion of Roma and the 10 Common Basic Principles on Roma Inclusion.

The final act of this high-level conference was the adoption of the Cordoba Declaration, in which the Trio of European Presidencies – made up of Spain, Belgium and Hungary – assumed the commitment to promote inclusion of the Roma population. The Conclusions of this Summit, later adopted by the European Commission, provided, as desired by the Fundación Secretariado Gitano (FSG), valuable impetus to Roma issues in the priorities and the Agenda of EU social policies.

Another result of this impulse was the initiative of the EC Directorate General for Regional Policy to promote an amendment to article 7.2 of the Regulations governing ERDF funds to allow these to be used to finance housing actions in favour of marginalised communities, with express reference to the situation of the Roma community. Here at the FSG we are convinced that this measure will be extremely important for residential inclusion of Roma people across Europe and that in Spain it could prove to be instrumental in the final elimination of sub-standard housing.



THE CORDOBA SUMMIT, IN WHICH THE FSG TOOK AN ACTIVE PART, PLACED THE ROMA ISSUE ON THE POLITICAL AGENDA OF THE EUROPEAN UNION AND MEMBER STATES.



*The indiscriminate expulsion of Roma people from France took us back to the 15th century and stymied, in practice, the positive expectations created after the two European Summits, awakening the spectres of populism, xenophobia and racism. They attacked not only fundamental rights, but also the very essence of the European project to which we are committed.*



*The conclusions of the Cordoba Summit, later adopted by the European Council, provided, as desired by the FSG, valuable impetus to Roma issues in the priorities and on the Agenda of EU social policies.*

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# ADOW FOR THE ROMA COMMUNITY

## LATE EXPULSIONS IN FRANCE

A few months later, in early summer, the Roma community was back in the headlines and the political arena for a completely different reason: the mass expulsion of Rumanian Roma citizens by the French government led by Nicolas Sarkozy and, in a more discreet manner, by other European governments. These expulsions took us back to the 15th century and attacked not only the fundamental rights of Roma people, but also the very essence of the European project to which we are committed.

The expulsion of Roma citizens in practice stymied the positive expectations created after the two European Summits, awakening the spectres of populism, xenophobia and racism that some political opportunists (also in Spain) used as electoral ammunition.

The FSG – like other European organisations – has announced on many occasions that the expulsion of Roma people is unjust, totally immoral and in breach

of the laws and standards governing us and protecting our rights. Measures like these, taken against the most poverty-stricken, excluded and rejected people of Europe, breach fundamental rights by treating people (families, women, the aged and children, etc.) on the grounds of their ethnic background. This is discrimination pure and simple. For that reason our Foundation, together with the Romani Union, launched the Roma=Citizens campaign in September, not only denouncing what was happening in France and other European countries but also involving other civil society organisations in solidarity with the Roma community and in defence of the common rights of all Europeans. (See page 72)



VIVIANE REDING, EUROPEAN JUSTICE COMMISSIONER

BETWEEN JULY AND OCTOBER THOUSANDS OF ROMANIAN ROMA WERE EXPELLED FROM FRANCE AS A MEASURE "TO COMBAT CRIME". THE SITUATION CAUSED A CONFRONTATION BETWEEN THE FRENCH GOVERNMENT AND THE EC AND AN UNPRECEDENTED INSTITUTIONAL CRISIS.



## A GLANCE AT THE "SPANISH MODEL"



The Cordoba Summit, but above all the expulsion of Rumanian Roma from France, attracted as never before the attention of the mass media and public opinion worldwide to the situation of Europe's largest ethnic minority. Seldom has the Roma community been the subject of so many headlines, featured in the speeches of so many European leaders or generated such controversy. And with this attention focused on the Roma community, Spain entered the spotlight as the European country where, in spite of the fact that Roma people are the most poverty-stricken, excluded and rejected citizens, inclusion-related progress and the reduction of inequality have been notable in comparison with what has happened in the rest of Europe.

This fact has fanned the popularity of a "Spanish model", with reference to the relative success of the process of inclusion of the Roma community carried out in this country since the eighties. This model is based, on the one hand, on an inclusive social protection system that has clearly contributed to improving the situation of Roma people. And on the other hand we have the introduction of specific measures aimed at correcting and compensating for initial inequalities, which still exist, and the programmes which public authorities or organisations such as FSG have been running for the last thirty years. Adapted actions in areas such as education, housing, access to employment and health care. Measures aimed at standardising treatment and that have never been segregationist in nature.

# THE ROMA ISSUE IN SPAIN IN 2010

## TOWARDS AN AUTHENTIC INCLUSION POLICY

Other measures were adopted and other processes initiated during 2010, making a positive impact and contributing to the consolidation of an authentic Roma inclusion policy. The outlines of this policy are better defined and it is becoming more strategically coherent as time goes by. Four highly significant aspects can be pointed out to support this statement:

2010 was the European Year for Combating Poverty and Social Exclusion and the first half also coincided with Spain's Presidency of the EU. These events were closely interwoven and have had a notable impact on the Roma issue. The EC President José Manuel Durão Barroso and Spain's Prime Minister José Luis Rodríguez Zapatero, in their speeches marking the official opening of the European year, referred to the Roma community and their commitment to work towards the latter's social inclusion.

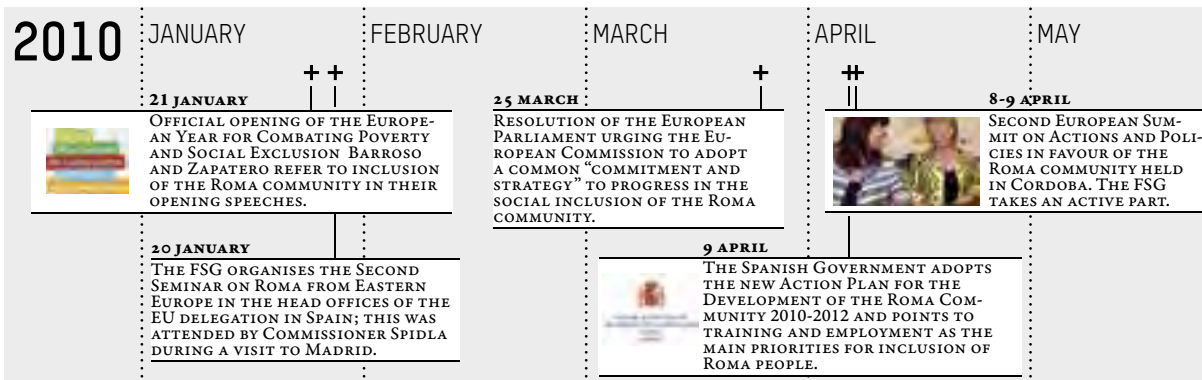
Such a commitment is only fair since in Spain, the benchmark country for inclusion of the Roma community, this minority still makes up the poorest people in the country. It is over-represented in the severely underprivileged group (according to the FOESSA report 12% of all underprivileged belong to the Roma community), suffers far higher rates for unemployment and precarious employment than the national average, and still includes families living in slum settlements (4%) and many more (12%) in substandard housing. Children generally fail to finish compulsory secondary education which compromises their working life and access to more and better opportunities. Children, young people, adults, the poor and the rich continue to suffer, on a daily basis, discrimi-

- The new **Action Plan for Development of the Roma Community** replacing that adopted in 1989 was approved during this year. The Plan, drawn up with the participation of experts and social organisations, clarifies the main objectives and estimates an investment of 107 million euros by public authorities over the next three years. Although we may entertain doubts regarding these estimates, they undeniably demonstrate the intention of accompanying the objectives with the resources to put them into effect.
- Another significant breakthrough, in our opinion, is the work that the **Council for the Promotion of Equal Treatment and Non-discrimination on the Grounds of Racial or Ethnic Origin** has begun to carry out; this is presided over by José Manuel Fresno, a former director of the FSG. The Council has launched, amongst other initiatives, a network of organisations (*Antennas Network*), including the FSG. This operates nationwide to detect cases of discrimination and provides aid to victims.
- We believe that the *Comprehensive Equal Treatment Act* will be especially important. Preparation of the Draft Bill, which has been hailed by all the social organisations as a clear step forward for equality and social cohesion, was accomplished during 2010. Although the idea is not to make a law to protect minorities but to protect society in general from the blight of discrimination, it will undoubtedly have a strong impact on the situation and future of the Roma community.
- We also welcome the references to the Roma community which the Government, after consultation with the social organisations, has included in the first drafts of the **National Reform Programmes**, the strategy of Member States aligned with the 2020 European Strategy. This text envisages, in practice, that the situation of the Roma community will become a priority in programmes for education, employment and the fight against poverty in the near future.

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*We believe that in Spain we are seeing the consolidation of an authentic Roma inclusion policy. The outlines of this policy are better defined and it is becoming more strategically coherent as time goes by.*

nation, rejection, a poor social image and breach of their rights as a group, and still have precarious access to the rights and status of citizenship.

This is the context from which we appreciate the progress made and that enables us to assess the efforts and initiatives proposed to improve or change these situations.

We must acknowledge that Spanish Government and public authority actions this year, especially during the EU Presidency, have embodied a clear commitment to the inclusion of the Roma community. This country, by and large, has fulfilled the expectations placed on the Spanish Presidency by European institutions, some member States and the European civil society organisations related to the Roma community.



RIVER CEREMONY IN CORDOBA

Thus a year of sunlight and shadow for the cause of the Roma population in Europe has drawn to a close. 2010 closes with the light shed by the European Commission which, with the backing of the European Parliament, announced the presentation, in April, 2011, of a Communication that will lay the groundwork for what has come to be called the *EU Framework for National Roma Integration Strategies up to 2020* and which we hope

will represent a turning point for the more than ten million Roma living in Europe. But at the same time there are deep shadows and thus, as the Hungarian Presidency of the EU ushered in 2011, groups with military paraphernalia harass Roma people in some areas of this very country and indulge in the anti-Roma agitation that remains alive in many parts of Europe.

IN 2010 THE COUNCIL FOR PROMOTION OF EQUAL TREATMENT AND NON-DISCRIMINATION ON THE GROUNDS OF RACIAL OR ETHNIC ORIGIN CREATED A NETWORK COMPOSED OF SEVEN ORGANISATIONS, INCLUDING THE FSG, WITH AID CENTRES FOR VICTIMS.



*Spanish Government and public authority actions this year, especially during the EU Presidency, have embodied a clear commitment to the inclusion of the Roma community.*

# A SPECIAL 8<sup>TH</sup> OF APRIL

The 8th of April 2010 took on very special significance, since the traditional celebration of International Roma Day coincided with the Cordoba Summit.

Celebration of this day was made more visible in Europe thanks to the placing, for the first time, of an enormous banner marking International Roma Day on the European Commission building in Brussels. This initiative originated in a suggestion by the Territorial Director of the FSG for Andalusia, Juan Reyes, to Katarina Mathernova, Deputy Director General for Development, Coordination and Communication of Cohesion Policy at the European Commission during a visit of an EC delegation to Andalusia.

Hillary Clinton, the U.S. Secretary of State in the Barack Obama administration, took the opportunity offered by the Summit to send a message of support and commitment to the Roma cause.



## THE FSG IN 2010

# THE FSG, A BENCHMARK IN SOCIAL

*The FSG adopts a very pragmatic working approach aimed at producing real changes in the lives of people and is away from the rhetoric, demagoguery and paternalism with which many public bodies and institutions approach the Roma issue.*

The Fundaci3n Secretariado Gitano has once more consolidated its position as the most significant social organisation working with the Roma community in Spain and one of the most widely recognised and respected on the international scene. This position is due to the fact that we are one of the few organisations developing programmes on the ground, programmes that are clearly oriented to improving the living standards of the Roma population and with which we are achieving significant results and impacts. It is also due to the fact that we carry out intensive work in spheres such as lobbying to influence policies concerning our community, in the field of social awareness and in performing studies and research which contribute to more efficient actions in favour of social inclusion of the Roma minority.

The Secretariado Gitano has been working for more than thirty years to fulfil its mission of working for the comprehensive advancement of the Roma community based on respect for and support of its cultural identity. To this end the FSG adopts a very pragmatic working approach aimed at producing real changes in the lives of people and is away from the rhetoric, demagoguery and paternalism with which many public bodies and institutions approach the Roma issue.

Fortunately, all indications suggest that these positions are gaining ground in European policies and that institutions are adopting a more demanding approach with more concern for specific results. For that reason, and without forsaking the goals which have been our priority for decades – such as the defence of culture and identity, recognition and participation in political life and empowerment of Roma organisations – it is now urgent to prioritise the guarantee of Roma's fundamental rights, combat poverty and exclusion and ensure effective access to social rights. We must seek and demand impacts on equality of opportunity, on participation, on the economy, on employment, on education, on health care and access to decent housing and coexistence in non-segregated areas. As can be appreciated in these pages, these aspects are all part of the fundamental reason behind our activity and give meaning to our existence.

In a year in which the Roma issue was the subject of debate, occupied hundreds of headlines and was present in the discourse of European leaders, the FSG received special attention, both from the mass media and from organisations, politicians and institutions at national and international levels, not only in recognition of our programmes – such as the case of *Acceder* or the joint initiatives with Roma people from Eastern Europe – but also because of the approaches and methods we have been defending and applying for more than thirty years.

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*In 2010 the FSG once again contributed to improving the living standards of many Roma persons, worked for their advancement and autonomy and, in a nutshell, collaborated, side by side with other social organisations, in the construction of a society characterised by social justice and cohesion for all in which the most vulnerable sectors find real opportunities for social inclusion.*

## WORK WITH THE ROMA COMMUNITY



NATIONWIDE PRESENTATION OF THE AWARENESS CAMPAIGN "WHEN I GROW UP, I WANT TO BE...".

FOR EXAMPLE,  
AMONGST OTHER  
THINGS IN 2010:

As in 2008, the FSG was invited to take part, and actively participated in, the **European Summit on Policies in Favour of the Roma Population**. On the one hand the Director of the Foundation, Isidro Rodríguez, took part in one of the round table debates with a presentation describing the FSG action model for employment as a clear example of the application of the principle of "specific actions adapted to, but not segregating, the Roma population". On the other, various Foundation representatives (the President, trustees, etc.) and employees were invited to the Summit by various means: as members of the National Council of the Roma Community, as Organisation Secretary of the EURoma Network or as members of the European Roma Policy Coalition (ERPC). The FSG was also provided with two stands for dissemination of information.

In February, a delegation composed of two United States senators and four members of the US Congress led by **Senator Ben Cardin, Chair of the Commission on Security and Cooperation in Europe (CSCE)** visited the central offices of the FSG in Madrid to gain first-hand knowledge of our methodology and the situation of the Roma community in Spain and Europe.

The European Commissioner for Employment and Social Affairs, Vladimir Spidla, took part in the **Second National Seminar on Roma from Eastern Europe** which we organised in Madrid on 20th January (see page 62).

In an opportunity highly charged with significance we were supported by the presence of two Spanish Government Cabinet Ministers, **Ángel Gabilondo**, the Minister for Education, and the then Minister for Health and Social Policy, **Trinidad Jiménez**, at the nationwide presentation of our awareness campaign "**When I grow up...**" which the Foundation launched in 2010 to combat early drop-out by Roma schoolchildren. (See page 86)

This same campaign, targeting Roma families with primary school children, was elected **Best Spanish Practice** in the context of the European Year for Combating Poverty and Social Exclusion and was presented during the closing ceremony in Brussels.



A DELEGATION FROM THE UNITED STATES CONGRESS, LED BY SENATOR BEN CARDIN, VISITS THE CENTRAL OFFICES OF THE FSG IN MADRID

# ACTIVITY ORIENTED TO RESULTS, SOC IMPROVING LIVING STANDARDS

The 825 people working and the 395 volunteering in FSG conducted **528 programmes and services** in many different spheres of action during 2010, yet all consistent with our comprehensive vision of the situation of the Roma population with regard to social inclusion. These actions include **technical training courses**, aid in **finding and securing employment**, carrying out study aid programmes for schoolchildren and work to **relocate** families from slum settlements in various cities. We carried out an extensive programme of vigilance and aid for **highly vulnerable families** nationwide, ran basic **adult education courses**, continued to work for and support the return to society of ex-prisoners and produced new research and studies in the fields of education and health care. We launched social awareness campaigns, attended to victims of discrimination and promoted more active policies on the Roma issue, influencing Spanish and European government bodies and institutions.

In 2010, the Foundation provided direct services to 99,736 people in 87 towns

nationwide. The majority were Roma people but also members of other minorities in difficulties or in situations of social exclusion. We worked, for example, with more than 12,000 adults in programmes for training and access to employment and achieved 3,700 work contracts in a year of economic depression. We offered 161,000 hours of vocational training in companies or at our own centres. We ran seven workshop schools in which 116 young Roma people learned a trade. We supported 317 teenagers and their families to stay on at secondary school in collaboration with 150 schools; we awarded 263 scholarships to help Roma students access secondary and higher education. In 2010, we also helped 131 families to leave slum settlements and obtain decent housing. Through a wide range of basic attention programmes, social aid, infant poverty and community development we worked with 17,176 people.

We also launched a new awareness campaign, under the slogan “Roma with an education - Roma with a future”, specifically targeting the Roma community

## INFLUENCING POLICIES, INFLUENCING

Our association not only carries out social action programmes and provides services, but also has the mission of influencing society and policies targeting Roma and especially the underprivileged. Our aim is to reach the key players for the advancement of our Mission, whether these be families or the Roma community in general, teachers, public authorities or political parties etc.

To this end FSG launches social awareness programmes such as the one we presented this year and addressed in detail in this Report. We also carry out studies and research providing knowledge capable of influencing policies, as in the case of the educational normalisation of Roma schoolchildren at primary level. During this year we drafted reports, documents, proposals and contributions to diverse initiatives or political instruments such as the Draft Bill for the Comprehensive Equal Treatment Act, the National Reforms Plan and the 8th Report on EU Cohesion Policies.

This institutional activity is carried out by taking part in councils and dialogue platforms with public authorities at national, regional and local level. **Thus, for example, we are part of:**

- the National Council of Social Action NGOs
- the Council for Promotion of Equal Treatment and Non-discrimination on the Grounds of Racial or Ethnic Origin
- the National Council of the Roma Community

We also collaborate with other social organisations on networks and platforms which advance our common aims. Accordingly, the Foundation:

- belongs to the governing body of the Social Action NGO Platform with which, amongst many other activities, we take an active part in the “X for Solidarity” campaign.
- works very actively with the European Anti Poverty Network-Spain (EAPN-ES) both at national level and in most of the Regions.
- maintains close working links with most social organisations in the Pluriregional Operational Programme on the Fight Against Discrimination (Cáritas, Red Cross and the ONCE Foundation), which currently constitutes a well-established informal network.

### On the European arena the FSG:

- functions as the organisational secretariat of the EURoma Network (European Network on Social Inclusion and Roma under the Structural Funds)
- participates actively as a member of the European Roma Policy Coalition (ERPC).

THE FSG DEVELOPS MUCH OF ITS INSTITUTIONAL ACTION BY PARTICIPATING IN COUNCILS AND PLATFORMS FOR DIALOGUE. IN THE PICTURE, PRESS CONFERENCE OF THE EUROPEAN ROMA POLICY COALITION (ERPC), THAT FSG IS PART OF.



*Our association not only carries out social action programmes and provides services, but also has the mission of influencing society and policies targeting Roma and, in general, the underprivileged.*

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2010 SITUATION  
THE FSG IN 2010

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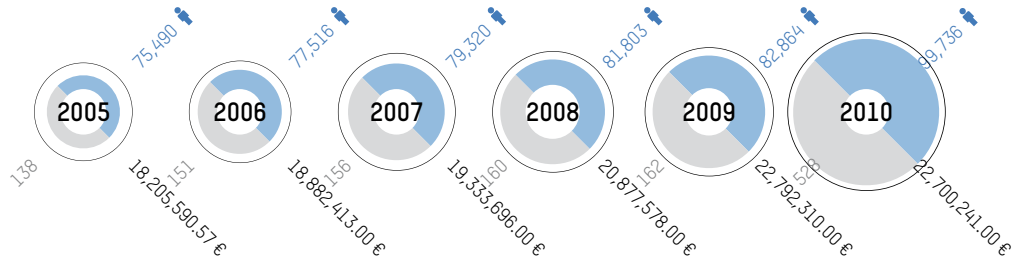
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# IAL ADVANCEMENT AND

itself in the fight against dropping out of school before completing compulsory education. By the end of 2010, a total of 1,100 children and their families had taken part in the “When I grow up, I want to be...” campaign.

PROGRAMMES  
FINANCIAL  
RESOURCES



## G SOCIETY



THE FSG CARRIES OUT A LARGE PART OF ITS INSTITUTIONAL ACTION BY PARTICIPATING IN COUNCILS AND DIALOGUE PLATFORMS. IN THE PHOTOGRAPH, PRESS CONFERENCE OF THE EUROPEAN ROMA POLICY COALITION (ERPC), WHICH WE ARE PART OF

# EFFICIENT AND RESPONSIBLE MANAGEMENT OF PUBLIC FUNDS

In 2010, the Foundation managed a total income of 22.7 million Euros. This funding, basically public in nature (92.4%) is provided by European, national, regional and local public bodies. **Notable contributions:**

- almost 6 million euros annually from the European Social Fund.
- subsidies from the central Government, with special reference to the nearly 2.5 million euros received from the Ministry of Health and Social Policy under the Personal Income Tax subsidy.
- the contributions from more than 70 municipal councils across Spain and 14 Regional Governments.

In addition, we are supported by the social aid areas of various financial institutions. Due to the amount and impact of the subsidy to the programmes we highlight the programmes financed by “La Caixa” within the framework of its *Proinfancia* programme; the contribution of the Caja de Ahorros del Mediterráneo with which we created the *CAM-Romi* programme; and the **social aid section of Caja Madrid**.

With these resources society places at our disposal, we have advanced another year in the fulfilment of our Mission, contributing to improving the living standards of many Roma and non-Roma people, working for their advancement and independence and, in short, collaborating side by side with other social organisations helping to construct a society characterised by social justice and cohesion for all, in which the most vulnerable sectors find real opportunities for social inclusion.

# PART OF THE WORK OF THE FSG IN 2010 AT A GLANCE



Promociona

## BACKING SECONDARY EDUCATION: FOR THE FUTURE OF THE ROMA COMMUNITY

In addition to employment, the other key level for inclusion and equality of Roma men and women is education. It will be impossible to reduce inequalities if Roma children fail to complete their secondary education.

The *Promociona* programme is our tool for contributing to this goal. It is a support programme for Roma children and their families during the transition stage between primary and secondary school and throughout the latter period.

We know that preventing school drop-out also involves increasing awareness and seeking the commitment of the major players concerned, for which reason the FSG launched its “When I grow up, I want to be...” awareness campaign.

Learn more about the FSG’s work in education from page 46 on.



## THE FSG IN EUROPE

The FSG has always had a clear vision of the European dimension of the Roma community and the Roma cause, and of the role the European institutions have played and will continue to play in the future. Today our Foundation is one of the most widely recognised Roma-related social organisations in Europe.

This reputation has been built up through many years of presence in European projects, but perhaps above all by the efficient use of Structural Funds (SF), as the *Acceder* programme has demonstrated over the last ten years. We are also recognised for having promoted successful initiatives with enormous potential at the present time such as the EURoma Network, created with the specific goal of involving Member States in the efficient use of SF for inclusion of the Roma community.

In addition to taking part, as already mentioned, in the Cordoba Summit, the FSG was invited to attend the two subsequent meetings of the European Platform for Roma Inclusion.

We have been working actively in Romania since 2008 and, together with other social organisations, we are a member of the European Roma Policy Coalition (ERPC).

Learn more about the FSG’s work on the international scene from page 78 on.

## WORKING FOR THE ERADICATION OF SLUM SETTLEMENTS

Contributing to the eradication of slum settlements is one of our strategic priorities and one of the problems Spain must address urgently. It is intolerable that there are still people living in ghetto areas not offering the minimum living standards necessary for their development.

In 2010, the FSG intervened on behalf of more than 1,000 families in the many housing actions we carried out across Spain. We worked on slum settlement eradication (Penamoa in Corunna; Tejerin and Carretera Madrona in Segovia; Los Asperones in Malaga, etc.); on programmes for finding and accompanying residents to new dwellings and follow-up and attention to the relocated families (Navarre, Murcia, Madrid, Cordoba, Barcelona), amongst other actions.

Learn more about the FSG’s work in housing from page 52 on.



## EMPLOYMENT IN TIMES OF CRISIS

Demand for our training and employment services has grown significantly at a time when the economic crisis is especially detrimental to less qualified people and groups experiencing difficulties in accessing unemployment benefits. In 2010 more than 12,300 people approached *Acceder* programme centres, up by 4% over the previous year. We obtained a total of 3,716 work contracts.

At this time of high unemployment, other FSG initiatives such as the workshop schools or the work integration social companies created this year (*NABUT* and *VEDELAR*) are especially valuable to young workers.

Learn more about the FSG's work in employment from page 31 on.



## PROMOTING EQUALITY

While poverty and exclusion affect most Roma families, the poor social image, rejection and discriminatory situations affect the entire community. We will not advance along the road to social inclusion only by improving living standards, but by standing up to discrimination and the factors that make it possible.

In 2010, the FSG was especially active in this area. For example, as member of the *Antennas Network* promoted by the Equal Treatment Council, we once more published our annual *Report on Discrimination and the Roma Community* and, in collaboration with *Unión Romani*, we launched the "Roma=Citizen" campaign at European level.

Learn more about the FSG's work for equal treatment from page 68 on.

## INCLUSION AGAINST EXPULSION: PROGRAMMES WITH ROMA PEOPLE FROM EASTERN EUROPE

Our Foundation is one of the few organisations in Europe carrying out social inclusion measures on a regular basis aimed at Roma migrants from countries such as Romania and Bulgaria, amongst others. In a year in which expulsion of Roma people from these countries was the order of the day, the FSG worked with 3,188 Roma people from East European countries including school accompaniment, basic needs and social accompaniment actions and access to training and employment through the *Acceder* programme.

Learn more about the FSG's work with Roma from Eastern European from page 62 on.

# OUR CHALLENGES FOR 2011



## EDUCATION

- ➔ To place the issue of secondary school drop-out on the agenda of the competent public authorities, the educational community, Roma families and other stakeholders.
- ➔ To obtain public and private funding to boost our *Promociona* school support programme for Roma students in compulsory secondary education.



## EMPLOYMENT

- ➔ To promote agreements with companies with the aim of exceeding the number of contracts obtained the previous year within the framework of the *Acceder* programme, thus reducing the impact of the crisis on Roma youth.
- ➔ To increase the number of workshop schools and work integration social companies promoted by the FSG.



## INSTITUTIONAL RELATIONS

- ➔ To place the Roma issue on the political and social agenda: to influence and contribute to the financial or political instruments with an impact on inclusion of the Roma minority, such as:

- > EU2020 National Reform Strategy
- > New Structural Funds Regulations.

In 2011, the FSG will continue to develop the Strategic Plan, specifically the Annual Activities Plan adopted by the Board of Trustees last December in which we set a total of 113 measures to be executed in 2011. The following are amongst the basic priorities of the 2011 Working Plan:



## HOUSING

- ➔ To continue contributing actively to the eradication of slum settlements.
- ➔ To advocate, before public authorities and Regional governments, for application of the amendment of article 7.2 of the ERDF Regulations allowing the use of these resources to fund housing actions in favour of underprivileged communities living in slum settlements and substandard housing.



## FUNDING

- ➔ To diversify our funding sources and raise the proportion of private funding to at least 10% of the total.



## OUR OPERATIONS

- ➔ To implement the Management Dashboard.
- ➔ To obtain ISO 9001 certification for basic management processes.
- ➔ To update our Internal Management Manual.
- ➔ To increase membership and widen the social base of the FSG.



TOWNS WITH FSG PREMISES



TOWNS WHERE WE WORK WITHOUT FIXED PREMISES



# TERRITORIAL DISTRIBUTION OF THE FSG

**14** REGIONS WITH FSG PRESENCE

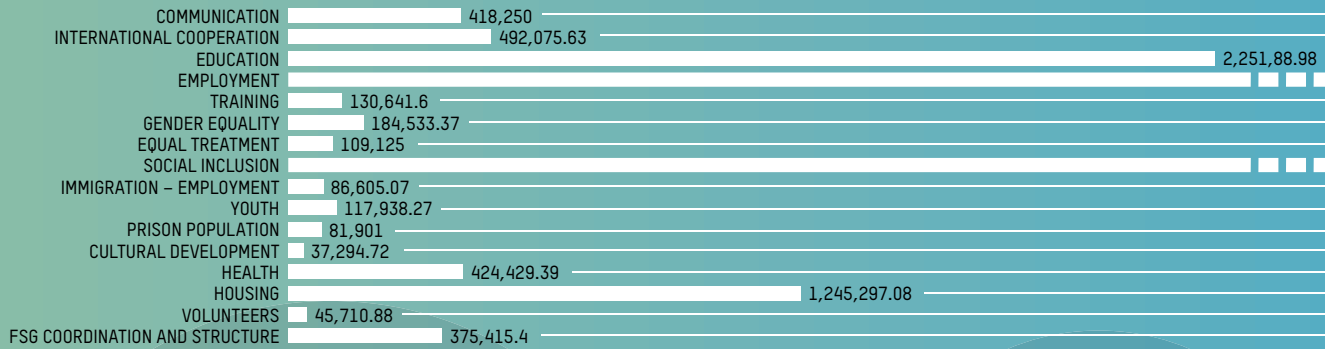
**66** FSG WORK CENTRES

**87** TOWNS WHERE THE FSG WORKED IN 2010

# 2010 IN FIGURES

TOTAL REVENUE 22,700,241 €

## INCOME BY ACTIVITY AREA IN €



**40.8%**

of the FSG staff are Roma people

**395** volunteers

**66**

premises

**528** programmes in **87** towns in

**14** Regions

**99,736** direct beneficiaries

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2010 IN FIGURES

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## EMPLOYMENT

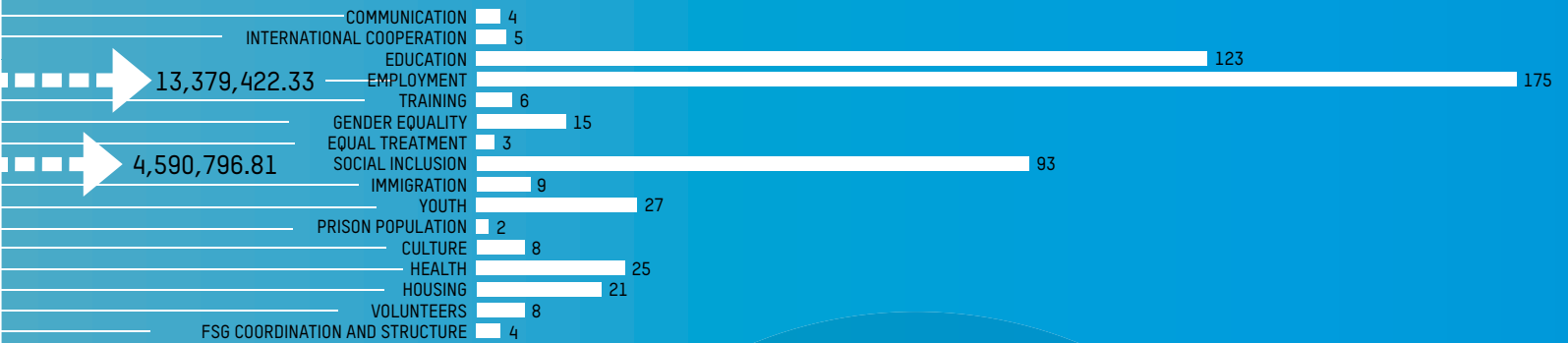
**16,760** people assisted

**3,716** work contracts obtained through *Acceder*

## HEALTH

**6,833** beneficiaries in our prevention programmes

### 528 PROGRAMMES BY AREA



## ROMA FROM EASTERN EUROPE

### HOUSING

**2,811** people benefited from our programmes

**131** families left slum settlements

**3,188** Roma from Eastern Europe benefited from our specific actions

### COMMUNICATION

**1,100** children and their families took part in the campaign "When I grow up, I want to be..."

### SOCIAL INCLUSION

we reached **17,176** people

**93** programmas

### EDUCATION

**263** bursaries for secondary and higher studies

**18,627** pupils took part in our programmes

### EQUAL TREATMENT

**120** recorded cases of discrimination

**40** direct consultancies

# ACTIVITY REPORT



**EMPLOYMENT**

**EDUCATION**

**HOUSING**

**SOCIAL INCLUSION**

HEALTH

YOUTH

ROMA FROM EASTERN EUROPE

EU SOCIAL ACTION

**EQUALITY**

EQUAL TREATMENT

GENDER EQUALITY

**INTERNATIONAL**

**COMMUNICATION**

**DOCUMENTATION**

**CULTURAL DEVELOPMENT**



## EMPLOYMENT IN TIMES OF CRISIS

In 2010, the international economic and financial crisis seriously affecting the European labour market hit Spain especially hard, and we were faced with a situation marked by weak job creation and the implacable destruction of jobs in many sectors employing the Roma population.

We have experienced strong growth in the demand for our training and employment services over the last two years. In 2010, more than 12,300 people approached Acceder programme centres, up by 4% over 2009. It is important to mention that in addition to Roma people approaching our centres for the first time to begin labour market access actions, many more have returned to the Acceder programme after having been employed for years before the crisis drove them out of the labour market, leaving them without the personal or professional resources necessary to arrange a prompt return to employment.

However, after the sharp falls in 2008 and 2009, we have detected a certain steadiness and even a slight rise in the number of people contracted this year.

This scenario enabled us to begin the year with a series of findings:

- With the slump in the labour market, we run the risk of widening the breach of social exclusion and losing much of the progress made.
- Access to the labour market is the best route – although not the only one – to achieving a greater degree of personal independence and participation in society.
- The consequences of the crisis are transferred to wide sectors of society and more forcefully to the most underprivileged groups.
- Given that we are involved with population groups facing major obstacles to access mainstream resources, we must be able to respond efficiently and comprehensively to complex needs and problems since we are committed to advancement and active inclusion and do not only seek access to employment.

For these reasons the FSG continues to align itself with these people and, together with them, to respond to their needs and advance their access to the labour market. This is the best route – although not the only one – to achieving a greater degree of personal independence and participation in society.



*In 2010, a total of 3,716 work contracts were obtained through Acceder*

# EMPLOYMENT MAKES US EQUAL

With the FSG training and employment programmes, we emphasise improvement in the employability of Roma persons through the design of tailored occupational insertion pathways in which the main working priorities are motivation towards vocational training and the undertaking of training actions as a compensatory tool enabling these people to compete on an equal footing with the rest of the population.

Our work is focused on direct action with measures to improve the employability of these people in an intercultural context in which Roma involvement is prioritised without excluding non-Roma participation (30% of participants).

Action in the institutional and political spheres is designed to boost and promote more active social policies to provide improvement of living and working standards, and an effort is being made to increase the awareness of society and all labour market agents in order to remove all traces of discrimination against the Roma community with respect to access to jobs and training, with two main facets:

- Measures involving the Roma community to favour a change in attitude with respect to training and employment.
- Working with public bodies, companies and potential employers with respect to the problems the Roma community has in accessing employment, and the role that prejudice and discrimination play in this vicious circle.

The FSG is implementing a networked territorial working model, with shared methodology, the use of common tools generating synergies and collaborative knowledge together with a common strategy along the following lines:

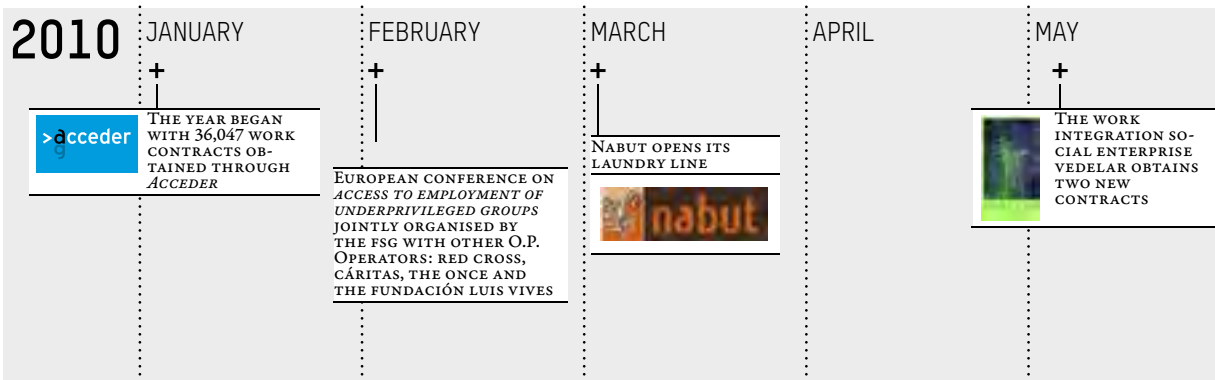
- Adaptation to the demands of the Roma community and to the territory, identifying new needs and priorities leading to upgrading the response and revision of strategies and priorities, optimising and adapting the FSG's training and employment services. The capacity for territorial adaptation means that knowledge, tools, working methods and the overall approach to styles and processes are applied in a flexible manner, seeking tailor-made solutions.
- A commitment to training and qualification, increasing the resources devoted to developing training schemes linked as closely as possible to employment opportunities.
- Boosting, even furthermore, occupational mediation actions in relation to the business community. Our starting point is that there are fewer jobs, but there are jobs. We are committed to obtaining more agreements with major companies for collaboration in training and employment at the national, regional and local levels.
- Reinforcing cooperation between organisations and public bodies, increasing networked operations, improving coordination and strengthening collaboration with public authorities, companies and other social stakeholders. It is necessary to release resources at various levels. The contribution of the European Social Fund is meaningless without the commitment of other local and regional public bodies.

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ACTIVITY REPORT  
EMPLOYMENT

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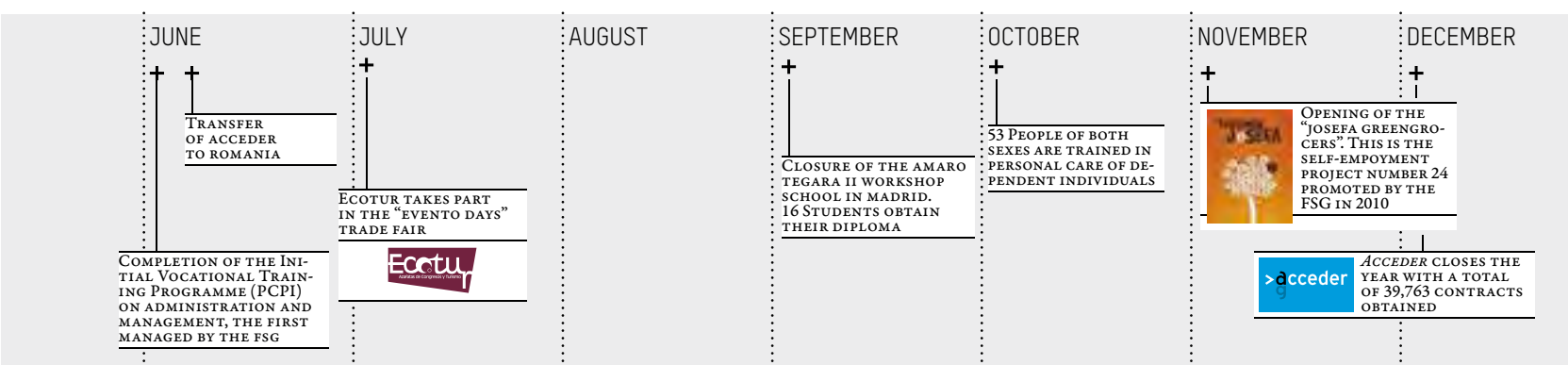
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*With the FSG training and employment programmes, we emphasise improvement in the employability of Roma persons through the design of tailored occupational insertion pathways in which motivation towards vocational training is the working priority.*



PARTICIPANTS IN THE AROMALI II EMPLOYMENT WORKSHOP IN LEON ON SOCIAL-HEALTH CARE FOR DEPENDENT PERSONS.



*We have experienced strong growth in the demand for our training and employment services over the last two years. In 2010, more than 12,300 people approached Acceder programme centres, up by 4% over 2009.*

# Acceder: THE GATEWAY TO SOCIAL INCLUSION AND EQUAL OPPORTUNITIES FOR THE ROMA COMMUNITY



The *Acceder* programme is the framework within which the FSG develops all actions related to training and employment and is based on advancement of the Roma community towards access to the labour market, either through self-employment or contracts. This activity favours equal opportunity for the entire Roma community.

The following are the objectives of the *Acceder* programme and thus of the FSG Employment Department:

- To achieve improved qualification of the Roma working population and its access to the labour market.
- To influence mainstream vocational training services to adapt to the special needs of the Roma community and to become more accessible to Roma participants as ordinary citizens.
- To foster the creation of sheltered employment initiatives in the current labour market and to set up solvent, competitive companies.
- To raise awareness of prejudices and discriminatory practices and to achieve a progressive improvement of the social image of Roma.
- To foster generalisation of more active policies in favour of the Roma community with the aim of effectively improving living standards and ensuring equal opportunities in access to goods and services.

## THREE MAJOR LINES OF ACTION DEFINE THE MEASURES TO BE TAKEN:

- 1 Direct action with Roma people through measures directly affecting their employability.
- 2 Actions in the institutional and political sphere.
- 3 Activities to raise the awareness of society in general and of players in the labour market in particular.



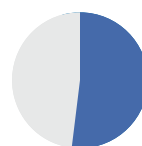
PARTICIPANTS IN THE FOOD HANDLING COURSE IN ALAVA  
RECEIVE THEIR DIPLOMAS

THESE LINES OF ACTION TRANSLATE, UNDER THE ACCEDER PROGRAMME,  
INTO THE FOLLOWING MEASURES:

## 1 DEVELOPMENT OF INDIVIDUALISED EMPLOYMENT INSERTION PATHWAYS

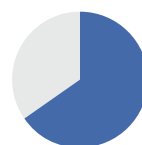
With an integrated concept of the person, a methodology of consultancy and accompaniment in a process for which the person involved takes full responsibility.

*6,896 people approached the Acceder programme for the first time in 2010. Of these, more than 50% are under 30 years of age and 65% are ethnic Roma. Along with these new participants, activity has continued (of different type and intensity) with 12,300 people.*



**12,300 PEOPLE WERE AIDED BY THE ACCEDER PROGRAMME IN 2010**

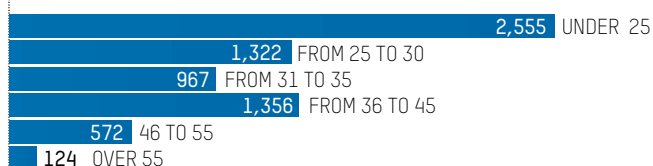
WOMEN (52%)  
MEN (48%)



**6,896 NEW PARTICIPANTS WITH RESPECT TO THE PREVIOUS YEAR**

ROMA (65.5%)  
NON-ROMA (34.5%)

### NEW PARTICIPANTS IN ACCEDER IN 2010 BY AGE



## 2 MEASURES TO IMPROVE OCCUPATIONAL QUALIFICATIONS

Through training with companies, workplace traineeships, training in transversal competences, training in mixed employment-traineeship programmes etc.

In addition to these training activities, *Acceder* fosters mixed employment-traineeship programmes. In 2010, the FSG carried out:

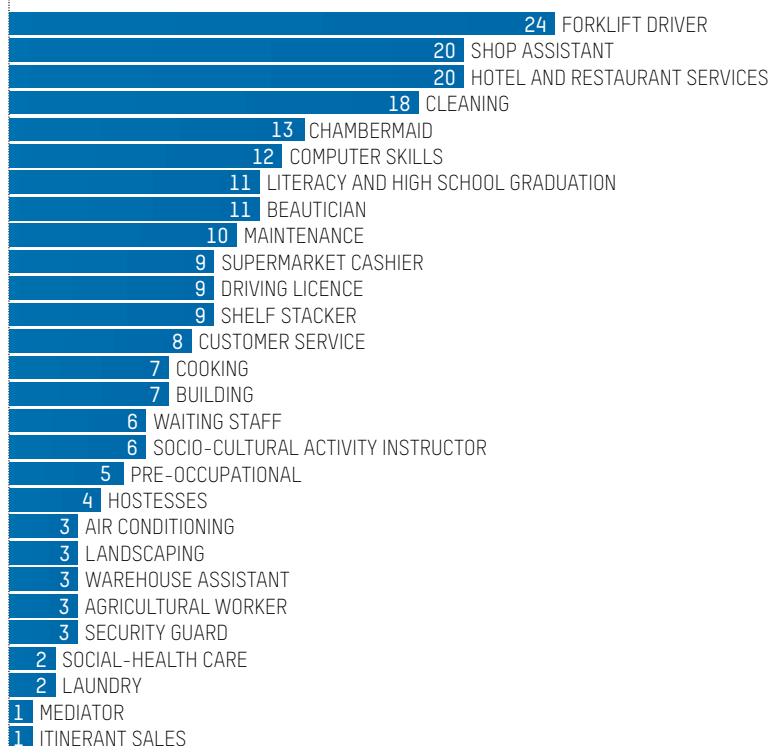
- **3 Employment Workshop Schools**  
Madrid: Construction  
Málaga: Customer Service and Tourist Information  
Granada: Mediation
- **A Trade School in the Basque Country**
- **Two Employment Workshops**  
Leon: Landscaping  
Sestao: Social and Health Care for Dependent Persons



**2,437 PEOPLE IN TRAINING IN 2010**

WOMEN (54.3%)  
MEN (45.7%)

### 229 COURSES BY SPECIALITY



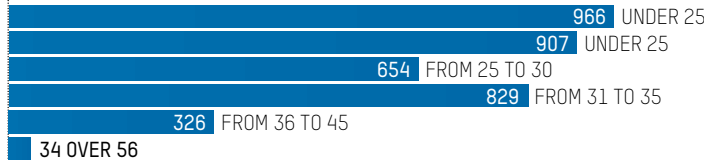
*2,437 people took part in 229 training actions developed by our teams in 2010. Participation of women was slightly higher than that of men.*

# 3 OCCUPATIONAL MEDIATION MEASURES FOR ACCESS OF ROMA PERSONS TO JOBS

## ACCEDER PROGRAMME: PERSONS AND CONTRACTS 2010



### 3,716 ACCEDER CONTRACTS IN 2010, BY AGE



*A total of 3,716 work contracts were obtained in 2010, of which 65.2% were for Roma. Women outnumber men by a small margin in the number of contracts awarded.*

During 2010, a total of 183 agreements with companies at the local, regional and national levels were signed for the performance of training and occupational insertion within the FSG's company mediation activity. Collaboration with companies is one of the main employment-related strategies within the *Acceder* programme and aims at involving companies in shared objectives, by meeting their needs and providing our participants with better qualifications more closely adjusted to the reality of the market.

Of the agreements signed, around 60% were training-related, in particular training in the workplace where, through tutoring by the company and monitoring by our staff, qualifications and training in specific skills are obtained to improve participants' professional profile.

The companies the agreements have been established with are primarily major companies and market leaders at the national and international levels, including Carrefour, Indetex, Eulen, Leroy Merlin, ISS, Eurest, the SIRO Group and ABBA Hotels, amongst others.

Particularly noteworthy is our collaboration with the SIRO Group, with which we signed an agreement in September 2009, for actions targeting the Roma community within the framework of the European Social Fund for the *Pluriregional Operational Programme on the Fight Against Discrimination 2007-2013*.

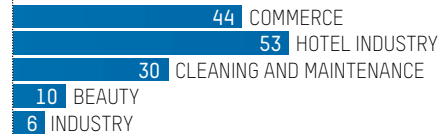
This collaboration led to a total of 50 work contracts this year in the various work centres operated by the company, most of them at the plant located in Briviesca, (Burgos).

## 183 AGREEMENTS SIGNED IN 2010

### TYPE OF AGREEMENT



### SECTOR



*During our participation in the Acceder programme we have been in close contact with all the people recommended to us. This is not a cold, distant service but comprehensive guidance allowing us to become familiar with the particular situation of the person we contract. Our relationship with the FSG is very gratifying. I believe that both organisations have learned from each other and that our cooperation is developing with the intensity desired by both parties.*

Francisco Hevia. Corporate Social Responsibility and Communications Manager, SIRO Group

## 4 SUPPORT AND DEVELOPMENT OF ENTREPRENEURSHIP

Following the incorporation in 2009 of self-employment in all *Acceder* teams and the integration of the methodology into the job access pathways, 2010 has seen an increase in entrepreneurial initiatives improving the good health of the programme. Additionally, the value of this kind of employment often leads to a vision of entrepreneurs as leaders inside and outside the Roma community, helping to break down barriers and stereotypes.

The business activities undertaken show a strong preference for the services sector with projects focusing primarily on hostelry, the clothing and footwear trade, building, greengrocery, crafts and hairdressing

*The figures speak for themselves: in 2010, 24 businesses were set up, 3 more than in the previous year. Since 2006, 135 direct jobs have been created.*



## 5 SUPPORT ACTIVITIES FOR PROTECTED EMPLOYMENT INITIATIVES

With the promotion and support of integration companies as a key element and resources contributing to the *Acceder* programme and development of occupational insertion pathways.

In 2010 we strengthened the activity of: Vedelar, the work integration social company developed by the FSG in the Project CIS-Nabut in Navarre and Ecorur were all consolidated and feasibility studies were undertaken for possible development of such companies in Madrid and Leon in Madrid and Leon.

## 6 TRAINING AND LABOUR MARKET INSERTION ACTIONS ON BEHALF OF THE ROMA POPULATION FROM EASTERN EUROPE

## 7 AWARENESS-RAISING ACTIONS

Through joint sessions and seminars with labour market stakeholders and/or public policy bodies. Highlights of 2010:

- European Conference on *Access to Employment of Underprivileged Groups* jointly organised by the FSG with other O.P. operators. *Pluriregional Operational Programme on the Fight Against Discrimination*: Red Cross, Cáritas, the ONCE and the Fundación Luis Vives. This conference was held in Madrid in the Círculo de Bellas Artes on 22nd and 23rd February, and was devoted to presenting the best practices and proposals for employment and insertion policies.



EUROPEAN CONFERENCE ON JOB ACCESS CO-ORGANIZED BY THE FSG IN FEBRUARY.

**FUNDED THROUGH PERSONAL INCOME TAX**

The *Acceder* operating programme was launched in 2000. Its main goal was to achieve effective access of the Roma community into the labour market. After ten years the results have shown that it is an efficient programme which has become a benchmark in Europe and an example of good practice.

## Objectives

- To obtain employment for Roma
- To tailor vocational training to the demands of the job market
- To establish direct links between companies and the Roma seeking jobs
- To increase awareness with respect to prejudice and discriminatory practice
- To generalise proactive policies targeting the Roma.

## Services

- Development of tailor-made insertion pathways
- Training for employment
- Promotion and support of entrepreneurial initiatives
- Mediation with companies
- Production of goods and services through work integration social enterprises and sheltered employment
- Public awareness, institutional action

Acceder is a powerful program for social inclusion of Roma through their access to employment.

## Results

Today, after ten years, the results have exceeded all expectations:

- 58,069 people have participated in the programme
- 39,763 job contracts have been obtained
- 1,500,000 hours of training have been provided through 1,200 courses in which more than 11,500 Roma people have participated
- Gender equality has been achieved: 52% of the job positions have been covered by women

Beyond the excellent results in terms of employment obtained through *Acceder*, perhaps its main value has been the impact it is having on the change in mentality of many Roma families towards activity as employed persons, and the complementary change in the attitude of many public authorities towards the Roma community. The former have shown that employment represents the road to improving living standards and having opportunities, and the latter see that the Roma community meets their expectations if accompanied by stable adapted programmes endowed with sufficient resources.

*In spite of the economic crisis Acceder obtained more than 3,716 contracts in 2010.*

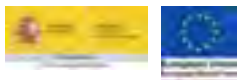
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FUNDED BY:  
12 REGIONS AND 50 MUNICIPAL COUNCILS



*"I am lucky to be working in a job I like and this would not have been possible without the training I did in Acceder".*

Montiel Oleaque Vargas. Working as a cleaner in Elche.



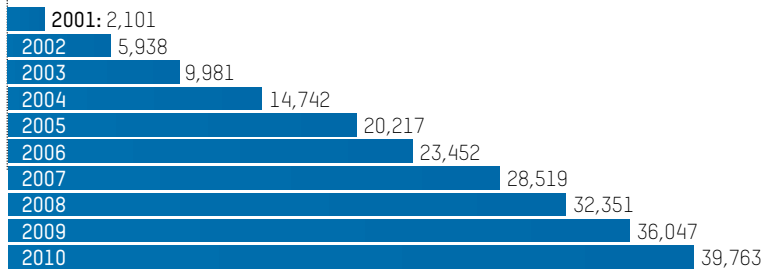
2010 DATA

3,716 CONTRACTS  
 6,896 NEW PARTICIPANTS  
 12,300 BENEFICIARIES  
 229 TRAINING PROJECTS  
 2,437 PEOPLE ATTENDED  
 THE COURSES  
 200 AGREEMENTS SIGNED

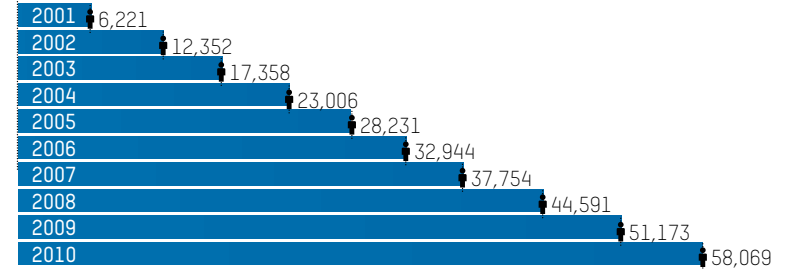


BEAUTICIAN WORKPLACE TRAINING IN VALENCIA

CONTRACTS OBTAINED



PEOPLE TAKING PART IN THE ACCEDER PROGRAMME

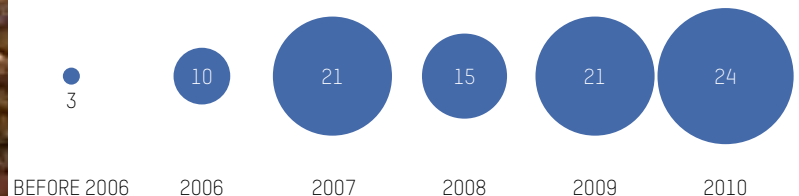


STACKER AT CARREFOUR IN JAEN

SELF-EMPLOYMENT

135 JOBS CREATED  
 94 PROJECTS SET UP IN TOTAL  
 58 IN OPERATION (REGISTERED)  
 3 IN PROCESS (UNREGISTERED)  
 33 HAVE CLOSED  
 50 DEVELOPED BY MEN (53.2%)  
 38 DEVELOPED BY WOMEN (40.4%)  
 6 MIXED (6.4%)

PROJECTS SET UP



# WORKSHOP SCHOOL

## CUSTOMER SERVICE AND TOURIST INFORMATION



### MALAGA

After ten years developing training and employment actions in Malaga through the *Acceder* programme, the FSG decided to take a step forward and set up a Workshop School to respond to the interests of Roma youth in Malaga and to harness their potential, taking the economic reality of the area into account. This was the beginning of an innovative training project in customer service, an occupation not usually taught in workshop schools and which is not often performed by the Roma community.

Aims of this training project are, on the one hand, to provide pupils with the knowledge and skills necessary to develop the professional profiles associated with attending to the public and, on the other, to endow them with a series of competences to enable them to acquire the knowledge and skills required to perform work related to dealing with the public.

#### The Workshop School consisted of two clearly differentiated phases:

- 1 Six months training in the subject of Public Information and Service.
- 2 Workplace experience where the students are contracted and carry out workplace training at events such as the FITUR tourism trade fair in Madrid, the International Film Festival of Malaga, the Andalusia Open Golf Championship, also held in Malaga, the SEVATUR Leisure and Tourism Festival in San Sebastian, the FITIC International Tourism Trade Fair in Barcelona and the Costa de Sol Sessions in Andalusia, amongst others.



STUDENTS OF THE MALAGA WORKSHOP SCHOOL

20 STUDENTS<sup>16 WOMEN AND 4 MEN</sup>

### SCHOOL PERSONNEL

DIRECTOR, 1 CLERICAL ASSISTANT AND 3 INSTRUCTORS  
STUDENTS: 16 WOMEN AND 4 MEN

### COLLABORATING PUBLIC BODIES

ANDALUSIAN REGIONAL GOVERNMENT,  
CULTURAL AREA OF MALAGA CITY COUNCIL, DEPARTMENT  
OF CULTURE OF THE ANDALUSIAN REGIONAL GOVERNMENT,  
TOURISM AREA OF MALAGA CITY COUNCIL.

BUDGET € 542,326  
FOR THE PERIOD 2009-2011

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*"We've learned an occupation and worked as a team in this Workshop School and at the same time we have got to know the surrounding tourist complexes and the geography of the area we will work in. It all represents a wonderful training opportunity to enable us to work successfully in the society to which we belong. And now we are keen but a bit nervous about starting out on our careers as qualified tourism personnel."*



Guadalupe Trigo Postigo (Student of the WS on Public Information and Service)

FUNDED BY:



> **acceder**

# VEDELAR, A WORK INTEGRATION SOCIAL ENTERPRISE IN THE LANDSCAPING SECTOR

> acceder



Vedelar is an work integration social enterprise developed by the FSG in the Principality of Asturias in the landscaping and forestry sector. It was incorporated in January 2009, as a transition stage towards the mainstream labour market for members of the Roma community in Avilés with the most difficulties in accessing employment. It is the natural follow-up to the Vedelar Forestry School, a training initiative run by Acceder with the aim of social and occupational insertion in the area of the environment and responsible forestry.

Along the lines of the work begun during 2009, this year participants have continued their activities and performed, amongst other tasks, maintenance of the garden in state schools and other parks and areas in the town of Avilés through a contract obtained after a public bidding process.

At the same time, the company's activities extended into other operating areas in 2010. Outstanding amongst these are forestry clearing and subsequent conservation services for fire breaks in the Valliniello Environmental Belt, the increasing response to demand from private owners and neighbourhood associations to look after their open areas and gardens or the creation and subsequent care of the garden at the "Ría de Avilés" Day Care Centre.

*2010 witnessed the definitive consolidation of Vedelar from both the financial and social points of view, reinforcing the lines of action initiated in the previous period.*

**BUDGET € 249,476**

INCLUDING ACQUISITION OF A SMALL TRUCK NECESSARY FOR CARRYING OUT THE ACTIVITY.

**INCOME € 255,780**

THIS AMOUNT IS SLIGHTLY HIGHER THAN THE INITIAL ESTIMATE AND COMES ENTIRELY FROM INVOICING DURING THE FINANCIAL YEAR. \*

**PERSONNEL** VARYING BETWEEN 6 AND 11 EMPLOYEES, WITH THE NUMBER OF WORKERS IN THE INSERTION PROCESS OSCILLATING BETWEEN 4 AND 5 DEPENDING ON THE TIME OF YEAR.

\* THESE FIGURES ARE EVEN MORE SIGNIFICANT TAKING INTO ACCOUNT THAT THE PRINCIPALITY OF ASTURIAS HAS NO SUBSIDY PLAN TO SUPPORT WORK INTEGRATION SOCIAL ENTERPRISES. THIS SPEAKS WELL OF THE EFFICIENCY OF VEDELAR'S FINANCIAL MANAGEMENT.



VEDELAR EMPLOYEE IN ASTURIAS

# NABUT, A KEY TO THE LABOUR MARKET



Nabut is a social-occupational Integration Centre managed by the FSG in Navarre. Its aim is to promote the occupational insertion of Roma people by facilitating their access to the labour market. It encompasses a wide range of activities:

- A clothing shop
- A kiosk at the Public University of Navarre
- An office supplies product line
- A work clothing product line
- A short haulage service
- A laundry

Activities in the commercial sphere that begun in previous years and had accumulated a certain track record within the project received a boost in 2010. Both the kiosk and the clothing shop were considerably upgraded.

Meanwhile the work clothing, office supplies and short haulage businesses – lines of action that begun in 2009 with the aim of endowing Nabut with financial stability – have gradually established themselves in the market.

A new activity, industrial laundry services, begun in June, enabling training and work integration of Roma men in a project which until then had been run by Roma women. This new activity began in collaboration with the ASPACE Special Employment Centre, which has provided the opportunity to harness the technical capacity and experience in quality processes of the same and to share future development of the CLAT franchise.



NABUT INDUSTRIAL LAUNDRY WORKERS IN NAVARRE

BUDGET € 229,748  
 TOTAL INCOME € 241,595  
 ANNUAL TURNOVER € 73,122  
 PERSONNEL

DURING THIS YEAR 20 WORKERS IN A SITUATION OF SOCIAL EXCLUSION WERE EMPLOYED BY NABUT. AT YEAR'S END THERE WERE 16 PEOPLE EMPLOYED. OF THESE, 9 WERE ROMA WOMEN, 6 ROMA MEN AND 1 A WOMAN OVER 45 YEARS OF AGE AND LONG-TERM UNEMPLOYED. THESE FIGURES REFLECT THE IMPACT NABUT IS HAVING AS A MECHANISM FOR TRANSITION TO THE LABOUR MARKET

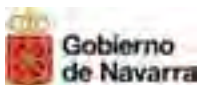
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SUBSIDISED BY:



> acceder

*"Nabut has given me the chance to gain experience for the future. Later I would like to go out and get another job and earn a good wage. Working in the University kiosk has opened my mind a bit and I am keen to go on training".*



Divina Hernández Jiménez. Nabut Kiosk worker

# ECOTUR, A PROFESSIONAL HOSTESS SERVICE



Ecotur is a professional conference and tourism hostess service which was set up by FSG through *Acceder* in 1998 in the Madrid district of Carabanchel. It originated as an initial training experience for young Roma women participating in *Acceder* who were keen to acquire knowledge and training in order to obtain a new professional profile in line with their professional interests and personal characteristics.

As a professional profile this activity has various advantages which, even today, open up numerous opportunities and suit the average educational profile of young Roma women. No formal secondary or higher education qualifications are required. The professional training involves, in addition to protocol, the development of communication and relational skills common to numerous professional profiles.

The casual nature of the work is an advantage in this case since it allows the participants to enter the labour market gradually, alternating with other professional and family occupations and thus overcoming any possible reservations on the part of their families.

This occasional aspect of the work aids the training process and serves as an initial work experience which in many cases has become the springboard to official training or to extending the range of professional options related to personal image, commerce, etc. And finally, it is also an opportunity to publicise a little-known facet of the Roma community within a recognised occupational framework conveying a positive image. Many national, regional and local public bodies have supported the service by contracting or disseminating the initiative in various forums.

Ecotur has been extended to 9 towns in 6 Autonomous Regions. However, it is much more than a hostess service. It is a training and employment initiative with an adapted method in line with the guidelines of the *Acceder* programme.

## Training usually provides access to the service, by means of:

- Basic training courses or pre-occupational workshops.
- Thanks to funding from public and private bodies, vocational training courses of around 200 to 300 hours with deeper study of course content and including visits to trade fairs, workplace experience, etc.
- Training and recycling schemes targeting the hostess portfolio, thanks to which the basic training is complemented with training in languages, computer literacy, protocol etc., using either internal or external resources.

*Ecotur is currently a stable hostess service with a client portfolio of hundreds of clients and a track record of over 500 events, 250 young women trained and 100 hostesses and auxiliary personnel contracted.*



ECOTUR IS CURRENTLY A STABLE, HIGH QUALITY HOSTESS AND AUXILIARY PERSONNEL SERVICE

# CAM Romí, FOR THE OCCUPATIONAL INSERTION OF ROMA WOMEN



The goal of the CAM Romí programme is to achieve full participation of Roma women in their culture and in society in general by means of occupational guidance, training and insertion into the labour market. This goal also includes other actions such as increasing the visibility and awareness of Roma culture, focusing especially on women. The project, within the framework of the *Acceder*, has been made possible by the close association that has existed since 2002 between the Caja de Ahorros del Mediterráneo (CAM) Savings bank and the FSG.

The projects carried out in 2010 were mainly in the training field, with a total of 14 courses. Two seminars and two workshops on awareness and dissemination of Roma culture were also held. The excellent assessment of this initiative both by the women taking part and the companies collaborating in the training activities should be mentioned. The companies have underlined their satisfaction with the participants and will have obtained a positive image of Roma women.

**CAM ROMÍ IS PRESENT IN:**  
BARCELONA, SABADELL, CASTELLON, VALENCIA, ALICANTE, MURCIA, SEVILLE AND JÉREZ.

**PARTICIPANTS: 267 WOMEN**

**53 SALARIED WORK CONTRACTS OBTAINED**

**BUDGET 122,206 €**

## 2010 Training Projects

### Barcelona

- Chambermaid: 15 participants
- Department Store Assistant: 15 participants

### Sabadell

- Fish Shop Assistant: 12 participants

### Elche

- Shop Assistant: 8 participants
- Industrial Cleaning: 10 participants
- Workshop on Women: 50 participants
- Rominet Workshop: 10 participants
- Kitchen Assistant: 10 participants

### Castellón

- Secondary Graduation Course I and II: 10 participants
- Chambermaid: 12 participants

### Valencia

- Occupational Literacy Course: 62 participants
- Women's Occupational Insertion Seminar: 25 participants
- ROMI Workshop: 30 participants

### Alicante

- Hostess Programme: 15 participants

### Seville

- Advanced Course, catering for services: 15 participants

### Jerez

- Training Programme: 20 participants
- Participation Seminar: 35 participants
- Citizen Participation Workshops: 20 participants
- Training Circuit: 22 participants

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*"I had very little work experience and this course gave me access to a job with a longer contract. I'm working in the Carrefour fish shop as a fresh fish assistant and I never imagined I would like it so much. These initiatives giving opportunities to Roma women should get more support, without taking our ethnic origin into account and letting us benefit from them."*



Amara Rendón Medina took part in the CAM Romí training project. Now she works in Carrefour.

# OUR EMPLOYMENT CHALLENGES IN 2011

---

To react to employment-related changes caused by the economic crisis but also due to the vulnerable situation of the Roma community and the application of social spending.

---

The political situation is extremely fluid, with changes at all levels and new interlocutors. In the coming years we must emphasise the underprivileged situation of the Roma community with respect to employment in a scenario of fiscal and economic adjustment by public authorities at regional and local levels.

---

It will be necessary to explore the real impact of the situation on the Roma community with respect to employment in a context of economic crisis and make pertinent comparisons with neighbouring countries.

---

To intensify efforts to improve the qualifications of the Roma by providing training incentives with companies, mixed work and training programmes – such as the workshop schools and employment workshops – in new sectors of activity, and by providing subsequent entrepreneurship.

---

To foster and promote social and occupational inclusion for excluded persons by means of sheltered employment and work integration social enterprises.

---



*At this point in time we feel that actions improving job opportunities must be prioritised, focusing on furthering independence, recovering the capacity to take decisions and encouraging people to take responsibility for their own life. It is our understanding that giving individuals the resources and proposing methodologies to support and accompany each of them to find the right answer to their needs is the best way to build together the learning process and move towards a change.*

# THE EDUCATIONAL ADVANCEMENT OF THE ROMA COMMUNITY IS ONE OF THE FSG'S PRIORITIES



Although the Roma community has taken significant steps in recent years with regard to education (94% of primary-age children now attend school), there is still a long road ahead. Early drop-out, absenteeism and the presence of a high proportion of pupils who are behind in the curriculum (at secondary level 70% of Roma pupils suffer curricular lag compared to 25.8% of non-Roma pupils) continue to be the main challenges.

This situation, which significantly restricts the chances of Roma students to obtain higher qualifications and consequently their job opportunities, must be taken as a challenge by the rest of the educational community, public authorities, Roma families, the students themselves, the schools and other stakeholders.

WE ARE CONVINCED

*Roma with an education,  
Roma with a future*

From the outset, the educational advancement of the Roma community has been one of the priorities of the FSG. In 2010, this priority has been especially prominent within the general activity of the Foundation. In addition to sustaining our commitment to consolidating the ground gained on the educational front – especially through the *Promociona* programme – we launched a new awareness-raising campaign which, for the first time, specifically targets the Roma community. Under the slogan “Roma with an education, Roma with a future” this campaign arises from the need to combat dropping out of school before the end of compulsory education and to foster the idea that change is both possible and necessary. (See page 86).



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2010 MAY

JUNE

JULY

AUGUST

SEPTEMBER

+

PROMOCIONA IS CONSOLIDATED IN 150 SCHOOLS, WITH 317 STUDENTS



Promociona

+

+

WE PROVIDED 263 SCHOLARSHIPS TO YOUNG ROMA TO FACILITATE ACCESS TO AND/OR CONTINUATION WITH SECONDARY AND UNIVERSITY COURSES

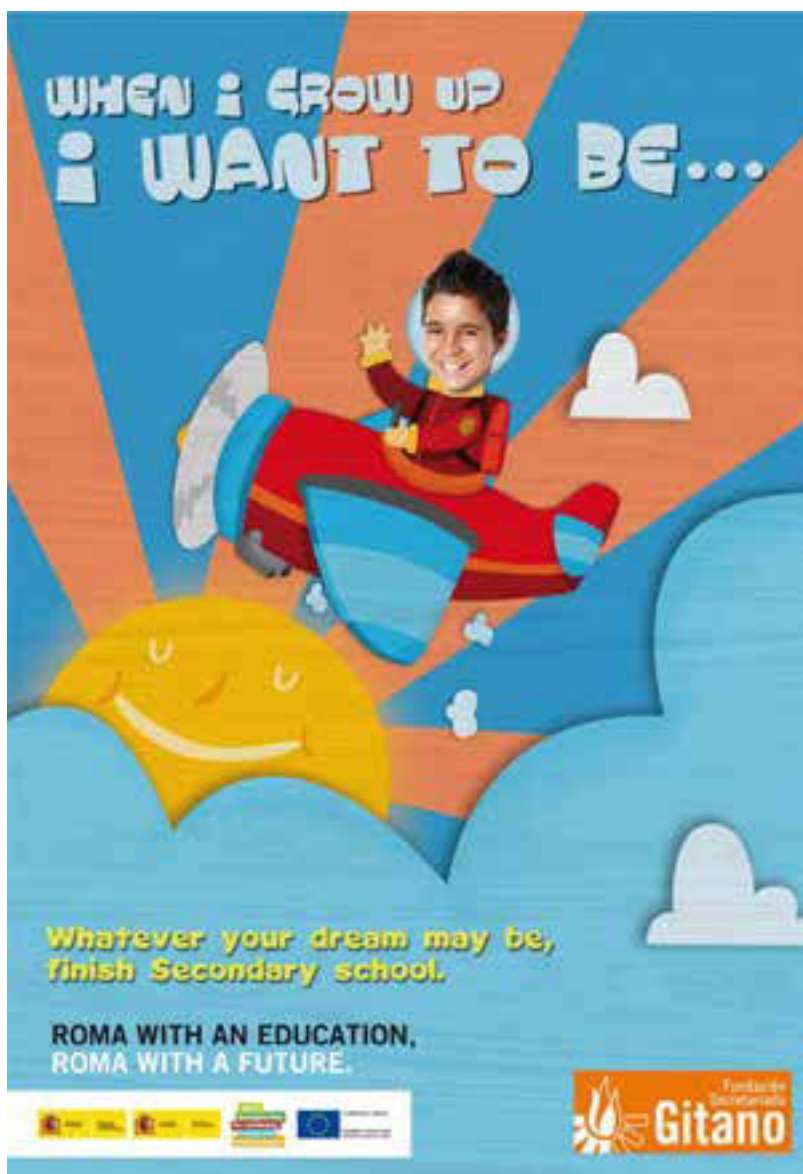


WE LAUNCHED THE “WHEN I GROW UP, I WANT TO BE...” CAMPAIGN TO COMBAT EARLY SCHOOL LEAVING BY ROMA PUPILS

*Educational advancement of the Roma population is the business of the entire educational community including families and the children themselves.*

*80% of Roma students beginning compulsory secondary education fail to finish.*





## THE MAIN AIMS OF OUR EDUCATIONAL ACTIVITY IN 2010 WERE:

To advance and facilitate the access of Roma children to pre-school education. We worked with:

↓  
**545 PUPILS AND THEIR FAMILIES**

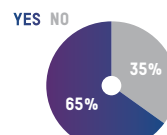
To foster normalisation of compulsory education for Roma children. Beneficiaries:

↓  
**4,642 CHILDREN (2,924 AT PRIMARY AND 1,718 AT SECONDARY LEVEL)**

STUDENTS FINISHING COMPULSORY EDUCATION (2009-2010 ACADEMIC YEAR)  
**51% OF BOYS**  
**59% OF GIRLS**



STUDENTS TAKING POST-COMPULSORY STUDIES (2009-2010 ACADEMIC YEAR)



To foster the involvement of Roma families, and the educational community in general, in their children's education. We worked with:

↓  
**2,777 FAMILIES**

Promoting basic training for Roma adults. Participants:

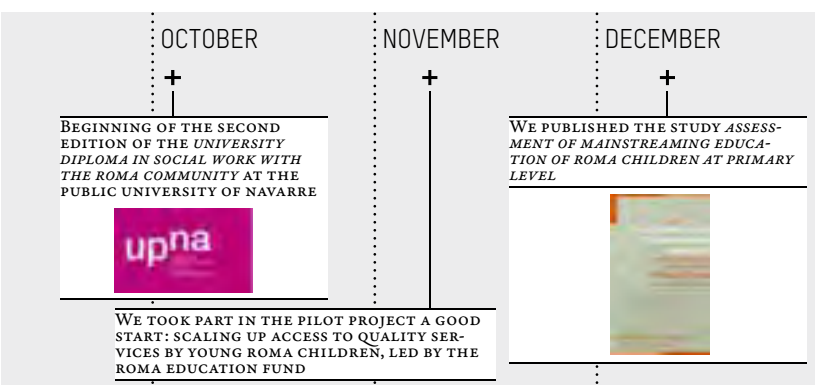
↓  
**447 PEOPLE**

To provide training, support and professional consultancy in response to demands by the educational and socio-educational community on diversity-related topics through:

↓  
**206 TRAINING ACTIONS**

To organise and take part in international events and projects related to education and the Roma community. FSG's participation in *A Good Start: Scaling up Access to Quality Services by Young Roma Children*, led by the Roma Education Fund (REF) and organised jointly with other transnational organisations, was a highlight of 2010. This initiative is funded by the EU Directorate General for Regional Policy.

To carry out studies and research and on-going monitoring of the school situation of Roma pupils in order to make basic diagnoses. The study *Assessment of Mainstreaming Education of Roma Children at Primary Level*<sup>1</sup> (including a pilot study on pre-school education) was published by the FSG with the aid of the Ministry of Education Teacher Training, Research and Innovation Institute and the Women's Institute; it was co-funded by the Ministry of Health, Social Policy and Equality.



*The FSG launched a new awareness-raising campaign in 2010 targeting Roma families with the aim of tackling early school leaving. The slogan: "Roma with an education, Roma with a future"*

1. Available at [http://www.gitanos.org/servicios/documentacion/publicaciones\\_propias/fichas/56315.html](http://www.gitanos.org/servicios/documentacion/publicaciones_propias/fichas/56315.html)

# PROMOCIONA

## “...CONTINUE AND WIN”

FUNDED THROUGH  
PERSONAL INCOME TAX

2010 was a year of consolidation for the *Promociona* programme, an initiative started in 2009 with the aim of reducing early school leaving and fostering the educational success of a large number of Roma students in various Spanish cities.

It targets Roma students with a mainstream educational record who are in the last phase of primary school or beginning the compulsory secondary stage.

It is a support and orientation programme involving not only Roma students but also other players participating in the educational process such as families, schools and other stakeholders.

*Promociona* basically provides for two types of action:

- **Educational and Family Orientation**, based on **tailored guidance** of pupils and their parents to involve the family in achieving **educational success** for their children
- **Promociona Classrooms**, for support and high-quality extra tuition in small groups.

Within the *Promociona* programme, the FSG works above all with secondary schools. The number of girls in the programme is slightly higher than that of boys. This programme mainly focuses on students in the last year of primary school (year 6) and the first year of compulsory secondary education. The step from primary to secondary education is still a critical moment, as is the step between the 2nd and 3rd years of compulsory secondary education, when many students reach the school-leaving age of 16 and the risk of dropping out is extremely high.

Of the students participating in *Promociona* in the 2009-2010 academic year:

- Around 47% of pupils in the sixth year of primary education passed all subjects.
- 80% of the students in the fourth year of the secondary compulsory education obtained the degree. The best results were obtained by girls.
- Of those finishing compulsory education, almost 78% have gone on to non-compulsory education.



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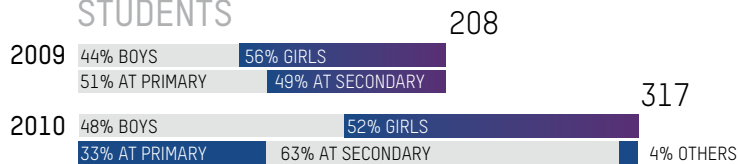
STUDY TECHNIQUES WORKSHOP IN THE PROMOCIONA CLASSROOM IN PALENCIA.

2010 BUDGET: € 400,000

STUDENTS INVOLVED IN  
2010: 317

### PROMOCIONA DATA:

#### STUDENTS



#### FAMILIES



#### EDUCATIONAL CENTRES



*78% of the students who completed secondary school after participating in the Promociona programme have gone on to post-compulsory studies.*

*Thanks to Promociona we are enabling more and more Roma students to carry on with their education after the compulsory stage.*



FUNDED BY:



IN 2010 *PROMOCIONA* WAS PRESENT IN **ELEVEN REGIONS** (TWO MORE THAN IN 2009) AND IN 20 CITIES, REACHING **280 FAMILIES, 150 SCHOOLS AND 317 STUDENTS**.

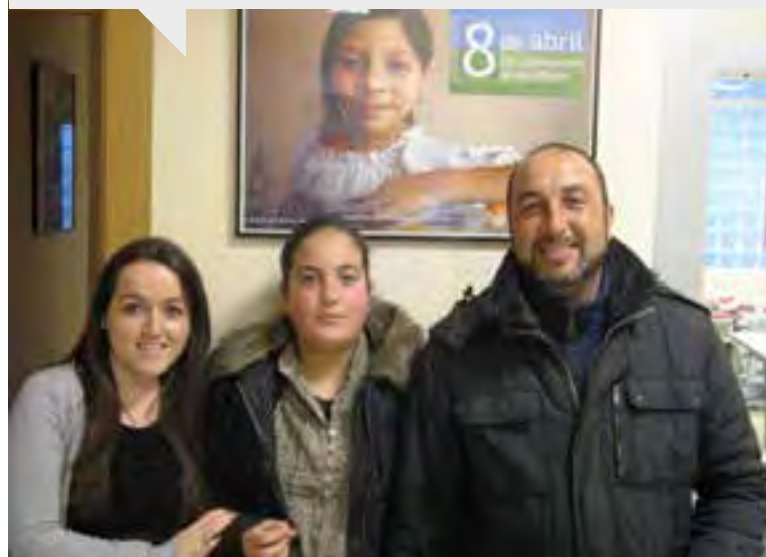
#### CITIES AND TOWNS WITH *PROMOCIONA* PRESENCE:



PAMPLONA  
SEVILLE  
GRANADA  
MALAGA  
LINARES  
JEREZ DE LA FRONTERA  
MADRID  
MURCIA  
PALENCIA  
SALAMANCA  
PONTEVEDRA  
GIJON  
OVIEDO  
SANTANDER  
CIUDAD REAL  
VALENCIA  
ALICANTE  
LEON  
CACERES  
BADAJOZ

*"The Foundation people are doing a really good job with the children. My daughter, for example, is making good progress. The people in charge of the programme are good-hearted and good teachers because if a pupil doesn't understand something they don't mind spending the whole afternoon to make sure they learn. We are very pleased with them".*

José Luis Vázquez, father of a student participating in the *Promociona* programme.



# A PROGRAMME TO PROMOTE ACCESS TO AND CONTINUITY IN SECONDARY AND UNIVERSITY EDUCATION FOR YOUNG ROMA.

**XIRPF** FUNDED THROUGH PERSONAL INCOME TAX

FUNDED BY:



FSG offers both socio-educational and financial support through this programme to enable Roma youth to access mainstream education, compensating for their socioeconomic and cultural disadvantages.

## Financial support: scholarships

277 Roma students applied for scholarships to continue their education in 2010. Of these, 263 were awarded (160 to girls and 103 to boys). 34.6% of these students were at university, 27% at high school, 22% in secondary vocational courses and 12% in tertiary vocational courses.

## Extra tuition

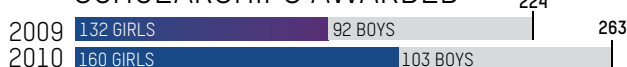
In addition to tailor-made tutoring for students and their families, in 2010 seven regional events were held - in Extremadura, Galicia, Castile-León, Asturias, Aragon, Murcia and Andalusia - in which 776 people including students, families, teachers etc. took part.

2010 BUDGET: € 113,364.96  
**SCHOLARSHIPS AWARDED IN 2010: 263**

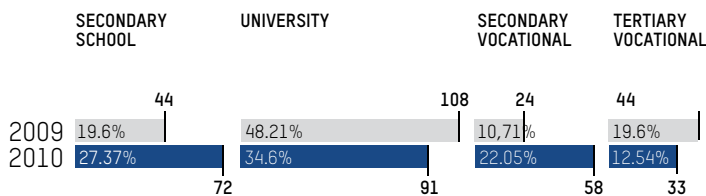
## SCHOLARSHIPS APPLICATIONS



## SCHOLARSHIPS AWARDED



EVENTS BRINGING TOGETHER STUDENTS AND FAMILIES ARE ESPECIALLY SIGNIFICANT DUE TO THEIR VALUE AS A MEETING POINT AND AS AN OCCASION FOR REFLECTING ON THE IMPORTANCE OF EDUCATION.



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UNIVERSITY DIPLOMA COURSE STUDENTS

FUNDED THROUGH  
PERSONAL INCOME TAX

## UNIVERSITY DIPLOMA IN SOCIAL WORK WITH THE ROMA COMMUNITY

Thanks to collaboration between the FSG and the Public University of Navarre (UPNa), in the 2009-2010 academic year the UPNa initiated its own course called "Experts in Social Work with the Roma Community"; it is currently offered as a course leading to the University Diploma in Social Work with the Roma Community. This 750-hour on-line course is aimed especially at professional Roma social workers. It articulates the training around a quality, up-to-date academic education based on the most widely recognised diagnostic and action experiences, and leads to a qualification that endows the holder with a professional advantage.

To achieve one of the main goals of this course, professional qualification of Roma persons, the FSG awarded 30 reduced fee scholarships, six more than in 2009.

### Quality academic staff

Miguel Laparra, Director of the Department of Social Work of the UPNa is the supervising professor of this course which includes recognised experts in various fields such as Antonio Gómez Alfaro, Fernando Rey, Valentín Suárez, José Manuel Fresno, Daniel La Parra and Jesús Loza.

Course content, developed in collaboration with the Department of Social Work at the UPNa, takes an integral approach and is organised around five modules:

.....  
MODULE 1 Historical development, current situation and change trends in the Roma community.

.....  
MODULE 2 Advanced social policies and their application to the Roma community.

.....  
MODULE 3 Working with the Roma community in the field of equal opportunity.

.....  
MODULE 4 Equal treatment in combating discrimination: fundamental rights, interculturality, management of disputes and social awareness in contexts of cultural diversity.

.....  
MODULE 5 Development and management of social action programmes.



STUDENTS: 40  
2010 BUDGET: € 56,764.80

FUNDED BY:



*"Learning is always something good, and as they say, you can never know too much. I was lucky enough to be awarded a scholarship; without it, I would never have been able to afford the cost of this University Diploma in Social Work with the Roma Community that I was so keen to do. To me, this course represents a unique opportunity to learn, remember and above all to classify existing knowledge about Roma in Spain and in other countries.*

*Taking the opportunity to develop as a person and as a qualified professional and to apply this knowledge from my reality as a Roma woman is something I would definitely recommend"*

Marga Fernández Cortés, student of the course



# PROMOTING ACCESS TO DECENT HOUSING FOR THE ROMA COMMUNITY

Spain is the European country where most progress has been made regarding the residential integration of Roma population, but it should not be forgotten that, according to the 2007 Roma Community Housing Map, 4% of Roma families still live in slum settlements and ghetto areas, and 12% in substandard housing, especially in Galicia and Andalusia.

Here at the FSG we believe that access to housing is an essential condition for the advancement and social inclusion of any person and that the public authorities must continue to work to address this situation.

*It is essential for the measures provided under the State Housing and Rehabilitation Plan 2009-2012 to be implemented in the short term in order to benefit Roma families still living in degraded environments*

**1,960 PEOPLE**  
BENEFITED DIRECTLY FROM  
ONE OF OUR

**21 HOUSING PROGRAMMES**

AND **1,789** INDIRECTLY

**131 FAMILIES** LEFT SLUM SETTLEMENTS

## HOUSING-RELATED SITUATION OF THE ROMA COMMUNITY\*

**69.2% OF THE ROMA COMMUNITY**  
LIVE IN ANDALUSIA, THE VALENCIA REGION, MADRID AND CATALONIA.

**ALMOST 77% OF THE NEIGHBOURHOODS**  
WHERE THE ROMA COMMUNITY LIVES  
ARE MORE THAN 15 YEARS OLD.

**88% OF ROMA FAMILIES**  
LIVE IN STANDARD HOUSING.

**12% OF THE ROMA COMMUNITY LIVE IN SUBSTANDARD**  
HOUSING AND 4% IN SLUM SETTLEMENTS.

**MORE THAN 10,000 HOMES**  
IN WHICH ROMA PEOPLE LIVE DO NOT MEET THE  
REQUIRED STANDARDS.

\* 2007 ROMA COMMUNITY HOUSING MAP. FSG

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*While it is true that over the last years the public authorities have made a significant effort and there has been progress in the residential situation of the Roma community, some serious housing inequalities, situations of exclusion and infringement of basic housing-related rights still exist compared to the rest of the population. These living conditions should not be tolerated in one of the world's most prosperous countries.*

## DIRECT SUPPORT FOR ROMA FAMILIES IS THE KEY TO THE RELOCATION PROCESS

Relocation measures cannot be seen solely from the urban planning viewpoint, but require a more comprehensive vision of the innumerable factors affecting the situation of the most underprivileged families, and of the socioeconomic development of the neighbourhood. The goal is not just to provide decent housing, but to do so in an environment that favours opportunities for social inclusion.

Here at the FSG we are convinced that a large part of the success of these relocation operations in the medium and long term depends not only on providing guidance to the families during the entire process, but also in taking effective steps towards social inclusion of the most underprivileged families, and also intervening in any crises and conflicts that may arise. For that reason, the services and resources we offer include housing-related Guidance and Orientation Services, developed according to the needs and opportunities detected in each territory.

In the political arena, the FSG accepts the challenge to ensure that the measures taken by the central government through the State Housing Plan 2009-2012 are put into effect in collaboration with other public bodies, and benefit Roma families still living in degraded conditions. It is also necessary to drive the application in Spain of the new regulations for use of the ERDF funds with respect to housing and the Roma community.

*The FSG has taken an important and active part in significant measures to eradicate slum settlements in various regions of Spain, contributing to the best possible adaptation of the measures to the needs of the families involved and aiding the competent authorities in the design of these measures in addition to monitoring them*

## MADRID: AN EXAMPLE OF THE ACCOMPANIMENT AND NEIGHBOURHOOD MEDIATION PROGRAMMES

In 2010 the FSG continued to implement the *Relocated Families Accompaniment and Neighbourhood Mediation Programme* within the framework of the agreement which the FSG has maintained with the Madrid City Council's Municipal Housing and Urban Planning Company (EMVS) in recent years.

Comprehensive actions with Roma families during the relocation process are carried out through this well-established programme. The FSG housing team takes care of direct actions with the families involved, diagnosing the needs in each particular case so that the relocated family is able to occupy a dwelling in a high-rise development without problems.

We also intervene in the event of neighbourhood conflicts and attempt to enhance coexistence between residents of the building and the newly relocated family.

26 FAMILIES NEWLY RELOCATED

1,222 ACTIONS

BY THE TEAM WITH THE FAMILIES INVOLVED

833 FOLLOW-UP VISITS

TO FAMILIES RELOCATED IN PREVIOUS YEARS

179 INTERVENTIONS

IN CASES OF NEIGHBOURHOOD OR COEXISTENCE CONFLICTS

76 ROMA

WITH HOUSING-RELATED QUERIES WERE SUPPORTED BY THE TEAM

BUDGET: € 110,733

FUNDED BY:



# A LOOK AT FOUR CASES OF HOUSING ACTION

## SOCIAL INCLUSION AND ERADICATION OF THE PENAMOA SLUM SETTLEMENT (CORUNNA)

In collaboration with Corunna City Council, FSG Galicia continued to work in 2010 to eradicate the Penamoa slum settlement, the largest in Galicia and one of the most significant examples of this urban blight in Spain due to its size and the problems facing its inhabitants.

Measures included:

- support for accessing a standard dwelling for every Roma family participating in the programme.
- implementation of comprehensive social inclusion programmes through family-wide pathways for social, educational and occupational insertion.
- family education programmes and social accompaniment to enable access to the rights and obligations of citizens.

Although much progress was made in 2010, around 20% of the settlement was still standing in December. It is expected that it will be totally eradicated before the end of 2011.

The FSG continues to work with educational and family plans prepared by the action team to make the relocation a success. At the moment the process is being carried out within the expected guidelines and with very few incidents.

**99 FAMILIES**

BENEFITED FROM THE PROGRAMME IN 2010

**79 FAMILIES**

HAVE BEEN RELOCATED

**57 SLUM DWELLINGS WERE DEMOLISHED**

**BUDGET: € 366,440**

FUNDED BY:



PENAMOA SLUM SETTLEMENT (CORUNNA)

## SOCIAL ACCOMPANIMENT PROGRAMME FOR FAMILIES RELOCATED FROM THE ASPERONES NEIGHBOURHOOD (MALAGA)

In 2010, the FSG began collaborating with the programme under the auspices of the Andalusian Regional Government's Public Urban Planning Company to relocate families, mostly Roma living in substandard prefabricated and slum settlements, from the Asperones district of Malaga. This community suffers serious difficulties of an economic and educational nature, and lacked occupational qualifications, access to resources and the social habits required to interact with other families living in high-rise housing.

The first phase of the project, carried out in 2010, entailed on the one hand preparation of the scope of the action and location and analysis of resources for comprehensive reception in the target neighbourhoods, and on the other a thorough and continuous awareness effort to avoid possible conflicts.

As relocation got under way, the work of the FSG focused on:

- accompanying the relocated families during access to the dwelling and guidance in use of the private and common areas of each building.
- mediation in favour of coexistence.
- access to public services and resources and collaboration with City Council personnel.

**200 FAMILIES FROM THE DISTRICT**

BENEFITED FROM THE PROGRAMME

**IN 2010**

**18 FAMILIES**

WERE RELOCATED

**BUDGET: € 58,000**

FUNDED BY:



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## SOCIAL ACCOMPANIMENT PROGRAMME FOR FAMILIES EXCLUDED FROM DECENT HOUSING (SEGOVIA)

2010 saw the final push to eradicate the settlement of El Tejerín which, like that of Carretera Madrona, had existed for 33 years. In close cooperation with Segovia City Council, the FSG has been engaged in a programme since 2006 to provide access to decent housing for the Roma community living in these two slum settlements, focusing on two types of complementary actions:

- the first stage is carried out in the neighbourhoods hosting the relocated families, with specific lines of action focusing on social accompaniment and intensive family and community counselling.
- the second consists of relocation of the families in the target environment.

Although it had been attempted on previous occasions, it was not until June that the last three shacks were demolished, ending 33 years of exclusion. Most of the people relocated (104 in 2010) now live in houses owned by the city council, and others in free market homes. However, the programme will only be a success when the families gain access to more permanent housing in conditions suiting their reality.

In all probability the Carretera Madrona settlement will finally be closed in 2011.

104 PEOPLE  
BENEFITED FROM THE PROGRAMME IN 2010

19 FAMILIES  
WERE RELOCATED  
BUDGET: € 62,200.

FUNDED BY:



THE DEMOLITION OF 'EL TEJERIN' IN 2010  
SPELT THE END OF 33 YEARS OF EXCLUSION

## SOCIAL INCLUSION HOUSING PROGRAMME (NAVARRRE)

The Government of Navarre runs two programmes aimed at facilitating access to housing for socially vulnerable families. The FSG works as a mediating body in these programmes collaborating, amongst other things, in the selection of dwellings, advice and guidance to families, purchase and rental transactions and subsequent social follow-up.

The Social Inclusion Housing programme (VIS) is aimed at aiding families with incomes below 1.7 times the IPREM (public indicator regarding income).

VIS:  
5 FAMILIES HAVE PURCHASED A DWELLING  
BUDGET: € 377,136.36

THE SOCIAL INCLUSION HOUSING RENTAL (VAIS) PROGRAMME  
AIDS RENTAL OF HOUSING FOR FAMILIES WITH INCOMES BELOW  
ONE TIME THE IPREM.

FUNDED BY:



VAIS:  
10 FAMILIES  
WERE ABLE TO RENT HOUSING  
BUDGET: € 42,363.09

FUNDED BY:



# THE SOCIAL INCLUSION OF THE ROMA COMMUNITY REQUIRES A COMPREHENSIVE APPROACH

The advancement of the Roma community's social inclusion on the basis of respect for its cultural identity is the fundamental goal of the FSG and has been our main objective during 2010. To accomplish this mission, comprehensive action is necessary in key areas such as access to employment, education and housing, not forgetting other important factors interrelated with these such as health care, social relations and social participation and coexistence, so as to enable both equal opportunities and a better quality of life.

In 2010, the FSG's Department of Social Inclusion put numerous comprehensive measures into effect, each one individually tailored to the territories where we are active and targeting not only Roma – whether Spanish or from Eastern Europe – but also families and neighbourhoods as a whole, with special attention to the needs of key groups such as Roma women and youth.

FSG initiated a new program last year that focused on support, capacity-building and collaboration of professionals from public authorities and social organisations who also work with Roma community with a view to providing integrated responses to the different needs of Roma community.

#### Our comprehensive services have attempted to:

- foster constructive coexistence, taking the active participation of community members into account and not focusing only on Roma, but including all people living in the targeted environment.
- address their needs on the basis of access to and use of the standard services available to all citizens.

Another significant aspect was to foster the creation and organisation of services to close the digital divide the Roma community is at risk of suffering, working to provide access to and use of the new ICTs, thus enabling Roma to participate in the information society.

In this section of the Annual Report, in addition to treating the specific actions taken with Roma immigrants, we present the work carried out in three fundamental areas: health, youth and community social work.

**17,116 ROMA PEOPLE**  
 BENEFITED DIRECTLY FROM OUR COMMUNITY SOCIAL ACTION PROGRAMMES THROUGH 25 HEALTH-RELATED PROGRAMMES

WITH 25 HEALTH PROGRAMMES WE HAVE REACHED **6,083 USERS**

ACTIONS TARGETING ROMA YOUTH BENEFITED **4,320 YOUNG PEOPLE**

THE ROMA FROM THE EAST EUROPE PROGRAMME PROVIDED ASSISTANCE TO **3,188 PEOPLE** IN 12 CITIES

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2010	JANUARY	FEBRUARY	MARCH	APRIL	MAY
	+	+	+	+	
	<p>THE FSG ORGANISES THE SECOND NATIONAL SEMINAR ON EASTERN EUROPEAN ROMA WITH THE PARTICIPATION OF MORE THAN 160 PEOPLE AND THE PRESENCE OF COMMISSIONER SPIDLA</p> 	<p>LAUNCH OF THE COMIC QUIÉN MÁS CHANELA MEJOR DECIDE (KNOW MORE TO DECIDE BETTER) ON PREVENTION OF DRUG ADDICTION</p> 	<p>DISSEMINATION OF 2,000 COPIES OF THE BROCHURE DIKELA - MIRA (HABLA DE SIDA SIN LACHE) [LOOK (TALK ABOUT AIDS WITHOUT BEING ASHAMED)] AIMED AT ROMA YOUTH</p> 	<p>THE FSG'S CHAVÓS NEBÓ (YOUTH OF TODAY) YOUTH INFORMATION AND ACTIVATION NETWORK REACHES 26 INFORMATION POINTS NATIONWIDE</p>	

*The situation of exclusion, poverty or social disadvantage experienced by part of the community has a direct effect on many aspects of their lives and must be approached in a comprehensive manner.*

## SEEKING EQUALITY IN HEALTH CARE

Roma, on the whole, are not as healthy as the general population. This is reflected in the report entitled *Hacia la Equidad en Salud. Disminuir las desigualdades en una generación en la comunidad gitana*<sup>1</sup> (*Towards Fairness in Health. To reduce the inequalities in the Roma Community in a single generation*) based on the first *National Health Survey of the Roma Population* carried out by the Fundación Secretariado Gitano and the Ministry of Health and Consumer Affairs in 2006. This study also indicates that Roma women are not as healthy as their male counterparts or as the Spanish female population in general.

This is not surprising: the living standards of the Roma community have been, on the whole, worse than those of society in general with significant educational, occupational, housing and economic disadvantages. However, the inequality is not only due to socioeconomic variables but also to lack of access to and effective use of health-care services.

## THE KEYS: PREVENTION, PROMOTION AND AWARENESS

In 2010 the FSG has tried to help reducing these inequalities through prevention, promotion and awareness programmes.

The **Health Area** has launched several actions at national and European level focusing mainly on training of social and health-care personnel, technical service, awareness, preparation of health-care material and coordination of direct action. Additionally, the action teams at all FSG offices have carried out direct action with Roma people, mostly youth and families, aimed basically at access to public social and health-care resources, prevention of illness and promotion of a healthy lifestyle.



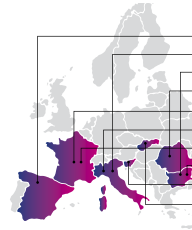
COMIC PUBLISHED BY THE HEALTH AREA TO PREVENT DRUG ADDICTION

<sup>1</sup> [http://www.gitanos.org/publicaciones/equidadensalud\\_estudio](http://www.gitanos.org/publicaciones/equidadensalud_estudio)  
[http://www.gitanos.org/publicaciones/equidadensalud\\_folleto](http://www.gitanos.org/publicaciones/equidadensalud_folleto)

## A EUROPEAN PROJECT TO PREVENT DRUG ADDICTION AMONG ROMA YOUTH



The European project *Addiction Prevention within Roma & Sinti Communities*, headed by the Italian city of Bologna, kicked off in October 2010, with the participation of 11 organisations, including the FSG, from eight countries.



### PARTICIPANTS AND COUNTRIES

FUNDACIÓN SECRETARIADO GITANO (SPAIN),  
 SOCIAL COOPERATIVE SOCIETÀ DOLCE (ITALY),  
 HEALTH AND SOCIAL DEVELOPMENT FORUM (BULGARIA),  
 FUNDATIA PARADA (ROMANIA),  
 HORS LA RUE (FRANCE),  
 VENICE CITY COUNCIL (ITALY),  
 EUROPEAN FORUM FOR URBAN SAFETY (FRANCE),  
 ROMA PUBLIC COUNCIL KUPATE (BULGARIA),  
 RIC NOVO MESTO (SLOVENIA),  
 FACULTY OF HEALTH AND SOCIAL WORK,  
 UNIVERSITY OF TRNAVA (SLOVAKIA).

The goal of the project – funded by the European Commission Executive Agency for Health and Consumers and co-funded in Spain by the National Plan against Drugs – is to contribute to the prevention of addiction to legal and illegal drugs by Roma youth. For this purpose, during the 36 months the project lasts:

- a common model of drug addiction prevention targeting Roma youth will be developed.
- awareness-raising tools will be created for health-care personnel specialising in the prevention and treatment of addictions.

During the first phase of the project a transnational diagnostic study will be carried out on the basis of the collection and analysis of information from secondary sources and through the holding of focus groups with young Roma and direct action personnel. The three focus groups were held in Spain, one of them at the Valencia office of the FSG.

2010 BUDGET: € 10,550  
 (TOTAL BUDGET: € 63,300)

FUNDED BY:



JUNE

JULY

AUGUST

SEPTEMBER

OCTOBER

NOVEMBER

DECEMBER

+

THE FOUNDATION INCREASED ITS WORK WITH ROMA IMMIGRANTS, PROVIDING SERVICES TO 3,188 IN 2010

+

THE FSG REACHES 3,900 CHILDREN WITH THE AID OF CAIXA PROINFANCIA

+

THE INTERCULTURAL COMMUNITY ACTION PROJECT KICKED OFF IN THE LA COMA NEIGHBOURHOOD

++

THE LA CAÑADA REAL GALIANA ACTION PROGRAMME BEGAN IN MADRID.

+

THE ADDICTION PREVENTION WITHIN ROMA & SINTI COMMUNITIES PROGRAMME KICKED OFF WITH THE PARTICIPATION OF THE FSG

*The fundamental health-related lines of action continued to focus on training of social-health care personnel to work in contexts of cultural diversity and on direct action with Roma to involve them more actively in their healthcare and enable access to public health services.*

# TWO PROGRAMMES WITH ONE GOAL: TO PREVENT DRUG ADDICTION

1

## BENEFICIARIES OF PREVENTION ACTIVITIES:

1,680 CHILDREN, TEENAGERS AND YOUNG PEOPLE

(835 MALES AND 846 FEMALES) PARTICIPATED IN SOCIAL, EDUCATIONAL AND LEISURE ACTIVITIES IN THEIR OWN ENVIRONMENT THROUGH MORE THAN

240 ACTIVITIES.

### 14 PARTICIPATING REGIONS

ACTIVITIES WITH YOUTH WERE CARRIED OUT IN 25 TOWNS AND CITIES:

HUELVA, LINARES, ZARAGOZA, OVIEDO, BARCELONA, SABADELL, CIUDAD REAL, CUENCA, LA RODA, SALAMANCA, PALENCIA, VALLADOLID, DON BENITO, BADAJOZ, CÁCERES, NARÓN, SANTIAGO, VALLECAS, VILLAYERDE, MURCIA, ALICANTE, CASTELLÓN, PATERNA AND VALENCIA.



## PROGRAMME

### *Romano Sastipen (Roma Health)*

In collaboration with the National Plan against Drugs, the FSG continued to develop the *Romano Sastipen (Roma Health)* programme in 2010. This programme promotes and supports prevention measures adapted to the Roma community, increasing protection factors and reducing risk factors for minors and youth and enabling access of the Roma population to health services through raising the awareness of and developing training activities for health-care personnel.

In 2010, we created new working material such as the comic "*Quien más chanela mejor decide*" (*Know more to decide better*), created to work in group on the prevention of drug addiction and targeting Roma youth. 1,500 copies were published and sent to 76 FSG centres in 14 regions.

Juan Saavedra Montaña attended a drug addiction prevention workshop organised at the FSG premises in Don Benito.

*"This course gave me the chance to get to know more about drugs. I think that's very good for us because we learn more and we don't spend so much time hanging around doing nothing."*



250 ACTIVITIES

IN 22 TOWNS AND CITIES IN 11 REGIONS

THE PROGRAMME BENEFITED

MORE THAN 1,700 PEOPLE

(MAINLY ROMA ADOLESCENTS AND YOUTH) AND MORE THAN

200 HEALTH CARE PERSONNEL

2010 BUDGET: € 52,000

FUNDED BY:



2

## CAPACITY-BUILDING OF HEALTH-CARE PERSONNEL

In collaboration with the National Plan against Drugs and, using funds from seized goods, we developed a programme around the main activity of a seminar on *The Roma Community and Health: Roma Community activity in Social Services* held in Salamanca with the participation of 60 social and health-care personnel from various Regions of Spain. The goal was to provide keys to improving the quality of access to and use of public health services by the Roma community.



2010 BUDGET: € 20,000

FUNDED BY:



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# PROGRAMME FOR RAISING AWARENESS AND ACTIVATION OF THE ROMA COMMUNITY IN RELATION TO HIV/AIDS

In collaboration with the National Plan against AIDS, the FSG continued with this bio-psycho-social action programme which took action in 2010 to prevent the transmission of HIV, focusing above all on providing information and training, reducing myths, advising and raising the awareness with respect to AIDS among young people and adults.

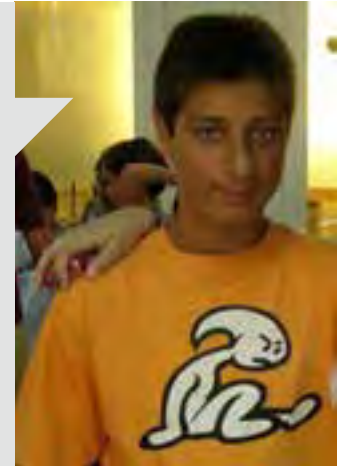
## The actions carried out can be grouped into:

- training activities for health-care personnel
- workshops for children, youth and families
- creation of informative and awareness-raising material
- technical aid and advice to public and private bodies (national and international) and FSG offices on health-related actions with the Roma community.

As informative material we would highlight the brochure "Dikela - Mira (Habla del Sida sin lache)" [Look (Talk about AIDS without being ashamed)], aimed at Roma youth, of which 2,000 copies were published.

Antonio Rodríguez Manzano is 15 years old and attended an AIDS prevention workshop on FSG premises in Albacete.

"The workshop was called 'reducing myths' and was about AIDS and the things you mustn't do so that you won't catch it. We learned a lot of things we didn't know or only had a vague idea about. There were 12 of us from hereabouts and all except Peri are Roma. The good thing about the workshop is that it was fun, but we were learning. I really liked the way the teacher Luis gave us confidence to talk without being embarrassed".



*Adaptation of awareness-raising material to the target population, in this case Roma, is vital to achieving the change in attitude required to improve health and prevention.*

## 2,273 ROMA

OF ALL AGES (CHILDREN, ADOLESCENTS, YOUTHS AND ADULTS)

2010 BUDGET: € 67,000

### 17 TOWNS AND CITIES IN 12 REGIONS:

CORDOBA, GRANADA, HUELVA, LINARES, ZARAGOZA, ALBACETE, GUADALAJARA, HELLÍN, PUERTO LLANO, TALAVERA DE LA REINA, PALENCIA, VALLADOLID, VALENCIA, PATERNA, NARÓN AND MADRID

FUNDED BY: NATIONAL PLAN AGAINST AIDS



# INTRODUCING ROMA YOUTH TO SOCIAL INTERACTIONS

The Roma community is going through a transformation process which affects both its way of life and its touchstone values. The great challenge is to redefine its cultural identity in a manner compatible with the values, rights and duties marking the way we exercise citizenship in our society.

Enabling Roma youth to enter the social give and take – accessing mainstream social services and resources dedicated to young people in general – entails setting objectives in the short, medium and long terms, and building bridges and areas for the presence of Roma youth in the structures of social interaction. In this respect, Roma youth plays an important part as the positive yardstick for the Roma community itself and for society in general.

For these reasons, in 2010, the FSG continued to develop social participation-related youth activities addressing their needs and personal development, and providing them with the tools to enable them to exercise active citizenship, something tremendously important in order to guarantee equal opportunities for the Roma community. An essential task, as it facilitates the process of social inclusion in which the Roma community is immersed, it is at the same time a difficult one, because the starting point is a community often on the verge of exclusion and viewed with certain mistrust by the rest of society.

The methodological lines followed to undertake this task take into account street education, the creation of focus groups comprising expert personnel and young Roma, and the training of facilitators and young people.

## A NEW FOCUS: SEXUAL-AFFECTIVE EDUCATION

During this year, the FSG worked to consolidate a pilot project launched a year earlier focusing on sexual-affective education. The idea is to offer young Roma the resources and tools to enable them to construct their life project in an independent and egalitarian manner and to help with the process of taking the decisions involved in youth and adolescence.

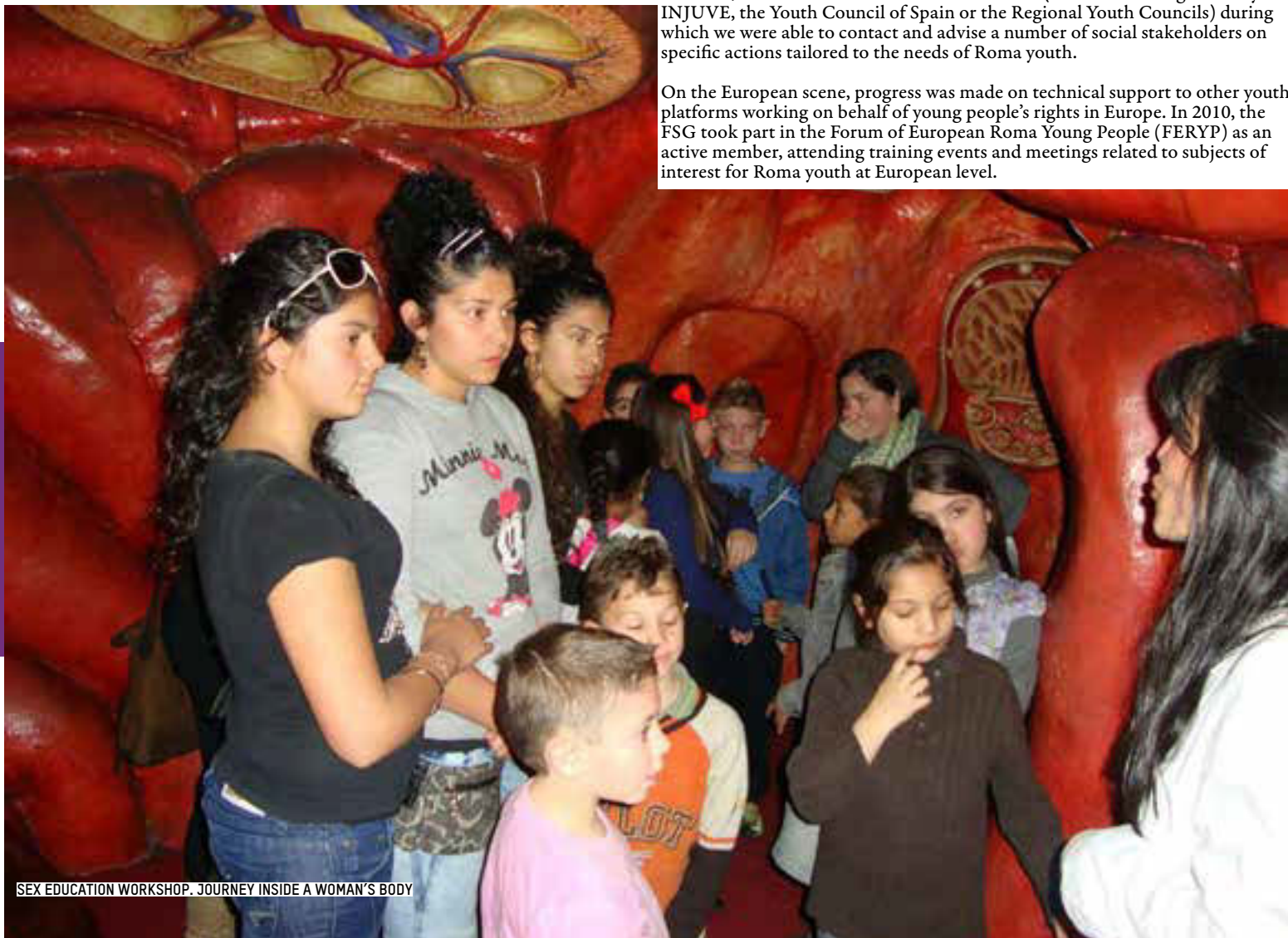
The project, funded by the Spanish Youth Institute (INJUVE), emphasises the prevention of early pregnancy in adolescents through information, training and awareness-raising activities.

## NETWORKED YOUTH

In 2010, networked and institutional work with other agencies focused on the coordination of a Work Group on Roma Youth within the Youth Council of Spain (Specialist Commission on Rights and Equal Opportunities) and on a line providing technical aid and collaboration for other youth organisations in several regions of Spain. Noteworthy is our participation in youth meeting platforms, key areas for offering this assistance.

Likewise, the Youth Area collaborated in events (such as those organised by INJUVE, the Youth Council of Spain or the Regional Youth Councils) during which we were able to contact and advise a number of social stakeholders on specific actions tailored to the needs of Roma youth.

On the European scene, progress was made on technical support to other youth platforms working on behalf of young people's rights in Europe. In 2010, the FSG took part in the Forum of European Roma Young People (FERYP) as an active member, attending training events and meetings related to subjects of interest for Roma youth at European level.



SEX EDUCATION WORKSHOP. JOURNEY INSIDE A WOMAN'S BODY



SPORTS ACTIVITIES WITH ROMA GIRLS IN LEON



FOREST PLANTING YOUTH PROJECT IN CACERES

## CHAVÓS NEBÓ-TODAY'S YOUTH

**FUNDED THROUGH PERSONAL INCOME TAX**

The FSG set up the Chavós Nebó-Today's Youth Information and Activation Youth Network eleven years ago with the aim of empowering Roma youth through participation, combining normalisation of access to resources with cultural specificity and social and cultural advancement.

The Foundation now runs 26 recognised youth information points within the framework of the National Network of Youth Information Services, enabling us to work from a mainstream public access area. Forming part of the National Network, our communications with other local and regional youth organisations and public bodies are more fluid, enabling us to channel information more efficiently and involve young Roma in all youth participation processes.

The activities organised within the framework of the Network can be classified into informative, youth, dissemination, awareness and empowerment through various actions such as cultural visits, musical and sports activities, youth meetings, courses, leisure and free time, etc.

*Our sexual-affective education project focusing on early pregnancy aims to endow young Roma with the tools necessary to help them construct their own life project in an independent and egalitarian manner.*

JUVENILE INFORMATION SERVICES **26**  
 USERS: MORE THAN 2,000  
 ROMA YOUTHS  
 PARTICIPATED DIRECTLY IN THE ACTIVITIES  
 BUDGET: € 40,000

*Policies, plans and services targeting youth must include the needs and interests of young Roma*



**JUVENILE INFORMATION SERVICES IN:** ALBACETE, ALICANTE, ALMERIA, BADAJOZ, BARCELONA, BURGOS, CACERES, CIUDAD REAL, ELCHÉ, GRANADA, HUELVA, JEREZ DE LA FRONTERA, LA LINEA DE LA CONCEPCION, LEON, MADRID, MERIDA, MURCIA, OVIEDO, PALENCIA, PAMPLONA, SEVILLE, TALAVERA DE LA REINA, VALENCIA, VALLADOLID, ZARAGOZA AND PUERTOLLANO.

FUNDED BY:



# A STRONG COMMITMENT TO SOCIAL AND OCCUPATIONAL INCLUSION OF THE EAST EUROPEAN ROMA COMMUNITY

With the arrival to Spain of thousands of Roma from Eastern Europe in search of a better standard of living, the FSG, via specific actions, committed itself to the social and occupational inclusion of a predominantly young, uneducated population, occasionally illiterate, unfamiliar with the host culture, lacking resources and open to the dual discrimination of being both Roma and immigrants (three-fold in the case of women).

In the absence of reliable data, it is estimated that in 2010 around 40,000 Roma from Eastern Europe were living in Spain, mostly from Romania but also from Bulgaria, Bosnia and Poland, amongst other countries. Eastern European Roma suffer inequalities in access to housing and the concession of social aid (they tend to lack knowledge of the procedures and to have language barriers). They generally lack training, which leads them to access precarious, unstable and badly paid jobs. For these reasons, Roma immigrants need comprehensive individualised action plans adapted to their needs and characteristics.

In 2010, FSG actions with this community were centred on the *Roma from Eastern Europe* programme within the *Acceder* framework and co-funded by the Ministry of Labour and Immigration's Directorate General for Immigrant Integration - which promotes social inclusion and equality through comprehensive actions, using intercultural mediation as the fundamental tool.

## SECOND NATIONAL SEMINAR ON ROMA FROM EASTERN COUNTRIES: A SPACE FOR REFLECTION

On 20th January, the FSG organised the Second National Seminar on Roma from Eastern Countries with the participation of more than 160 people and the presence of Valdimir Spidla, European Commissioner for Social Affairs and Equal Opportunities; Cristina Florea, Labour and Social Affairs Attaché at the Romanian Embassy; Ilie Dinca, President of the National Agency for Roma (NAR) in Romania and Eva Sobotka, representing the European Fundamental Rights Agency (FRA).

The objective of the meeting (the second organised by the FSG) was to create an event for reflection where the social stakeholders working with Roma immigrants from Eastern Europe could take stock of the situation and reflect on the policies applied and programmes being developed at European level.

### 3,188 DIRECT USERS IN 2010

1,458 WOMEN

1,428 ROMANIAN  
21 BULGARIAN  
6 BOSNIAN  
2 MACEDONIAN  
1 OTHER

1,730 MEN

1,681 ROMANIAN  
37 BULGARIAN  
4 BOSNIAN  
5 MACEDONIAN  
3 OTHERS

*With the arrival to Spain of thousands of Roma from Eastern Europe in search of a better standard of living, the FSG, via specific actions, committed itself to the social and occupational inclusion of a predominantly young, uneducated population unfamiliar with the host culture and lacking resources.*

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### 6,153 SERVICES, BY SCOPE OF ACTION

1,431 BASIC AID

858 EDUCATION

717 HOUSING

884 HEALTH

1,563 EMPLOYMENT

379 TRAINING

28 DISCRIMINATION

293 OTHERS



SECOND NATIONAL SEMINAR ON ROMA FROM EASTERN COUNTRIES





## CATALONIA, ASTURIAS, ANDALUSIA AND VALENCIA: FOUR EXAMPLES OF WORK WITH ROMA FROM THE EAST

### BARCELONA, TARGETING CHILDREN'S SCHOOL ATTENDANCE

The FSG Barcelona has been now running for five years the *Roma from Eastern Europe* programme. One of the most solidly established programmes is the school enrolment for Roma minors carried out in Badalona, Barcelona city and Santa Coloma within the framework of the Eastern Roma programme, co-funded by the Catalonia Regional Government's Education Department.

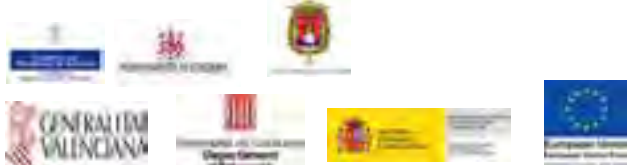
The main goal of this initiative is to achieve gradually more satisfactory school attendance by all Roma children from Eastern European countries. The following are the main actions:

- Detection of school-age children not attending class.
- Accompaniment for the family during the entire application and enrolment process.
- Monitoring of children at school with respect to academic performance, health, etc.
- Social accompaniment of families on other fundamental aspects for social inclusion such as access to health services, documentation, access to social services etc.
- Coordination with services aimed at both minors and their families (health services, social services, schools, extra-curricular activities etc.).
- Awareness and training of personnel working with the families.
- Active participation with absentee committees in the schools.

58 FAMILIES UNDER OBSERVATION

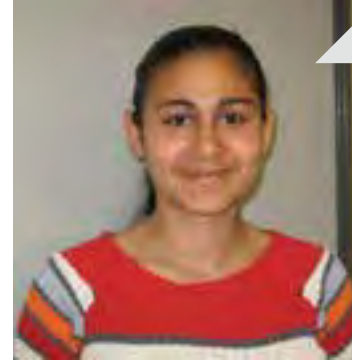
109 CHILDREN MONITORED AT SCHOOL

FUNDED BY:



## A COMPREHENSIVE MEASURE IN AVILÉS AND OVIEDO

After more than four years working with the Roma community from Eastern Europe in both Avilés and Oviedo, the FSG Asturias is strongly committed to a comprehensive induction and follow-up action with Roma families from Eastern Europe. The activity seeks to integrate these people into Asturian society, often taking the role of mediator between the families and public systems. This involves constant support for those who need it in procedures such as residential legalisation, social services, education of minors (enrolment and follow-up), adult literacy, help with finding housing and aid with rentals and accompaniment in the healthcare area (specialists, paediatrics, family planning), etc.



*"The FSG has always helped me. With my children's school, with my own secondary diploma, they lend a hand with the rent, help us find work... I don't feel like I used to in Romania, where they mistreated me for being Roma. My family and I are always welcome at the Foundation"*

*Camelia State, a Roma woman and user of the Roma from Eastern Europe programme.*

USERS: 578 PEOPLE (304 MEN AND 274 WOMEN) THE MAJORITY FROM ROMANIA

1,935 ACTIONS BASIC SERVICES 427, EMPLOYMENT 962, EDUCATION 77, HOUSING 234, HEALTH CARE 92, TRAINING 19, OTHERS 124.

### "BRIDGE APARTMENTS" IN CORDOBA

Although far from the only one, the outstanding FSG action with regard to Eastern European Roma was the Special Service to Socially Vulnerable Immigrant Families. Thanks to an agreement with the Social Welfare Area of Cordoba City Council the "bridge apartments" initiative was begun in order to provide rented housing to families living in slum settlements and other substandard housing.

The programme also includes schooling for minors and direct aid to find employment for adults, often jobless or engaged in irregular activities (begging, scavenging, parking cars, etc.). Through a comprehensive project including employment, education, housing, health and social inclusion, the families make social and occupational progress during the time they occupy a "bridging apartment", and end up renting a home using their own resources.

USERS: 3 FAMILIES (6 ADULTS AND 10 MINORS)

### ALICANTE, COMMITMENT TO SOCIAL INVOLVEMENT IN THE COMMUNITY

In 2010, FSG Alicante, as well as continuing with its comprehensive activities to improve the standard of living of Roma immigrants, made a strong commitment to social community involvement with the families in three communities.

In conjunction with Alicante City Council's Northern Zone Community Action Team and other associations, the FSG team provides services to the neighbourhood communities in which the Roma families (mostly Rumanian) live, in order to foster peaceful coexistence between the different cultural groups living in the Juan XXIII district.

The personnel entrusted with the mission accompany the family to the new dwelling and help solve any conflicts arising on a day-to-day basis attending, for example, meetings of owners' associations with the aim of facilitating communication and agreements between all inhabitants of the community.



# SOCIAL INVOLVEMENT IN THE COMMUNITY: A COMPREHENSIVE RESPONSE TO EXCLUSION

The year 2010 was not an easy year for the Roma community or for society in general. The difficulties of finding and keeping a job and the barriers to accessing social services and resources, amongst other factors, meant that the poverty and exclusion experienced by Roma families became more rather than less pressing.

Many studies and the experience of experts in the field provide evidence for the theory that the exclusion, poverty and social handicaps experienced by certain groups or individuals have a direct effect on certain aspects of their lives, obstruct the exercise of fundamental rights and in many cases provoke an undesirable intergenerational transmission. These are multi-factor and multi-dimensional causes and thus require measures aimed at all the factors in a comprehensive and therefore coordinated manner.

The community context in which a group, such as part of the Roma community, at risk of exclusion or actually excluded, lives, is thus converted into both a starting point and an action resource. Comprehensive diagnoses and global responses considering social and cultural advancement within the environment itself are necessary by means of the active participation, as far as possible, of the people involved.

## IN SEARCH OF MAINSTREAMING

With this type of comprehensive community action, the FSG seeks to influence all obstacles faced by the Roma community. This comprehensive approach aims clearly at mainstreaming, understood as a series of actions to compensate situations of inequality or disadvantage, but ultimately dispensed with as and when circumstances render them superfluous.

2010 has been an important challenge for the FSG: on the one hand we have to respond to increasing demands from Roma families living in the most vulnerable situations, and on the other to maintain social aid programmes and services despite the economic difficulties experienced by public authorities. Some of these well established programmes have focused on direct action with respect to the poverty experienced by a significant number of Roma children and others on social aid through the creation of community participation programmes and basic aid.

During the year the FSG began new lines of work in the sphere of social aid and development. The measures taken in settlements with high social risk such as Cañada Real Galiana, in Madrid, or the La Coma barrio, in Valencia, are especially noteworthy.

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WOMEN IN A WORKSHOP IN THE LA COMA DISTRICT

## FOSTERING CITIZEN AND INTERCULTURAL COEXISTENCE IN LA COMA

In 2010 the FSG kicked off the Intercultural Community Action Project in the La Coma district (Municipality of Paterna in Valencia), with the goal of driving community development processes and contributing to community and intercultural coexistence in a culturally diverse area with clear signs of social disadvantage such as La Coma.

**Action, and thus the desired impact, was especially emphasised with respect to:**

- Families
- Children and young people
- Technical resources and qualified experts

The project forms part of a social innovation pilot project along with 16 other projects subsidised in the same scheme and conducted simultaneously in various places in Spain. The FSG is implementing the project through a multidisciplinary team to encourage the dynamics of collaboration between the different social partners, favouring citizen participation, fostering and ensuring coexistence and supporting the adaptation of community services to the needs of the inhabitants.

**The project seeks to boost community development on the basis of three priority aspects:**

- the educational area
- healthcare from a public and community perspective
- the social aspect, collaborating with existing technical and professional resources in the community

**In 2010 we were able to:**

- perform a diagnosis of the coexistence situation in La Coma district
- analyse, along with other social and professional bodies, the existing services and resources
- design the actions to put into effect
- begin networked activity

**BENEFICIARIES: 100 PEOPLE**

**BUDGET € 51,666.67**

FUNDED BY: "FUNDACIÓN LA CAIXA" INTERCULTURALITY AND SOCIAL COHESION PROGRAMME



PART OF THE ACTION TEAM IN LA CAÑADA REAL GALIANA

## BREAKING INTERGENERATIONAL TRANSMISSION OF EXCLUSION IN LA CAÑADA

2010 also saw the launch of the *La Cañada Real Galiana (Madrid) Social Action Programme*, the goal of which is to break intergenerational transmission of exclusion and poverty in Roma families living in this settlement and provide the basis for Roma children to have better educational, training, employment and healthcare opportunities.

The FSG created a markedly comprehensive Social Accompaniment Service to improve the social situation of residents in La Cañada Real Galiana; this focused on families, especially on children and young people and with special attention to women.

Actions within the programme encompass the areas of attention and accompaniment related to the following basic social needs:

- educational advancement, emphasising the prevention of school absenteeism and provision of extra tuition
- occupational insertion, with socio-occupational pathways including vocational training targeting mainly young people
- promotion of healthcare and prevention of health risk situations
- active participation in the community itself, forming close relationships with the existing resources

We have also performed an initial diagnosis in collaboration with the Spanish Catholic Commission of Migration Association (ACCEM) to enhance our knowledge of the situation of the families, existing services and resources and the standing of the district with respect to the public authorities, thereby identifying the main needs that are not being met and the coordination mechanisms required to design the most effective action.

*Community development in areas of cultural diversity is based fundamentally on boosting citizen participation, ensuring coexistence and adapting public services and resources to the needs of the residents.*

**BENEFICIARIES: 60 PEOPLE**

**2010 BUDGET: € 50,000**

FUNDED BY:  
THE GOVERNMENT DELEGATION  
IN MADRID AND THE  
DIRECTORATE-GENERAL FOR  
IMMIGRANT INTEGRATION



## ACTION PLAN FOR SUPPORT TO THE ROMA POPULATION IN THE MUNICIPALITY OF MADRID

Thanks to a collaboration agreement with Madrid City Council, the FSG has been running this plan since 1999 to respond to the needs and requirements for full social inclusion of the Roma population, improving its living standards and developing its cultural identity.

### The main lines of action are:

- ➔ Addressing basic demands in the social, educational, housing, health-care and other spheres by means of a mediation structure to facilitate accompaniment of the Roma community with respect to standard public services and proper attention by and use of the same
- ➔ Social awareness to transmit a more objective and positive image of the Roma community to society in general
- ➔ Specific actions in the educational area to advance towards mainstreaming in compulsory education
- ➔ Fostering community social participation and interculturality
- ➔ Mediation in conflicts and disputes within the community

**876 ROMA**

BENEFITED IN 2010 FROM 9,157 ACTIONS

IN THE EDUCATION SPHERE WE WORKED WITH

**472 PEOPLE AND**

**32 SCHOOLS**

**52 INTERVENTIONS**

IN SITUATIONS OF CONFLICT

**306 TECHNICAL ASSISTANCE**

TO OTHER QUALIFIED EXPERTS

**BUDGET: € 500,000**

FUNDED BY:



## CAIXA PROINFANCIA, COMBATING INFANT POVERTY

**CaixaProinfancia**

Thanks to the support of the Social Work area of “Fundación La Caixa”, the FSG once more implemented the Caixa Proinfancia programme, the aim of which is to provide intensive aid to families threatened by extreme poverty and social exclusion. For this purpose the programme includes specific actions designed to:

- ➔ mitigate the precarious economic situation of families
- ➔ foster social inclusion of minors and their families at risk of social exclusion
- ➔ meet basic needs and encourage development as persons

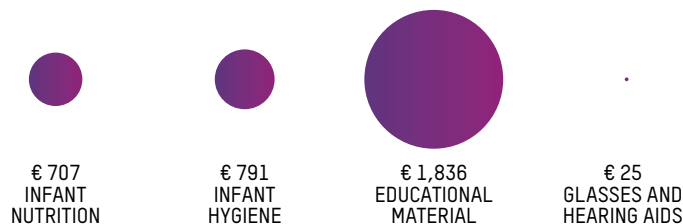
The programme emphasises socio-educational development of the children, ensuring that they have the same opportunities as the rest and preventing future situations of exclusion. The specific aid lines are:

- 1 direct aid for food, educational material, clothing, glasses etc.
- 2 help with receiving support services in the educational and child development spheres.

The FSG develops this program in cooperation with other social entities and with financial support of municipalities where the programme takes place.



### AID FOR ACQUISITION OF GOODS (€ 3,359)



### SUPPORT FOR PROVISION OF SERVICES (1,991 €)



### ACTIVITIES OF CAIXA PROINFANCIA (3,073 €)



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AWARENESS ACTIONS TO CELEBRATE 8TH APRIL



*The Caixa Proinfancia programme offers intensive aid to families and minors at extreme risk of poverty and social exclusion.*

THE FSG WORKS WITH CAIXA PROINFANCIA IN VALENCIA (WHERE WE MANAGE THE PROGRAMME DIRECTLY), CATALONIA, ARAGON, MURCIA, MADRID, SEVILLE AND MALAGA  
BENEFICIARIES: 3,900 CHILDREN AND 746 FAMILIES  
2010 BUDGET: € 1,646,122



*“The clothing aid helps a lot especially at the beginning of the school year because all of a sudden I have to buy books, tracksuits, trainers, school bags and it’s a big outlay. The Foundation classes also help my son to do his homework and that’s great because my husband and I can’t help him because we can do little more than read. It’s a great help”.*

Asunción Cortés Ceballos has three children and lives by collecting scrap metal in Valencia

FUNDED BY:



# EQUALITY, A KEY ELEMENT OF SOCIAL INCLUSION

While poverty and exclusion affect most Roma families, the poor social image, rejection and discriminatory situations affect the entire community. We will not advance along the road to social inclusion only by improving living standards, but by facing up to discrimination and the factors that make it possible.

For that reason, one of the Fundación Secretariado Gitano's main lines of action is the advancement of equal treatment (in all ways) both with regard to society in general and to the internal operation of the organisation.

Progress in this area in recent years has been marked by the introduction to the Spanish legal system of European directives related to equal treatment both between men and women and people of different ethnic origins. These new tools have led to the creation of specialist agencies for the defence of victims of discrimination and for the promotion of equality. In Spain the setting up of the Spanish Race and Ethnic Equality Council is especially noteworthy.

In addition to equal treatment, the promotion of equality between men and women in the Roma community and full personal development for women has for many years been one of the goals of our work, and it can be seen in the results of our programmes seeking to make a differential impact on Romi. In addition to this, specific actions in favour of gender equality have been performed in collaboration with the Women's Institute.



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2010 JUNE

PRESENTATION OF THE PLATFORM FOR POLICE MANAGEMENT OF DIVERSITY



JULY

THE SPANISH RACE AND ETHNIC EQUALITY COUNCIL'S NETWORK FOR AID TO VICTIMS OF DISCRIMINATION IS INAUGURATED



AUGUST

THE FSG CONDEMNS THE DEPORTATION OF ROMA PEOPLE CARRIED OUT BY THE GOVERNMENT OF FRANCE

SEPTEMBER

OCTOBER

*Discrimination against the Roma community is an obvious fact and is reflected in the deplorable events that have occurred recently in various European countries, where outbreaks of racism have become more frequent and social rejection of the Roma community has even led to deportation, in spite of their status as European citizens.*

*The FSG, jointly with the Romani Union, has drawn up the first phase of a social awareness campaign which seeks, under the slogan “Roma = Citizens”, to involve all citizens in respect for human rights in the European Union*

## STANDING UP TO DISCRIMINATION. PROMOTING EQUALITY

The FSG has made a significant effort to promote equal treatment over the years and we see it as one of our main challenges. However, this effort is still not enough: a poor social image, rejection and discrimination continue to affect the Roma community as a whole.

Major progress, in which the FSG played an active part, was made in combating racism and discrimination in Spain in 2010. The following actions were the most significant:

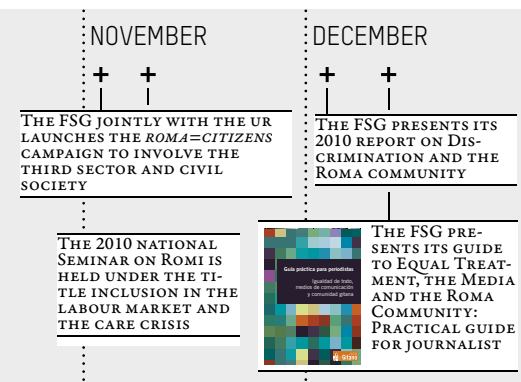
- Start-up of the Working Plan of the Spanish Race and Ethnic Equality Council Network, of which the FSG is a member and in which we participate actively in several working groups.
- The creation of this Council’s Network for Aid to Victims of Discrimination, on which we also sit.
- The creation of the Platform for Police Management of Diversity.
- The preliminary work carried out for the drafting of a legislative milestone in Spain: the Draft Bill of the Comprehensive Equal Treatment and Non-discrimination Act which we hope will be enacted in 2011.

Despite these breakthroughs, discrimination against the Roma community is still in evidence, as indicated by the data from the latest Eurobarometer surveys on discrimination in Europe and statistical studies by the Sociological Research

Centre (CIS) in Spain. This fact, moreover, is reflected in the deplorable events recently occurring in various European countries, where outbreaks of racism have become more frequent and social rejection of the Roma community has even led to deportation, despite their status as European citizens.

For these reasons we must continue to work hard to obtain the involvement of the competent public authorities, the third sector and society as a whole to overcome these barriers and create a democratic, cohesive and plural social climate. In this respect, the working strategy of the FSG’s Equality Area has four priority lines of action:

- 1 Detection of cases of discrimination on ethnic grounds, and advice and support for the victims in proceedings to defend their rights.
- 2 Technical service and training for key players in the fight against discrimination.
- 3 Promotion of policies advancing equal treatment through monitoring of anti-discrimination legislation and application of the same.
- 4 Social awareness actions by means of dissemination of information related to the subject.



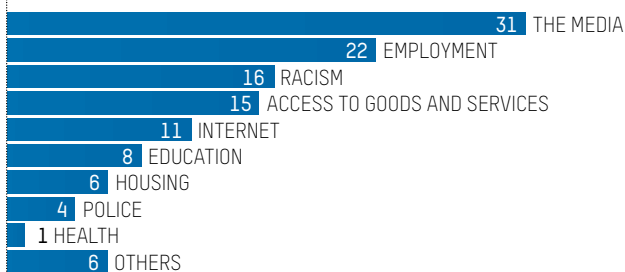
INDISCRIMINATE EXPULSIONS FROM FRANCE SHOWCASE THE INCREASE IN OUTBREAKS OF RACISM TOWARDS THE ROMA COMMUNITY IN EUROPE

# SHOULDER TO SHOULDER WITH VICTIMS TO DEFEND THEIR RIGHTS

The FSG has been providing assistance to Roma victims since 2004 with an average of 100 cases per annum, which are published in our annual reports on Discrimination and the Roma community. During 2010, the Equality Area registered 120 cases of discrimination and provided assistance in 40.

*The mission of the FSG as a member of the Equal Treatment Council's recently created Network of aid centres for victims of discrimination is to detect cases of discrimination, provide advice and support for victims as well as inform and increase awareness of the consequences of performing or suffering an act of discrimination.*

## 120 CASES OF DISCRIMINATION IN 2010, BY AREA



The work of support for victims of discrimination is performed through the *Fight against Discrimination Programme* funded by the general subsidy scheme of the Ministry of Health and Social Policy's General Secretariat for Social Policy and Consumers and, since this year, by the recently created Network of aid centres for victims of discrimination.

## NETWORK OF AID CENTRES FOR VICTIMS OF DISCRIMINATION

One of the main functions of the Spanish Race and Ethnic Equality Council is to provide independent support for victims of direct or indirect discrimination on racial or ethnic grounds on processing their complaints. The Network of aid centres for victims of discrimination was created in June 2010, with the goal of enabling the members, on the basis of an Aid Manual and a common Action Protocol, to put the following measures into effect:

- To take measures aimed at avoiding possible discriminatory situations
- To inform persons liable to discrimination of their rights and the resources at their disposal to enforce these rights
- To detect cases of discrimination
- To aid and advise persons who have been subjected to discrimination

The FSG is one of eight members of the Network. In 2010, our activity focused on detecting cases of discrimination, providing advice and support for persons requesting our services, as well as informing and raising awareness on the personal consequences of performing or suffering an act of discrimination.



PRESENTATION OF THE SPANISH EQUAL TREATMENT COUNCIL'S NETWORK FOR AID TO VICTIMS OF DISCRIMINATION, OF WHICH THE FSG IS AN ACTIVE MEMBER

**BENEFICIARIES 259 PEOPLE**  
**37 RECORDED CASES OF DISCRIMINATION**  
18 INDIVIDUALS AND 19 GROUPS

**BUDGET € 37,500**  
(JUNE TO DECEMBER)





# ASSISTANCE AND TRAINING FOR KEY PLAYERS IN THE ADVANCEMENT OF EQUALITY

In 2010, the Equality Area of the FSG maintained its commitment to training aimed specifically at key players in the fight against discrimination at national and international level. We consider the involvement of certain professional sectors to be vital to ensure the right to equal treatment and as generators of social awareness.

This training is based on knowledge of the legal framework, of currently applicable discrimination-related legislation, the existing tools to combat discrimination and the progress made up to the present time.

At national level we have trained:

315 PEOPLE IN THE AREA OF SOCIAL WORK

55 LAW PROFESSIONALS

70 MEMBERS OF THE SECURITY FORCES

20 MEDIA PERSONNEL

On the international level, the FSG participated as a speaker on the course *Strategies for Equality* in Antigua (Guatemala) organised by the Spanish Cooperation and Development Agency and the Ministry of Health and Social Policy.



*The Equality Area trained 460 people including forces of public order personnel, lawyers, persons from the mass media and social work personnel.*

## 2010 ANNUAL REPORT ON DISCRIMINATION AND THE ROMA COMMUNITY

Once again, the FSG analyses cases of discrimination collected and documented in its annual report on Discrimination and the Roma Community with the aim of showing society in general, and especially the competent public authorities, the discrimination and stigmatisation to which the Roma community is still subjected in Spain. The 2010 report lists 131 cases of discrimination detected during 2009, an increase of 15% over the previous year.

Some of the headline figures collected in the Report, presented in public at the Ministry of Health and Social Policy on 15th December:

131 CASES DETECTED  
79 INDIVIDUALS AND 52 GROUPS

63% OF THE VICTIMS ARE  
AGED BETWEEN 16 AND 30

OF THE 79 INDIVIDUAL VICTIMS  
40 ARE WOMEN

THE MAIN AREAS IN WHICH DISCRIMINATION IS EXPERIENCED ARE THE MEDIA (37%), HOUSING (12%) AND EMPLOYMENT (11%).

This report was published in Spanish and translated into English, disseminated nationwide and uploaded in electronic format to the website [www.gitanos.org](http://www.gitanos.org).



# SOCIAL AWARENESS IN THE FIGHT AGAINST ETHNIC DISCRIMINATION

Roma continue to be one of the groups with the poorest social image. This, as we have pointed out, causes them to be victims of numerous discriminatory practices hindering the exercise of their rights as citizens.

Responding to the need to raise awareness in society, the third sector and public authorities regarding the serious situation of rejection and discrimination suffered by some Roma groups in 2010, and with the aim of establishing a policy for the social inclusion of the Roma community in Europe, the FSG, together with the Romani Union, prepared the first phase of an awareness campaign which, under the slogan “Roma=Citizens”, also aims to engage all citizens in respect for human rights in the European Union.

This first phase included, amongst other things, the creation of a website in ten languages, a letter sent out to social agencies across Europe and the production – in Spanish and English – of button badges and stickers with the campaign slogan. In 2011, we will continue to work on this campaign to remind society that Roma are citizens and thus have rights that cannot continue to be infringed.

As an integral part of this training and awareness action with key players, the Area published: the 2010 Annual Report on *Discrimination and the Roma Community and its Equal Treatment, the Media and the Roma Community: Practical Guide for Journalists*

*The FSG, together with Romani Union, prepared the first phase of a social awareness campaign which, under the slogan “Roma=Citizens”, aims to engage all citizens in respect for human rights in the European Union.*



THE “ROMA=CITIZENS” CAMPAIGN WAS LAUNCHED IN 10 LANGUAGES

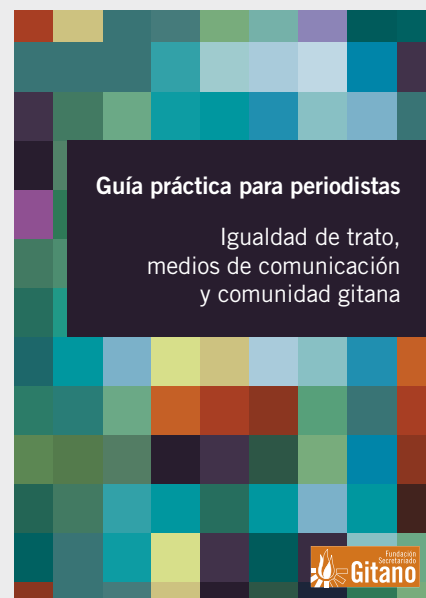
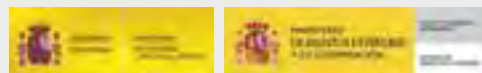
## A PRACTICAL GUIDE FOR JOURNALISTS

One of the areas where the most cases of discrimination against the Roma community are detected is precisely in the mass media. This guide entitled *Equal Treatment, Mass Media and the Roma Community: a Practical Guide for Journalists*, which was tested with various media experts, is intended as a training tool to strengthen the responsibility of professionals in the field for the construction of the social image of the Roma community. After public presentation in December it is also available on our website.

BUDGET € 12,000

FUNDED BY

THE HUMAN RIGHTS OFFICE OF THE MINISTRY OF FOREIGN AFFAIRS AND COOPERATION; THE MINISTRY OF HEALTH AND SOCIAL POLICY'S GENERAL PROGRAMME FOR THE FIGHT AGAINST DISCRIMINATION



Guía práctica para periodistas

Igualdad de trato,  
medios de comunicación  
y comunidad gitana



# NETWORKING TO PROMOTE EQUALITY

Networked action is a key to fostering equal treatment promotion policies and forms one of the Equality Area's basic lines of work. In this respect we would highlight:

FSG membership of the National Council for Equal Treatment. The Foundation takes an active part in the work plan of this Council, being part of several working groups and coordinating the Victim Aid Group. As already mentioned, the FSG also belongs to the recently created Network of Aid Centres for Victims of Discrimination.

The continuing work of legislation analysis and monitoring, confirming the significant progress in National equality programmes in 2010, including the Draft Bill for the Comprehensive Equal Treatment and Non-discrimination Act.

Coordination between the Equality Area and the Special Prosecutors for Hate Crimes and Discrimination in Madrid and Barcelona.

Networked activities with other Spanish and European third sector bodies: ENAR Network, the European Union Fundamental Rights Agency and the Academy of European Law Fundamental Rights Platform.

The creation of the Platform for Police Management of Diversity in 2010 deserves recognition as part of the FSG's networked activities.

Finally, with respect to the deplorable events in France, we worked with various Spanish and European bodies and in particular with the European Roma Policy Coalition (ERPC), of which we are a member.

On the European scene, collaboration with the ECRI (European Commission against Racism and Intolerance) and joint preparation with SOS Racism and the Spanish Commission for Refugee Aid (CEAR) of a shadow report to be presented in 2011 before the United Nations Convention on the Elimination of All Forms of Racism.

## PLATFORM FOR POLICE MANAGEMENT OF DIVERSITY

The Platform for Police Management of Diversity, which the FSG worked actively to create, was presented at our Madrid premises on 18th June 2010. The aim of the Platform is to foster changes in the security forces in order to improve their intervention procedures and safeguard social diversity, especially guaranteeing respectful and equitable police treatment for the most vulnerable minority groups.

The FSG and other members of the Platform worked to establish the Work Plan which includes, amongst other actions: training of the security forces, the creation of intervention protocols, the search for new members and the creation of a website.

### Members:

Fundación Pluralismo y Convivencia, Open Society Justice Initiative, Fundación Secretariado Gitano, FEAPS, CEPAIM, Federación Estatal de Lesbianas, Gays, Transexuales y Bisexuales (FELGTB), Red de Apoyo a la Integración Sociolaboral (Rais) and Amnesty International as a cooperating member.



PRESENTATION AT THE PREMISES OF THE FSG OF THE PLATFORM FOR POLICE MANAGEMENT OF DIVERSITY CREATED IN 2010 WITH THE AIM OF FOSTERING RESPECTFUL AND EQUITABLE TREATMENT OF DIVERSITY BY THE SECURITY FORCES





## THE TIME OF ROMA WOMEN

Roma women are contributing new meaning to Roma identity through dialogue, reflection, effort and the increasing role they play in society. They are generating positive changes and becoming the yardstick not only in the Roma community itself but in society in general.

Analysing the relevance the Roma women issue is taking on in recent years and the changes occurring, similar to those in society as a whole, it is evident that they provide another example of the increasing inclusion of the Roma community into Spanish society at all levels.

Certain aspects of the progress of Roma women and their access to a diverse society on a normal footing are patent: their increasing motivation towards training and education, employment and leisure; the increase in the number of female Roma entrepreneurs; their increasing involvement in coexistence in open intercultural areas etc., which is giving rise to changes not only in their own community, but also in society in general.

PROMOTION OF EQUALITY BETWEEN MEN AND WOMEN IN THE ROMA COMMUNITY AND THE FULL DEVELOPMENT OF THE LATTER IS ONE OF THE MAIN OBJECTIVES OF THE FSG

However, it is necessary to point out the barriers Roma women continue to face even today. One example is the discrimination they are subjected to as an ethnic group within Spanish society:

- 1 They are women within a patriarchal society
- 2 They belong to a minority group with low social acceptance
- 3 They belong to a culture in which their gender values are associated with the role of wife and mother, thereby diminishing their chances of progress.

Due to their heterogeneous nature, Roma women present a wide variety of situations, ages, concerns and ways of life. Working for equality of opportunity between men and women appropriate to this diversity, the Fundación Secretariado Gitano implements projects focusing on achieving gender equality. The Equality Area relies on social participation networks and participation in workshops and seminars – both those organised by the FSG itself and by other organisations – favouring, on the one hand, meetings, the creation of links, debate and social participation by Roma women and, on the other, better knowledge of the current situation in which they find themselves and the effort they are making to improve it. Gender equality is socially and economically profitable for the entire Roma community, including the men.

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*Roma women are contributing new meaning to Roma identity through dialogue, reflection, effort and the increasing role they play in society. They are generating positive changes and becoming the yardstick not only in the Roma community itself but also in society in general.*



## WORKING FOR EQUAL OPPORTUNITIES BETWEEN MEN AND WOMEN

The FSG has always had the aim of acting in favour of equality and against discrimination, focusing on the ethnic and also the gender aspects of these principles, including the principle of equal treatment between men and women in accordance with European Directive 2006/54/EC.

The Equality Area of the FSG not only carries out specific actions to improve the situation of Roma women, but also carries out transversal strategies for total change to benefit both men and women. We consider that any analysis, project or action needs to take into account the existence of inequality between men and women and how the same reality affects each gender differently. Together with this, we seek expert advice at both national and regional level for consideration of the gender equality viewpoint.

*2010 saw the consolidation of the internal working group dedicated to gender violence set up by the Foundation to define the type of aid to provide to Romi suffering problems related to gender violence. This group always acts within the information framework and refers cases to mainstream resources made available to all citizens by the competent authorities.*

### GENDER EQUALITY LINES OF ACTION IN 2010

- **Awareness, advice and internal and external information.** Understanding the inequality existing between Roma men and women is the first step towards an understanding of the importance of gender equality and the benefits it brings. Our goal is to raise the awareness of key players who can transmit the message to the target group (professional workers in the field, people in positions of responsibility, families etc.).

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- **Co-responsibility and/or reconciling work, family and personal life.** This is fundamental to fostering access by Roma women to gainful employment and so that men can benefit from sharing child-rearing work, which is vital for life itself. In this respect various educational and awareness-raising activities have been launched.

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- **The transversality of the gender perspective.** Some examples of this transversality are: drafting of the FSG Equality Plan; the special attention paid to language in the media field and inclusion of the gender perspective in the design of the methodology for the studies and research we carry out.

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- **Health care.** In 2010, comprehensive healthcare programmes were put into effect for the prevention of drug abuse, HIV and early pregnancies, in addition to actions based on raising self-esteem to foster the socio-affective health of Roma women.

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- **Formal education and personal development.** In addition to promoting mainstream education and offering favourable pathways to Romi, we also carried out activities in the field of non-formal education.

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- **Social participation.** Joining the labour market is not the only prerequisite for the presence of Roma women in public life. They must be present across the entire range of decision-making processes in the widest sense. For that reason the FSG includes equitable participation and the progressive presence of women in public life and decision-making amongst its goals and methodologies.

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- **Employment-related guidance and accompaniment.** Access to employment is vital to breaking the limits set by society with respect to a gender-based division of tasks. Economic independence fosters personal independence and freedom to take decisions. For that reason, our activities aim to raise the awareness of women regarding employment-related opportunities. Direct, customised action is also taken with Roma women through the Acceder programme.

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- **Specific gender violence prevention measures.** Although any activity aimed at advancing gender equality must take violence against women into account, we have also implemented certain specific actions which focus on giving information to Roma women asking for our help and referring them to specialist resources.

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# SOCIAL AND OCCUPATIONAL INTEGRATION OF ROMA WOMEN

FUNDED THROUGH PERSONAL INCOME TAX

Gender equality is transversal but also requires specific measures. In this respect, every year the FSG Equality Area develops activities to foster the social and occupational participation of Roma women.

In 2010, we reached more than 200 women through actions of all kinds within the framework of the collaboration agreement with the Women's Institute, an agreement set up in 1999 which enables the *Social and Occupational Integration Programme for Roma women* to be implemented.

The following are some of the activities which the *Social and Occupational Integration Programme for Roma women* has enabled us to put into effect:

## ROMA WOMEN GROUP (GMG)

The GMG is a participation and advice group for Roma women which was set up in 2003; it holds periodic meetings during the year to jointly analyse the needs and interests of Roma women and to consider strategies for gender equality. It is presently composed of 15 professional Roma women of different ages, educational level and attitudes with respect to the manner of expressing their identity as Roma women. In 2010, the GMG held 4 face-to-face meetings, apart from work in virtual environments. The members of the group also took part in various educational activities, amongst which training in the logical framework for design and assessment of projects from a gender point of view were noteworthy.



YOUNG ROMI DURING THE PRESENTATION OF THE BOOK "ME SIM ROMNI" ("I AM ROMI") EDITED BY FSG EXTREMADURA

## NATIONAL ROMA WOMEN CONFERENCE

The fifteenth National Roma women Conference: *Occupational Identity, Employment Models and Cultural Sisterhood* was held at the headquarters of the FSG on the 23rd and 24th November, with the participation of 178 Roma women. The main objective of the conference was to promote reflection and the development of strategies in relation to occupational identity, professional diversification, new areas of employment, discrimination in the labour market and self-employment, seeking to strengthen the links between women of different cultures. The opening of the conference was attended by the Deputy Director General of the Women's Institute, Teresa Blat.

This is already the 14th edition of the conference, and its significance lies not only in its track record and continuity, but also in the fact that it is the ideal forum for the social participation of Roma women.



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BUDGET € 75,000

OF WHICH THE WOMEN'S INSTITUTE CONTRIBUTED

€ 55,000

BENEFICIARIES 200 PEOPLE

FUNDED BY THE WOMEN'S INSTITUTE, THE EUROPEAN SOCIAL FUND AND THE FSG

CO-FUNDING BY THE FSG AMOUNTED TO

€ 20,000

FROM THE PERSONAL INCOME TAX AND SOCIAL INCLUSION PROGRAMMES

FUNDED BY:



## WORKING GROUP ON GENDER VIOLENCE AND THE ROMA COMMUNITY

In 2010, the internal working group dedicated to gender violence set up by the Foundation in 2009 to define the type of aid to provide to Roma women suffering gender violence-related problems was consolidated. This group always acts within the information framework and refers cases to mainstream resources made available for all citizens by the competent authorities. We are aware that male violence affects all women regardless of their ethnic origin, social class, culture, nationality etc. as well as the serious obstacles these women encounter to escape from their situation. For that reason, in 2010 this Group decided to initiate an action plan for debate, reflection and development of general and specific protocols and methodology on violence against Roma women to serve as support for FSG professional teams in adequately addressing the demands of our users.



## BRAINSTORMING SEMINAR FOR PROFESSIONALS

As every year, on 11th and 12th November, the Women's Institute hosted a seminar for experts organised by the FSG. Under the title of *Roma women, Labour Markets and the Care Crisis*, the objectives focused on the occupational problems of Roma women, relating the subject of care-giving with lack of inclusion in the labour market and raising the profile of a reality shared by other cultures in these areas. The aim was to train professional workers in the field in equal opportunities so that their knowledge could positively influence social action affecting the Roma community. The seminar – which is well established as an occasion for work and reflection in relation to gender equality in the Roma community and is highly valued by participants – was supported by the collaboration of many experts and specialist organisations. 78 professionals in the field took part.



# THE SITUATION OF THE ROMA COMMUNITY IN THE EUROPEAN CONTEXT

## IN THE POLITICAL AND MEDIA AGENDAS

The situation of the European Roma Inclusion was marked by two very different events in 2010: on the one hand the second European Summit on Roma Inclusion was held and the presence of the Roma issue was boosted on the European political agenda; on the other hand, the expulsion of Roma families of Romanian origin from France provoked a number of institutional, political and social reactions and had great repercussions in the media.

Spain, which held the rotating Presidency of the EU in the first six months of the year, adopted a series of measures that brought the Roma issue to the attention of the highest governing instances of the Union. The second European Summit was attended by more than 400 representatives of European bodies, national governments, international organisations and civil society. Beyond the institutional recognition accompanying the event, political commitments were expressed in a Declaration by the Trio of European Presidencies (Spain, Belgium and Hungary), specifying and defining common priorities and lines of action. The release of the Commission's Communication "*The Social and Economic Inclusion of the Roma Population*" contributed to the success of the Summit. This document clearly sets out the position on the approaches, areas for work and priorities to which the Commission is committed.

The Spanish Presidency strengthened the European Platform for Roma Inclusion by providing a road map to furnish some clarity with regard to objectives, management and coordination mechanisms for an initiative which had until then lacked the minimum credibility required to be taken seriously by the associative movement and representatives of institutions and Member States.

Spain's term in the EU Presidency ended with the presentation of its Conclusions to the European Council; these set out the main agreements reached during the Presidency. These agreements are in part a reflection of



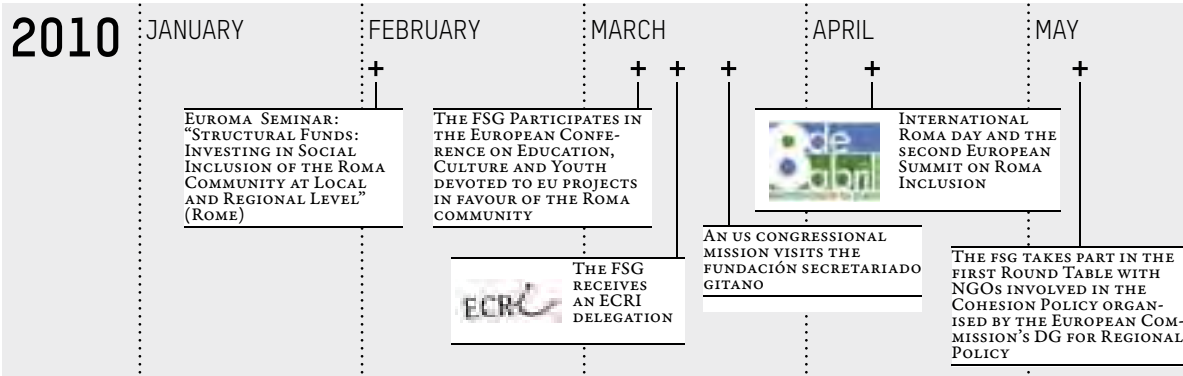
PART OF THE FSG INTERNATIONAL TEAM AT THE FOUNDATION'S STAND DURING THE SUMMIT

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*The situation of the European Roma community was marked by two very different events in 2010: on the one hand the second European Summit on Roma Inclusion was held and the presence of the Roma issue was boosted on the European political agenda; on the other hand, the expulsion of Roma families of Romanian origin from France provoked a number of institutional, political and social reactions and had great repercussions in the media.*



## THE FSG'S INCREASINGLY IMPORTANT INTERNATIONAL ACTIVITY

the changes in Spain's political approach to social inclusion of the Roma Community. To sum up, Spain played a leading role and was clearly a proactive driving force.

The downside was the decision by the French Government to expel Roma families of Romanian and Bulgarian origin. On the grounds of the preservation of law and order, the Sarkozy Government struck at the underlying legal and political principles of Europe's fight for equal treatment and against discrimination, thereby calling into question the fundamental values upon which the European Union was constructed. The process unleashed strong reaction and opposition by civil society organisations such as the FSG in Spain and international bodies which were joined by the European institutions. The firm initial position of the Commission, summed up in declarations by Vice-president Viviane Reding, was diluted by political pressure and in the end France was permitted to avoid EU sanctions.

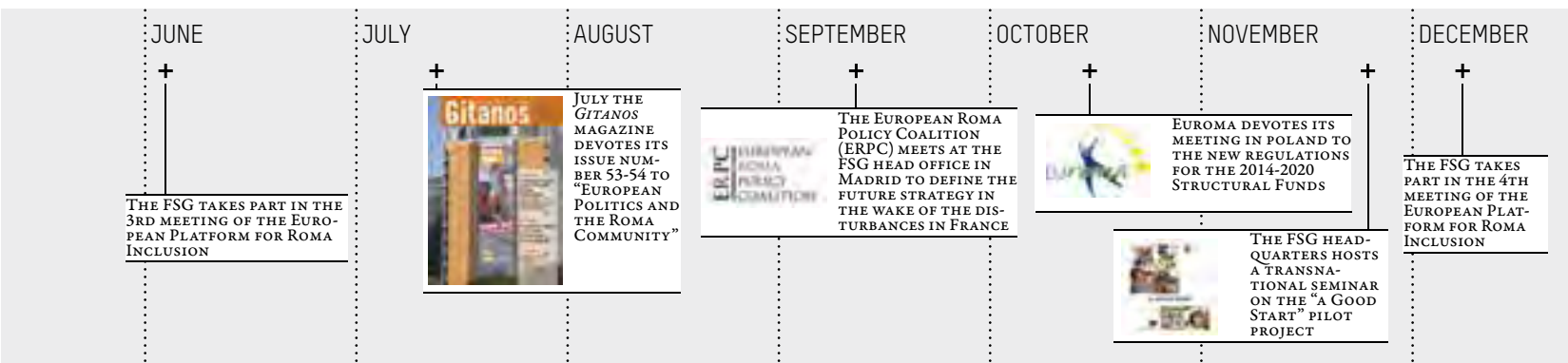
However, this deplorable incident acted as a shake-up for the Roma issue on the European agenda. Never before had the mass media debated, deliberated on and analysed the situation of the Roma community in Europe with such intensity. The reaction to the Sarkozy Government's decision indirectly provoked a considerable boost in public opinion support for recognizing the rights of the Roma community on an equal footing with other citizens. Parliament and the Commission set in motion measures and incentives such as the Working Group on the Roma Community in order to favour social inclusion and avoid the repetition of this kind of episode. The degree of commitment of institutions was increased, leading to the announcement that the long-awaited European Strategy for the Social Inclusion of Roma would be developed in 2011.

The FSG's international activity in 2010 focused mainly on 3 lines of action:

- To promote EURoma, the European Network on Social Inclusion and Roma under the Structural Funds, as a key player in the European context.
- To consolidate our direct action in Romania with new projects and the creation of a Foundation in that country.
- To conduct intense institutional action to place social inclusion of the Roma community firmly on the European political agenda.

One way of doing this is by participating in networks and platforms such as the *European Roma Policy Coalition* (ERPC), an informal network of major European organisations which plays an important proactive role by drafting proposals in order to influence the decisions of European institutions affecting the Roma community.

But the FSG also participates in other networks such as the European Platform for Social Inclusion of the Roma Community, the Fundamental Rights Platform and the European Forum for Roma Inclusion. It also takes part in consultancy processes between the European Commission and civil society to debate, amongst other subjects, inclusion of the Roma community in the policy for EU enlargement or the future of the Cohesion Policy.



*The FSG's participation in numerous events and major platforms reflects its consolidation as a key player in the European Union on Roma-related subjects*

# TECHNICAL SECRETARIAT OF THE EUROMA NETWORK



The FSG manages the Technical Secretariat of EUROMA, the *European Network on Social Inclusion and Roma under the Structural Funds*, an initiative created by the FSG and the European Social Fund Administrative Unit in Spain. The main goal of the Network is to advocate the use of the Structural Funds for social inclusion of the Roma community. It brings together the public authorities of 12 Member States (Fund Management Units and bodies responsible for Roma-related policies).

During the three years it has been in existence, EUROMA has strengthened its role as a focal point for the exchange of experiences and the generation and dissemination of knowledge. 2010 was a period of consolidation for the EUROMA's main objectives and of wider recognition of its key role at European level.

The year was marked by **four major challenges**:

- 1 Greater involvement of municipal and regional bodies in social inclusion of the Roma community, making use of the Structural Funds. For this purpose it organised a seminar in Rome which was attended by more than 100 local and regional bodies from 10 countries.
- 2 Publication of the joint report *Structural Funds and the Roma Community*, including information on the use of these funds for social inclusion of Roma in the 12 States making up the Network. The available data are provided and analysed, and the most important conclusions drawn. The report was presented at the second European Summit on the Roma Community.
- 3 EUROMA brought the ESF and ERDF Management Units of 10 Member States together for the first time to promote the potential and opportunities offered by the new article 7.2 of the ERDF Regulations. These enable investment in housing projects benefiting underprivileged groups, in particular the Roma community.
- 4 Joint drafting of a Proposal Document for Future Regulation of the Structural Funds, contributing ideas and recommendations for more effective use of the Funds for social inclusion of the Roma community.

This work has enabled consolidation of the Network as a recognised player by European institutions and other bodies. Proof of this is that EUROMA takes part in the major forums concerned with the question of inclusion of the Roma community and with the Structural Funds.

**EUROMA IS COMPOSED OF 12 MEMBER STATES:** BULGARIA, THE CZECH REPUBLIC, FINLAND, GREECE, HUNGARY, ITALY, POLAND, PORTUGAL, ROMANIA, SLOVAKIA, SPAIN AND SWEDEN.

*The FSG has managed the  
EUROMA Technical Secretariat  
since its creation in 2007*

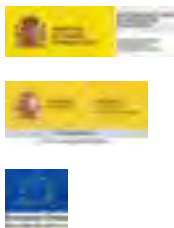
*The most important recognition of  
the standing of EUROMA was the  
invitation of the European Commission  
to the Member States to form part of  
this network (European Commission  
Communication dated 7th April)*

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PRESENTATION OF THE EUROMA REPORT DURING THE CORDOBA SUMMIT IN APRIL



THE SPANISH DELEGATION AT THE EUROMA TRANSNATIONAL SEMINAR IN ROME IN FEBRUARY



ORDINARY MEETING OF THE EUROMA MANAGEMENT COMMITTEE IN CRACOW



EUROMA MANAGEMENT COMMITTEE AT CORDOBA CITY HALL, IN APRIL

# ANALYSING THE SITUATION IN TURKEY

During 2010 the FSG ran, together with the ERRC and the local partner EDROM, the project *Analysis of the Situation of the Roma Community in Turkey*, an initiative of the European Commission. The goal was to analyse the context of the Roma community in Turkey, to contribute political action proposals for its social inclusion and to put forward possible measures to combat discrimination. This initiative was an extraordinary opportunity to become familiar with the situation in a country applying for EU membership and which has a considerable Roma population. In December, the Commission organised a closure conference in Istanbul to present the conclusions and recommendations of the study which would guide European institutions in the design and execution of policies during negotiations with Turkey. This event had considerable political impact and aroused media attention.



# IN ROMANIA WITH THE ANR AND OUR OWN FOUNDATION

The activity of the FSG in Romania is a priority within the framework of our international strategy. In addition to projects based on technical support, promotion of networks and exchange of knowledge and experience, the FSG is firmly committed to developing direct action in Romania due to the fact that it has a numerous Roma population and is an EU Member State fully involved in a process of development.

The Roma community in Romania provides many opportunities for action, and the FSG intends to proceed within a perspective of sustained, long term projects, applying our operating model and transmitting our principles and values.

Three main lines of action were put into effect in 2010:

- 1 Consolidation of activities within the project, launched in 2009 by the FSG in partnership with the National Agency for Roma and funded by the European Social Fund (ESF), to transfer the *Acceder* employment programme. In 2010, the FSG trained more than 40 qualified experts making up the working teams and established operating premises in 8 cities.
- 2 Establishment of our own Foundation, *Fundatia Secretariatul Romilor* (FSR), which will enable us to enhance our knowledge of the Romanian context and follow the development of projects in closer proximity, thus consolidating our presence in the country.
- 3 Launch of a new project, also funded by the ESF, and coordinated by the Soros Foundation, which will undertake the transfer of methodology used in the Study on the Roma Community and Employment conducted by the FSG in Spain in 2005. This project will enable the study to be repeated in Spain 5 years later in order to assess the progress or changes produced in this period, and will also allow the study to be applied with the same features in Romania, Italy and Bulgaria. This will represent a pioneering comparative study on this issue in Europe



Learn more about our projects in Romania in the Territorial Section, FSG-Romania, page 126.

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*The establishment of a  
Foundation, Fundatia  
Secretariatul Romilor (FSR)  
is proof of the FSG's sustained  
long term commitment to  
Romania*

# PILOT PROJECT FOR COORDINATION OF PAN-EUROPEAN POLICIES

The FSG participates as partner in the pilot project “A Good Start”, an initiative of the European Commission which seeks to promote quality education for Roma children during early childhood (0-6 years old).

The project is led by the Roma Education Fund (REF) and envisages direct action in four countries (Hungary, Romania, Slovakia and the Republic of Macedonia) involving a total of 4,000 Roma children. The role of the FSG is to draw conclusions and lessons from the activities conducted under the project for subsequent drafting of strategic documents and political proposals.

In November, the FSG head office hosted a transnational seminar (funded by Structural Funds) on the pilot project, enabling participants to exchange ideas and learn about education-related good practice and methodology. There were sessions devoted to illustration of the Foundation’s work and the Spanish experience with public policies was presented.

# AN INTENSE INSTITUTIONAL ACTION WHICH POSITIONS US AS KEY PLAYERS AT THE EUROPEAN LEVEL

A significant part of the FSG’s international activity is institutional, understood as proactive involvement in important initiatives, events and areas at European level dealing with questions related to the Roma community and which contribute to progress on political agendas. Participation in numerous networks and events reflects the consolidation of the FSG as a key player in Europe on Roma-related subjects.

- One way of achieving these goals is via participation as a partner in the European Roma Policy Coalition (ERPC). This is an informal network of European organisations (AI, ENAR, ERIO, ERRC, ERGO, OSI, REF and Spolu) with well established track records in the defence of human rights, the fight against discrimination and work with the Roma community. The Coalition takes a significant proactive role in monitoring the decisions of European institutions and draws up proposals to enhance coordination of actions targeting the Roma community to enable more efficient use of all the tools and resources available at this level.
- The FSG is a member, along with other non-governmental organisations working in defence of human rights, of the Fundamental Rights Platform created by the European Fundamental Rights Agency (FRA).
- In 2010 the FSG also took part in meetings of the European Platform for Social Inclusion of the Roma Community and in consultation meetings between the European Commission and civil society to debate, amongst other subjects, the inclusion of the Roma Community in policies related to the enlargement of the EU and the future of the Cohesion Policy.



VISIT TO MADRID BY PARTNERS IN THE “A GOOD START” PROJECT TO LEARN ABOUT THE EDUCATIONAL PROGRAMMES RUN BY THE FSG AND SPANISH PUBLIC BODIES



ERPC BRAINSTORMING SESSION AT FSG HEADQUARTERS IN MADRID TO DEFINE THE FUTURE WORKING PLAN OF THE COALITION



# A DECISIVE YEAR FOR COMMUNICATION

## WORLDWIDE MEDIA ATTENTION FOCUSED ON THE ROMA COMMUNITY



EUROPEAN COMMISSION VIDEO: DO WE REALLY KNOW THE ROMA COMMUNITY? JOINTLY PRODUCED BY THE FSG

WHAT DO WE KNOW ABOUT THE ROMA COMMUNITY?



MEDIA ATTENTION DURING PRESENTATION OF THE REPORT DISCRIMINATION AND THE ROMA COMMUNITY

Communication measures were especially significant in 2010. It was necessary to redouble our efforts in this area, due to three factors. Firstly, to the special importance of the celebrations for International Roma Day on 8th April, coinciding with the second European Summit on Roma Population. Secondly, on account of the launch of a new FSG social awareness campaign in late September. And thirdly, owing to the serious events occurring in France during the summer (indiscriminate expulsions of Romanian and Bulgarian Roma) and the substantial media impact and political repercussions this had.

The Cordoba Summit, the new campaign and the events in France caused a sharp increase in attention from Spanish (local, regional and national) and international media. Journalists from the Xinhua News Agency in China or the Al Jazeera television group to Scandinavian newspapers, Latin American broadcasting services and the New York Times itself sought not only news about the situation of the Roma community in Spain, but also about the work being done by the FSG.

It should also be pointed out that due to the events in France we experienced a marked increase in requests for statements, interviews and contacts, both with reference to our position on Sarkozy's policies and on what has come to be known as "the Spanish model" of policies and measures in favour of social inclusion of the Roma community.

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*The Cordoba Summit, the new awareness campaign and the events in France caused a sharp increase in media attention*



THE WORK OF THE FSG FEATURED IN THE NEW YORK TIMES

# SOCIAL IMAGE, INSTITUTIONAL IMAGE

## ROMA, THOUGHT AND CULTURE

With three new issues, the Foundation's magazine reached issue number 56 during this year, which is its twelfth in existence. The publication is supported by the Ministry of Culture through its library dissemination service and funds from the Personal Income Tax programme for "Other Purposes of Social Interest".



COVERS OF THE ISSUES OF THE "GITANOS" MAGAZINE ISSUED IN 2010

The first was the special double issue (53/54, March-June) devoted to European social policies and the second European Summit on Roma Inclusion held in Cordoba in April.

The second (55, October) focused on the new "When I grow up, I want to be..." awareness-raising campaign, with thorough treatment of its component parts, actions and public presentations.

The third issue for 2010 (56, December), also closely concerned with 'Education and the Roma Community', contained extensive analysis of new research conducted by the FSG on primary education and the *Promociona* programme.

## INSTITUTIONAL ACTIVITY, NETWORKING

The Communication Area participates in several networks such as the Social Action NGO Communication Platform Commission, which put a wide range of actions into effect in 2010 within the framework of a new campaign to promote use of the "Social Purposes" box on Income Tax returns.

We also took part in the EAPN-es Communication Group and other initiatives of this organisation such as the "Inclusive Media?" seminar; in the "Fight against Discrimination" Operative Programme Information and Publicity Group; as teachers on the FSG-UPNa course for "University Experts in Social Work with the Roma Community" and, once again, as a member of the panel of judges for the national "For Diversity, against Discrimination" Journalism Award under the auspices of the European Commission.

The Communication Area also took an active part in drafting and disseminating the *Equal Treatment, the Media and the Roma Community: a Practical Guide for Journalists*, presented to the public in December.



PRESENTATION OF THE INCOME TAX "SOCIAL PURPOSES BOX" CAMPAIGN

## NEWSLETTER, WEB AND OTHER CORPORATE ITEMS

The FSG's fortnightly digital newsletter *Gitanos.org* issued 23 issues in 2010 distributed to an average of 3,500 subscribers. Every fortnight the newsletter publishes dozens of news items on social and Roma current affairs at all levels from local to European. A similar version, *El Secre* (The Secretariat), containing internal issues of the Foundation, is also published and in 2010 issued 23 issues to reach a total of 153 recipients.

This year the corporate website ([www.gitanos.org](http://www.gitanos.org)) reached a total of 133,000 individual users who visited around one million pages. The website, with its more than 3,000 different pages, is periodically supplied with items from all the work areas and territorial offices and is complemented by a sister version in English.

Presence in the social network Facebook is a new development this year. During its first three months the account accumulated more than 500 friends.

With respect to other corporate publications, the *2010 Diary* was devoted to the European Year for Combating Poverty and Social Exclusion, illustrating the separators between each month with the main programmes developed within this framework. The *Annual Activity Report* (with 147 full colour pages) was once again published in Spanish and English and disseminated in printed and digital versions.

**3,500 PERSONS** READ OUR DIGITAL NEWS-LETTER EVERY FORTNIGHT

THE FSG WEBSITE ACHIEVED  
**133,000 INDIVIDUAL HITS**

**1 MILLION PAGE VIEWS** ON  
[WWW.GITANOS.ORG](http://WWW.GITANOS.ORG)

OUR 2009 ANNUAL REPORT HAD  
**147 FULL COLOUR PAGES**

## NEW CHALLENGES FOR 2011

Awareness activities will continue to occupy us in coming years. They will focus to a large extent on the field of education, with new phases and actions of the campaign "When I grow up, I want to be..." aimed at new target groups.

Furthermore, some of the FSG's main communication tools are being upgraded. This is the case of the Internet portal (the results of this far-reaching change will be unveiled in mid 2011), the Annual Report (changes in which are already evident in this very edition) and other publications such as the newsletters, the magazine and the corporate brochure. We also expect to launch an annual institutional Award in 2011 to be granted within the framework of a symposium.

# “WHEN I GROW UP, I WANT TO BE...” A NEW AWARENESS-RAISING CAMPAIGN FOCUSING ON EDUCATION

**FUNDED THROUGH PERSONAL INCOME TAX**



A ROMA GIRL IN PALENCIA SHOWS HER DREAM FOR THE FUTURE: TO BE A TEACHER

## WHAT IS “WHEN I GROW UP, I WANT TO BE...?”

This is an awareness-raising campaign on education launched by the FSG in September 2010. It was chosen as “Best Practice” by the European Commission and the Ministry of Health and Social Policy, and it became a benchmark for actions combating social inclusion during the closing conference of the 2010 European Year for Combating Poverty and Social Exclusion.

The campaign is part of the awareness-raising activity carried out by the FSG, which has always worked to improve the educational level of the Roma community in Spain. Today the main problem is the high proportion of early school leavers. The FSG has launched educational programmes and awareness and communication actions with the aim of turning this situation around.

The goal of the first phase is to raise the awareness of Roma families on the importance of education and to draw the attention of public authorities and of the educational community to the problem.

On this occasion our campaign has twin goals:

- To raise the awareness of Roma families and students regarding the importance of education, and the need to finish secondary school to be able to choose what they want to be in future.
- To draw the attention of the public authorities and the educational community as a whole to drive policies and measures to combat education-related inequalities suffered by the Roma community.



IN ADDITION TO HAVING THEIR “DREAM” PICTURE TAKEN, THE CHILDREN POSED FOR THE FSG

## THE 2010 CAMPAIGN

The FSG designed and launched clearly differentiated measures to reach the different target groups. Raising family awareness was accomplished via the star action, the Photo-van. The option of public presentations enhancing the visibility of the educational situation of the Roma community was chosen to raise the awareness of the institutional audience and opinion leaders.

- **Star action: the Photo-van.** A van converted into a travelling photographic studio visited 14 cities in the autumn. The children chose an occupation, posed for a photograph and a photo montage was then put together in the Photo-van with images of the chosen occupation and the child’s face. The photograph was then given to the family. The photos represent the children’s dreams for the future. The main goal was to gain access to Roma homes using this vehicle (the photograph), highlighting various messages “Whatever your dream may be, finish Secondary school” and “Roma with an education: Roma with a future”.
- **Institutional presentations.** The campaign was presented to the public at the Circulo de Bellas Artes in Madrid on 30th September. The Minister of Education, Angel Gabilondo, and the then Minister of Health and Social Policy, Trinidad Jiménez, took part in the event, which was attended by more than 250 third sector representatives. The ceremony, introduced by the journalist Toni Garrido of Spanish National Radio, was designed as a dynamic show. A video on education and the Roma community was shown, the component parts of the project were demonstrated and there was time for speeches to emphasise the need to combat early school leaving. 12 other institutional presentations were carried out in many regions of Spain. Similarly, the campaign was presented in various national and European forums.



PRESENTATION OF THE CAMPAIGN IN BRUSSELS DURING THE CLOSING CEREMONY OF THE EUROPEAN YEAR FOR COMBATING POVERTY AND SOCIAL EXCLUSION





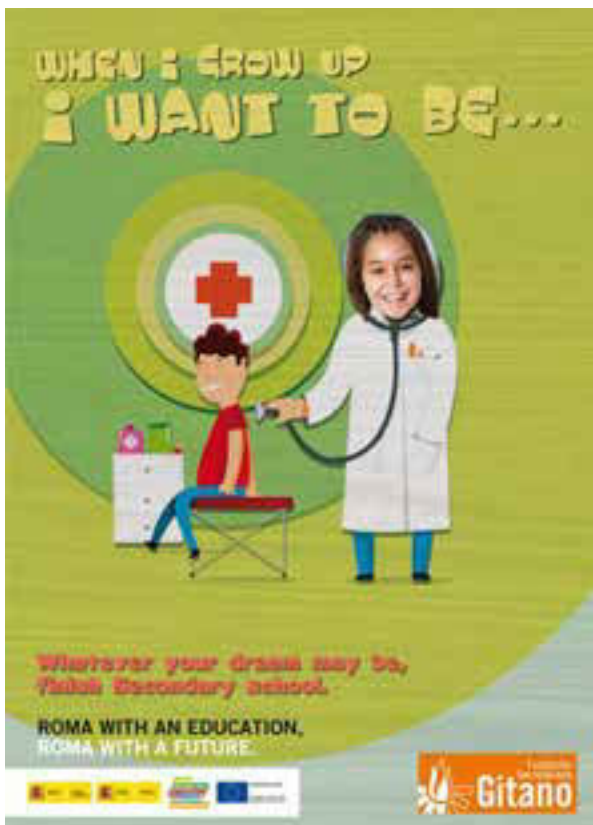
THE MAKING OF PHOTO-MONTAGES IN THE TRAVELLING STUDIO



THE FSG TURNED SPAIN'S SQUARES AND STREETS LIKE THIS ONE IN BADAJOZ INTO OPEN-AIR PHOTOGRAPHIC STUDIOS



DURING THE NATIONAL PRESENTATION OF THE CAMPAIGN IN MADRID, TEN ROMA CHILDREN CAPTURE ONSTAGE THE NEED TO COMBAT EARLY SCHOOL LEAVING



The campaign was composed of various high quality promotional items: printed and decorative material (posters, pennants, displays, banners, etc.); publications (brochures, magazine, etc.) and promotional items (badges, folders, t-shirts, pencil holders, sweets, stickers). The production of a 12-minute video in Spanish and English on education and the Roma community deserves special mention. It enabled us to showcase the situation of young Roma in the classroom and to raise awareness of the FSG's day-to-day work in the field. A blog ([www.gitanos.org/demayorquieroser](http://www.gitanos.org/demayorquieroser)) was launched to relate daily life aboard the Photo-van in its travels around Spain.

*This campaign arises from the need to combat dropping-out of school before the end of compulsory education and to foster the idea that change is both possible and necessary.*

## ROUTE OF THE PHOTO-VAN IN 2010

PALENCIA

PONTEVEDRA

GIJON

PAMPLONA

VITORIA

BADAJOS

SEVILLE



## THE IMPACT

### → On people

More than 1,100 young Roma and their families were directly involved in the project. 1,083 photographs were taken during the Photo-van's route through 14 cities: Palencia, Pontevedra, Gijon, Navarre, Vitoria, Badajoz, Seville, Granada, Malaga, Murcia, Ciudad Real, Valencia, Zaragoza and Madrid. The institutional presentations brought around 5,000 people together.

### → Public authorities

The Ministry of Health and Social Policy and the Ministry of Education were closely involved in the project, especially in the national presentation. Likewise, presentations in the regions of Galicia, Asturias, Castile-León, Navarre, the Basque Country, Extremadura, Andalusia, Murcia, Castile-La Mancha, Madrid, Aragon and Valencia enabled the involvement of the regional departments of education and social policy authorities in the regions visited.

## THE CAMPAIGN IN THE MEDIA

One of the success stories of the campaign was the intense national and international media attention it aroused. An article published in *The New York Times* which used the campaign's image to illustrate information on inclusion policies in Spain and Europe was especially noteworthy. Around 250 impacts in the mass media (press, radio, TV, the Internet, etc.) were logged during the campaign's running time, reaching an estimated gross audience of 20 million people.

## THE CAMPAIGN IN FIGURES

**14 CITIES** VISITED BY THE PHOTO-VAN DURING THE AUTUMN

THE CAMPAIGN REACHED **1,100 ROMA CHILDREN AND THEIR FAMILIES**

**1,083 PHOTOGRAPHS** WERE TAKEN

THERE WERE **4 OFFICIAL CAMPAIGN POSTERS**

**5,000 PEOPLE** ATTENDED THE INSTITUTIONAL PRESENTATIONS

**20,000,000** GROSS IMPACTS

**250 IMPACTS IN THE MASS MEDIA**

**BUDGET € 209,000**



THE MINISTER OF EDUCATION, ÁNGEL GABILONDO AND THE MINISTER OF HEALTH AND SOCIAL POLICY, TRINIDAD JIMÉNEZ, AT THE INSTITUTIONAL PRESENTATION OF THE CAMPAIGN IN MADRID



MALAGA

GRANADA

MURCIA

VALENCIA

CIUDAD REAL

MADRID

ZARAGOZA



## AN EXAMPLE

Nine-year-old Eva Hernández wants to be a doctor when she grows up. She was the first Roma girl to visit the Photo-van to tell us about her dreams. Dreams which, for the moment, came true in the photograph we gave to her mother. Eva and her mother live in Palencia and trust that education will enable her to turn that dream into reality.



A PROUD MOMENT FOR EVA AND HER MOTHER AS THEY SHOW THE PHOTO OF "DOCTOR EVA". SHE WAS THE FIRST ROMA GIRL TO HAVE HER PHOTOGRAPH TAKEN AT THE PHOTO-VAN

*The campaign underlines two key messages: "Whatever your dream may be, finish Secondary school" and "Roma with an education, Roma with a future".*

FUNDED BY:



## IRPF AWARENESS-RAISING, INFORMATION AND TECHNICAL CONSULTANCY FOR SOCIAL INCLUSION OF THE ROMA COMMUNITY PROGRAMME

This programme seeks to improve policies targeting the Roma community via actions aimed at public officials and technical officers in local and regional governments as well as NGO and Roma association technical personnel in the 14 Regions where it is in operation.

Lines of action:

### Consultancy and technical support

- Actions targeting public authorities and social work organisations and focusing on the design of plans and development of measures affecting the Roma community.

### Training activities

- Seminars and workshops on specific aspects of measures affecting Roma (education, housing, employment, low income programmes and discrimination) and courses on strategies for social work with the Roma community.

### Communication and social awareness

- Dissemination and awareness measures and actions aimed at improving the social image of the Roma community, and promotion of its culture and identity.
- Publication and dissemination of the magazine *Gitanos. Thought and Culture*.
- Website [www.gitanos.org](http://www.gitanos.org) and the Facebook account
- International Roma Day awareness-raising actions and material
- El Secre and *Gitanos.org* digital newsletters

### Studies and research

- Various publications at local and regional level on employment, education, women, youth, social inclusion, etc.

2010 BUDGET € 225,000

17,000 DIRECT USERS

TECHNICAL SUPPORT FOR  
200 ORGANISATIONS

500 RESPONSES TO MEDIA ATTENTION

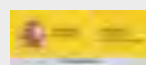
46 DIGITAL NEWSLETTERS

DISSEMINATED TO 3,500 PEOPLE

4,000 COPIES PER ISSUE OF THE MAGAZINE

3,500 POSTERS  
AND 6,000 "8TH OF APRIL" BOOKMARKS

1 MILLION WEBSITE PAGES  
VISITED PER YEAR



# THE FSG DOCUMENTATION CENTRE, THE BENCHMARK FOR ROMA-RELATED TOPICS

THE LIBRARY IN 2010

6,000 ENTRIES

556 INTERNAL CONSULTATIONS

276 EXTERNAL CONSULTATIONS

8% OF ALL CONSULTATIONS ARE INTERNATIONAL

Since its beginnings in the 1990s, the FSG Documentation Centre has become the documental and bibliographic benchmark for work and research concerning the Roma community. It is located at our central offices in Madrid.

One of its objectives is the conservation, knowledge and dissemination of Roma culture for the purpose of fostering an intercultural society in which Roma people can freely and fully exercise their citizenship and contribute to the enrichment of general culture.

The new developments for 2010 include the start of a scanning programme for the earliest significant publications with the aim of making all FSG publications more accessible in electronic format.

## DOCUMENTATION CENTRE SERVICES

### → Library

The Centre offers a reading room reference service with a catalogue containing more than 6,000 entries (monographs, periodical publications, audiovisual material, articles and grey literature), classified under subjects such as art, culture and history, the associative movement, discrimination and racism, education, legislation, interculturality and coexistence, Romi and youth, language and literature, social and intercultural mediation, the mass media, demographics, religion and religiosity, health, social services and housing. It also contains a smaller section devoted to ethnic minorities and the third sector.

The library attends to hundreds of internal and external consultations every year. Internal demand is generated by FSG employees seeking documentary support in the course of their activities, and external consultations come from students and researchers from schools, universities and training centres, private institutions, public bodies, the media, social NGO personnel and a host of other people interested in the culture and history of Roma for their own reasons.

### → Digital Library

Committed to new formats, the library now has a digital collection of around 1,500 documents (monographs, theses, articles, studies, etc.).

### → Media Library

Composed of audiovisual material on Roma-related subjects (documentaries, programmes, films, music, educational material, etc.) which can be played at the Centre itself.

### → Press Library

A news bank on the Roma community dating back to 1967. In printed and digital formats.

The Documentation Centre edits a monthly newsletter in hard copy and electronic format, "Roma in the Press", based on this service. It contains a selection of Roma-related news clippings culled from local, regional and national dailies. Each issue is structured according to subjects: health, education, housing etc. In 2010, the digital edition of "Roma in the Press" had 3,178 subscribers.

### → Selective dissemination of information

The Documentation Centre's recent acquisitions are notified via a series of periodical digital newsletters.

### → Website

The Documentation Centre has its own special section within the FSG website where it offers numerous services: a search catalogue of the bibliographic collections; the organisation's own publications and documents and useful links. There is also an online consultation and reference service to meet requests for information about the Roma community (<http://www.gitanos.org/servicios/documentacion/>)

FSG ANNUAL REPORT 2010

ACTIVITY REPORT  
DOCUMENTATION

PAGE  
90

PAGE  
91



THE FSG LIBRARY IS THE MAIN DOCUMENTATION CENTRE IN SPAIN REGARDING THE ROMA COMMUNITY AND ONE OF THE MOST IMPORTANT IN EUROPE

# FSG PUBLICATIONS IN 2010

**Technical Notebook Series:** contains documents with theoretical content: framework documents, data and results, sociological studies, theoretical studies, dissemination manuals, minutes of meetings, research and assessment results, reports, etc.



**DISCRIMINATION AND THE ROMA COMMUNITY. FSG ANNUAL REPORT 2010**  
FSG EQUAL TREATMENT  
MADRID: FUNDACIÓN SECRETARIADO GITANO 2010

Analysis report on day-to-day direct and indirect discrimination suffered by men, women, family groups and the Roma community in general. Published online in English and Spanish.



**DIAGNOSTIC STUDY OF THE "ORFEÓN ARANDINO" BUILDING. ARANDA DE DUERO (BURGOS)**  
FSG BURGOS  
BURGOS: FUNDACIÓN SECRETARIADO GITANO 2010

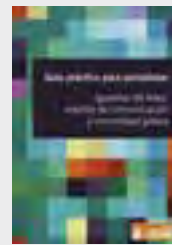
A study of the situation of residents of the "Orfeón Arandino" building in Aranda de Duero to learn about the situation and requirements of the families living there. It addresses the serious problem of social exclusion suffered by families residing in the building.

**Work Material Series:** composed of materials intended more for users of action programmes and practical work sessions with professionals. A wealth of material such as guides, educational material, classroom / workshop worksheets, guidelines and action strategies are included here.



**LOOK (TALK ABOUT AIDS WITHOUT BEING ASHAMED)**  
FSG HEALTH  
MADRID: FUNDACIÓN SECRETARIADO GITANO, 2010

A guide to working with youth about questions relating to HIV/AIDS. It offers information on how HIV is transmitted, how to protect oneself and explains what an HIV test is and how to get one.



**EQUAL TREATMENT, THE MEDIA AND THE ROMA COMMUNITY: A PRACTICAL GUIDE FOR JOURNALISTS**  
FSG EQUAL TREATMENT, COMMUNICATION AND DOCUMENTATION CENTRE  
MADRID: FUNDACIÓN SECRETARIADO GITANO, 2010

A guide exploring the fundamental right to equality and its enjoyment by the Roma community as well as the responsibility of the mass media in this respect.



**KNOW MORE TO DECIDE BETTER**  
FSG HEALTH  
MADRID: FUNDACIÓN SECRETARIADO GITANO, 2010

A new edition of this comic targeting young Roma people to offer them information on drugs and their effects.

**Life and Experience Series:** composed of material illustrating all dimensions of Roma culture. Material derived from workshop activities organised by the FSG and prepared by the participants themselves is often included here (cooking recipes, poetry, stories, songs, personal experience on a certain subject, etc.).



**ROMA FLAVOURS**  
FSG ALICANTE  
ALICANTE: FUNDACIÓN SECRETARIADO GITANO, 2010

A study produced by 32 Roma women participating in the Roma Women's Action Programme run by the FSG and Alicante City Council. The book provides an approach to two fundamental questions: on the one hand the enormous variety of Roma culture, since each story is absolutely unique and different from any other and, on the other, through the life experienced by these women, the changes they have experienced not only in their way of life but also in their work and cooking methods.



**ROMNIA. ROMA WOMEN IN HUESCA**  
FSG HUESCA.  
COORDINATION: PABLO VEGA  
HUESCA: FUNDACIÓN SECRETARIADO GITANO, 2010

Vanessa, Pitu, Sara and Adelina are the stars of this document which relates the lives of four women, pioneers in breaking down the barriers of social exclusion. Invisible women who fought against prejudice. The purpose of the publication is to achieve greater dissemination of this reality in order to advance on the road to inclusion of the Roma community.



**GALUCHI TA PISPURI. SUGAR AND PEPPER**  
TECHNICAL COORDINATION: TEGRA GÓMEZ, ANA RAÑA, MARÍA JOSE OBELLEIRO  
PONTEVEDRA: FUNDACIÓN SECRETARIADO GITANO, 2010

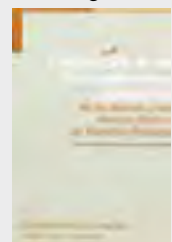
A book of 12 stories written and illustrated by the students of the "Reinforcement and Leisure Workshops" jointly run by the FSG and Poio Town Council in the village of El Vao (Poio, Pontevedra). The aim of the publication is to enhance the concept of Roma culture and the self-esteem of the authors, since almost everything they have to say about their neighbourhood is negative.

**Joint Publications** Roma-related publications in the preparation of which the FSG has collaborated with other organisations.



**EUROMA REPORT. ROMA AND THE STRUCTURAL FUNDS**  
EUROMA TECHNICAL SECRETARIAT, FSG INTERNATIONAL  
MADRID: FUNDACIÓN SECRETARIADO GITANO, 2010

An analysis of the available data on the use of the Structural Funds (SF) to improve the living standards of the Roma community. After an introduction to the context in which EU Roma was founded, the report deals with the Network's incorporation process and activities before offering a critical analysis of the SF as a policy and as a financial instrument to address the problems facing Roma.



**ASSESSMENT OF MAINLINE EDUCATION OF ROMA CHILDREN AT PRIMARY LEVEL**  
FSG EDUCATION. PUBLISHED BY THE WOMEN'S INSTITUTE  
MADRID: FUNDACIÓN SECRETARIADO GITANO, 2010

This work analyses the educational situation of Roma children at primary school. It includes a study of the pre-school education stage.

**BPE GUIDE TO THE FSG IN THE PLEM. PLEM (2008-2011)**  
FSG MERIDA TECHNICAL SUPPORT, PUBLICO GALAN MOSQUERO  
MADRID: FUNDACIÓN SECRETARIADO GITANO 2008-2011

An electronic book published by the FSG as a methodological tool summarising good orientation practice, mediation, job-finding and occupational insertion of unemployed Roma within the framework of the Merida Local Agreement on Employment.



**ALBACETE ROMA TODAY**  
FSG ALBACETE  
ALBACETE: FUNDACIÓN SECRETARIADO GITANO, 2010

This book addresses the situation and different realities of Roma women from Albacete.

**ME SIM ROMNI. «YO SOY GITANA» (I'M ROMI)**  
FSG EXTREMADURA. PUBLISHED BY BADAJOZ: BADAJOZ PROVINCIAL COUNCIL, 2010

The publication includes the life stories of 26 Roma women from Extremadura.

## HUNDREDS OF ACTIVITIES WITH ONE SOLE AIM: TO MAKE MORE VISIBLE THE IMPRINT OF ROMA CULTURE ON THE CULTURE OF ALL

Roma culture, which has always had a limited relevance in FSG activities as a whole (mainly due to the lack of a stable funding source) is gradually taking its rightful place. In this respect, 2010 was a key year: we conducted more than 200 cultural activities of all kinds including exhibitions, workshops, celebrations, commemorations, book publishing, production of documentaries, etc. in 43 towns and cities in most regions of Spain, reaching more than 20,000 Roma and non-Roma people.

The goal for 2011 is obvious: to seek new sources of funding to enable us to develop new cultural promotion projects and improve those already under way.

The FSG seeks to achieve the following goals with these cultural promotion activities:

- To boost the profile of Roma culture and enhance the image of the Roma community.
- To foster knowledge of Roma culture, with which the general public is unfamiliar.
- To drive cultural abilities among the Roma community.
- To stimulate Roma cultural production

During the year the working teams of the 66 FSG offices set up various cultural promotion activities such as intercultural workshops and meetings, cultural and awareness talks, celebrations and many more.

### PROMOTING ROMA CULTURE

**38 EXHIBITIONS** WERE VISITED BY MORE THAN **4,200 PEOPLE**

**15 EVENTS** IN CELEBRATION OF IMPORTANT DAYS FOR ROMA

**73** CULTURAL PROMOTION ACTIVITIES CAUGHT THE INTEREST OF MORE THAN 5,500 ROMA AND NON-ROMA PEOPLE

We would highlight, for example:

- The **“Roma Story” 13th Solidarity Storython** run by the FSG Extremadura at the Merida Town Hall with the participation of students from various schools and the Merida Volunteers’ Platform (AVEM, ACPP, CEAR and Cáritas).
- **“Qui som els roma?”** cultural dissemination activities carried out in schools in Catalonia which included 72 sessions aimed at Roma and non-Roma students. These sessions treated the origin and history of Roma and related stereotypes and educational questions. It is estimated that 1,440 students attended the sessions.
- The **“Los Veranos del Corral del Carbón”** (**“Summer in the Courtyard of the Coal”**) held in the *Corrala del Carbón* (Courtyard of the Coal) in Granada introduced flamenco music to 250 young people.

The FSG also has two exhibitions which travel around Spain forming part of cultural events and activities related to the Roma community. These are:

### ROMA WOMEN, PARTICIPATING

The exhibition *Roma Women, Participating* also travels around Spain showing, on a dozen panels, the participation of Roma women in society (education, employment, politics and art).

This FSG resource is designed to form part of cultural events and activities related to the Roma community, interculturality and human rights amongst other themes. In 2010, it was exhibited on seven occasions in towns and cities in Extremadura, Castile-León, Madrid and Navarre. Institutions such as the El Progreso Health Centre in Badajoz, the “María de Maeztu” Women’s Aid Centre in Madrid and the Miguel Iscar primary school in Valladolid requested the opportunity to learn about the activities of Roma women.

*The Cultures for Sharing: Roma Today exhibition is designed as a resource for providing the younger generation with knowledge of the various cultures, including the Roma culture, making up modern Spain. This is the most effective way to build a world characterised by equality and coexistence.*



PERMANENT VERSION OF THE EXHIBITION "CULTURES FOR SHARING: ROMA TODAY"

## CULTURES FOR SHARING: ROMA TODAY

To constitute a tool for introducing children, young people and adults - especially the educational community - to the history, traditions, culture and current reality of the Roma community, proclaiming the mutual enrichment between Roma and non-Roma. This is the main goal of *Cultures for Sharing: Roma Today*; it is an FSG exhibition divided into 12 thematic areas forming 48 didactic panels with photographs, brief texts, objects and instruments. In 2010, it was seen by more than 4,300 people in the permanent and travelling versions which have visited 31 Spanish towns and cities this year.

The permanent version is housed in a dedicated facility in the FSG central offices in Madrid, where it was visited by 15 groups in 2010. In addition to viewing the panels, the visitor can learn about Roma history and culture through fun activities such as the storyteller, listening to music or leafing through some of the books, magazines and other material to be found in the reference area.

There are currently two travelling replicas of the exhibition which are available for the events organised by interested parties: schools, libraries, cultural and social centres, etc. In 2010, various primary and secondary schools and other organisations requested the exhibition.

Some FSG offices also have replicas which they use as a support tool for cultural dissemination activities.

12 THEMATIC AREAS  
48 PANELS  
4,300 VISITORS  
31 TOWNS AND CITIES VISITED



ACCORDING TO THE ROMA DESIGNER MONTSE MOTOS, THE FSG POSTER TO CELEBRATE 8TH APRIL 2010 REPRESENTS "A ROMA WOMAN DANCING WITH HER ARMS RAISED TO SHOW HER DESIRE TO SHARE HER JOY WITH EVERYONE, BECAUSE SHE IS CELEBRATING A GREAT DAY, THE INTERNATIONAL DAY OF HER PEOPLE. SHE IS SUCH A SKILLED AND GRACEFUL DANCER THAT THE VERY PATTERN ON HER DRESS SEEMS TO SWIRL AND SPRING TO LIFE. THE FLOUNCINGS SIMULATE THE MOVEMENT OF RIVER CURRENTS BUT AT THE SAME TIME ARE FRAMED IN WROUGHT IRON. THIS SCRAP IRON STRUCTURE-TRAP REPRESENTS THE REALITY OF THE VAST MAJORITY OF ROMA AND PROTESTS AGAINST THE SOCIAL EXCLUSION AND POVERTY IN WHICH THEY EKE OUT THEIR LIVES. BECAUSE WE CANNOT IGNORE OR FORGET THAT THIS IS HAPPENING IN OUR SURROUNDINGS, IN OUR CITY, IN OUR COUNTRY, IN OUR EUROPEAN UNION"

## CELEBRATING ROMA CULTURE

The FSG attended and promoted celebrations related to Roma culture and history.

The fundamental date is undoubtedly the 8th of April, *International Roma Day*. As it does every year, the FSG took an active part in the celebration of this date throughout Spain. 38 activities were conducted in 25 towns in all the regions.

The FSG once again produced a poster commemorating **International Roma Day 2010**; it is the work of the Roma designer Montse Motos Jiménez and it was acclaimed by Roma and non-Roma people alike.

On the same date, Aragon, Navarre, the Valencia Region, Murcia, the Basque Country and Andalusia also celebrated their *Roma Day*.

Other examples of celebrations in which the FSG has always participated are:

- **Roma Christmas.** With an exhibition of Roma Christmas culture in Albacete, Roma Christmas was introduced to schools in the Estrella and Milagrosa districts of Albacete (La Paz Primary School and Cardenal Tavera Diocesan School) and other schools in the city which requested the activity. More than 360 people attended these events.
- Celebration of the **Anniversary of the Beatification of Ceferino Giménez Malla (el Pelé)**, the first Roma to be beatified. In Leon, Aragon and the Basque Country.
- Celebration of **Saint John's Day** in various places such as Hellín (Albacete), where the FSG and the Social and Personal Development Workshop run by the Social Services organised various sports championships for the young people from the Calvario and La Ribera districts attending the workshop.

# ACTIVITIES IN THE REGIONS

ANDALUSIA

ARAGON

ASTURIAS

CANTABRIA

BASQUE COUNTRY

CASTILE-LA MANCHA

CASTILE-LEÓN

CATALONIA

VALENCIA REGION

MADRID

EXTREMADURA

GALICIA

MURCIA

NAVARRRE

ROMANIA





# ANDALUSIA

BUDGET

€ 5,002,097.92

## THE ROMA COMMUNITY

Almost half of Spain's Roma, around 350,000 people, live in the Region of Andalusia. In recent decades, a notable improvement has taken place regarding the standard of living of the Andalusian Roma community. This is thanks to their access to social protection, public housing and the health-care, education and employment systems.

In spite of this, some challenges still remain:

→ AROUND ONE THIRD OF THE ROMA COMMUNITY IN ANDALUSIA SUFFERS FROM POVERTY AND SOCIAL EXCLUSION.

→ HOUSING PROBLEMS HAVE BEEN SOLVED ON THE WHOLE BUT CERTAIN SLUM SETTLEMENTS AND SUBSTANDARD HOUSING PERSIST.

→ THE MAIN CHALLENGE IN EDUCATION IS TO ENSURE THAT YOUNG ROMA FINISH AT LEAST COMPULSORY SECONDARY SCHOOLING. THERE IS A TENDENCY TO "GHETTOISE" STATE SCHOOLS AND THE SITUATION IS NOT BEING APPROACHED FROM AN INTERCULTURAL VIEWPOINT.

→ DISCRIMINATION REMAINS A CRUCIAL ITEM ON THE AGENDA BECAUSE IT HOLDS SOCIAL INCLUSION OF THE ROMA COMMUNITY BACK. AFTER MAGHRIBIAN PEOPLE, THE ROMA COMMUNITY IS THE MINORITY SUFFERING THE GREATEST DEGREE OF DISCRIMINATION ON ETHNIC OR RACIAL GROUNDS.

→ IN THE LAST THREE YEARS THE ARRIVAL OF NUMEROUS ROMA IMMIGRANTS FROM EASTERN EUROPE, MOSTLY FROM ROMANIA AND BULGARIA, HAS BEEN DETECTED. THE MAJORITY OF THESE PEOPLE SUFFER EXCLUSION AND HAVE SERIOUS HOUSING, HEALTH-CARE AND EMPLOYMENT PROBLEMS.

→ THE ROMA COMMUNITY REMAINS ONE OF THE MOST VULNERABLE GROUPS IN ANDALUSIAN SOCIETY AND A LARGE PART OF IT IS STILL THE MOST SOCIALLY AND ECONOMICALLY UNDERPRIVILEGED.

## WHAT WE DID IN 2010

### EMPLOYMENT

**ACCEDER.** The Acceder programme in Andalusia is included within the Andalusia Guidance Network of the Regional Employment Service. Our target groups are:

**ANDALUSIAN ROMA, WITH SPECIAL ATTENTION TO WOMEN AND YOUNG PEOPLE; THE BUSINESS COMMUNITIES OF THE CITIES IN WHICH WE WORK; PUBLIC AUTHORITIES; ROMA ORGANISATIONS AND OTHER SOCIAL AGENTS.**

**1,515 JOB CONTRACTS WERE OBTAINED IN 2010**

**BUDGET: € 2,327,387.21**

### INTERNAL AND EXTERNAL TRAINING.

Our own training is organised within the *Acceder* programme and is put into practice in collaboration with companies in which there are opportunities for insertion. In 2010, we ran 80 courses which trained 856 users and led to 171 employment contracts. External training is another important tool for enhancing the employability of our users.

**CONTINUING THE UPWARD TREND OF RECENT YEARS, IN 2010 WE ARRANGED VOCATIONAL OR OTHER OFFICIAL TRAINING FOR 454 PEOPLE.**

**EMPLOYMENT WORKSHOP.** Intercultural Mediation IV. - A workshop in Granada with 12 students, 75% of which are of Roma origin and 58% women.

**WORKSHOP SCHOOLS.** Two Workshop Schools are under way in Jerez and Malaga - Revitalisation of Information Services and Public Information and Service - with a total of 40 participants, 36 of whom are of Roma origin and 33 women.

### ACCEDER ANDALUSIA

#### USERS

75% ROMA 25% NON-ROMA

1,742

#### PEOPLE WHO HAVE STARTED A LABOUR MARKET INTEGRATION PATHWAY

75% ROMA 25% NON-ROMA

55% WOMEN 45% MEN

1,515 CONTRACTS

2,313

FSG ANNUAL REPORT 2010

REGIONAL  
ACTIVITY  
ANDALUSIA

PAGE  
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PAGE  
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REGIONAL DIRECTOR  
JUAN MANUEL REYES CAMPOS



DEPUTY DIRECTOR  
SILVIA FERNANDEZ VEGA

### ORGANISATIONAL STRUCTURE

REGIONAL DIRECTORATE	PROVINCIAL COORDINATOR ALMERIA	DOLORES RAMÓN ALONSO
	PROVINCIAL COORDINATOR CADIZ (JEREZ)	CRISTINA FLORES CHAMORRO
	LOCAL COORDINATOR CAMPO DE GIBRALTAR	LUZ MILAGROS JIMÉNEZ VILLANUEVA
	PROVINCIAL COORDINATOR CORDOBA	FRANCISCO JIMÉNEZ ANTÚNEZ
	PROVINCIAL COORDINATOR GRANADA	ANA ROMERO GARCÍA
	PROVINCIAL COORDINATOR HUELVA	CRISTINA ROSAL LEÓN
	PROVINCIAL COORDINATOR JAEN (LINARES)	EVA LECHUGA QUESADA
	LOCAL COORDINATOR JAEN	GUADALUPE REVUELTAS HIDALGO
	PROVINCIAL COORDINATOR MALAGA	MAR TORRES CASADO DE AMEZÚA
	PROVINCIAL COORDINATOR SEVILLE	ANTONIA SÁNCHEZ FRANCO

## THE FSG

In recent years the Fundación Secretariado Gitano in Andalusia has become one of the most highly rated NGOs in the 24 towns and cities in which we operate from our 10 work centres in Almeria, Campo de Gibraltar, Cordoba, Granada, Huelva, Jaen, Jerez, Linares, Malaga and Seville.

→ IN SPITE OF THE RECESSION WE INCREASED THE NUMBER OF JOB CONTRACTS OBTAINED BY 10.34% COMPARED TO THE PREVIOUS YEAR.

→ THE NUMBER OF PEOPLE TRAINED ROSE BY 3.2% OVER THE SAME PERIOD.

→ WE IMPLEMENTED THREE WORKSHOP SCHOOLS AND AN EMPLOYMENT WORKSHOP.

→ OUR INSTITUTIONAL ACTIVITY IS NOT ONLY AIMED AT CAPTURING FUNDS: WE ARE A BENCHMARK ORGANISATION SEEN AS SPECIALISTS ON ROMA ISSUES AND OUR OPINION IS VERY HIGHLY VALUED BY PUBLIC AUTHORITIES AND OTHER KEY STAKEHOLDERS.

→ WE CHANGED THE FOCUS OF OUR EDUCATION PROGRAMME, REDIRECTING IT TO THE FUNDAMENTAL GOAL OF ENSURING THAT ROMA PUPILS FINISH AT LEAST COMPULSORY SECONDARY EDUCATION.

**ROMA FROM EASTERN EUROPE.** Conducted in Almeria, Cordoba and Malaga. The purpose of this programme is to mitigate the occupational, educational, social, and documental inequalities of Roma immigrants in these cities via their incorporation to mainstream services and specific FSG programmes in the region.

### EDUCATION

**EDUCATIONAL ACTION PLAN FOR ANDALUSIA (PAE).** We have been executing the PAE since 2004. Students are distributed in three categories according to their curricular level (Continuous PAE, Reference PAE and Probability of academic success PAE). Activity in this programme follows a tailored methodology and each case (student) has a specific plan, taking into account all the players involved in the educational process.

**BUDGET: (EXCLUDING CONTINUOUS PAE) € 946,598.85.**

**PREVENTION OF ABSENTEEISM.** Students in the category of "Continuous PAE" under the Educational Action Plan are included in this programme.

**BUDGET: € 79,499.90.**

**SUMMER SCHOOLS.** The purpose of this programme is principally to maintain schooling habits and routines and to provide education for leisure and free time.

**BUDGET: € 133,282.90.**

**CAIXA PROINFANCIA.** This programme is carried out in Malaga and Seville and provides valuable support for families with children in our educational pathways. It offers help for acquisition of educational material, food and child hygiene, purchase of glasses, open centres, urban holiday camps and psychological support.

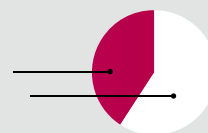
**BUDGET: € 529,137.**

## DATA ON THE IMPACT OF THE PAE

VOLUNTEERS 52

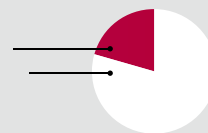
STUDENS 1,406

DIRECT PARTICIPANTS 834  
INDIRECT PARTICIPANTS 572



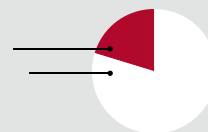
FAMILIES 932

DIRECT PARTICIPANTS 741  
INDIRECT PARTICIPANTS 191



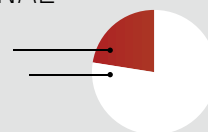
TEACHERS 542

DIRECT PARTICIPANTS 433  
INDIRECT PARTICIPANTS 109



OTHER EDUCATIONAL CENTRES 85

DIRECT PARTICIPANTS 66  
INDIRECT PARTICIPANTS 19



## PREMISES

### SEVILLE (REGIONAL HEADQUARTERS)

C/ JUAN TALAVERA HEREDIA, 1 LOCAL BAJO  
41006 SEVILLA  
TEL. 954 57 56 67  
FAX: 954 57 53 16  
direccionand@gitanos.org

### ALMERIA

C/ ANTONIO GONZÁLEZ EGEA, 1, 2º  
01001 ALMERÍA  
TEL. 950 28 14 19  
FAX. 950 28 14 20  
fsgalmeria@gitanos.org

### CORDOBA

C/DON LOPE DE SOSA, 35  
41004 CORDOBA  
TEL. 957 23 33 56  
FAX. 957 76 15 79  
fsgcordoba@gitanos.org

### GRANADA

CAMINO DE RONDA 189  
18003 GRANADA  
TEL. 958 80 48 00  
FAX. 958 80 48 01  
fsggranada@gitanos.org

### HUELVA

C/SAN ANDRÉS, 7  
21004 HUELVA  
TEL. 959 54 12 44  
FAX. 959 54 12 47  
fsghuelva@gitanos.org

### JAEN

C/REY ALÍ, 11  
23003 JAÉN  
TEL.953 29 56 10  
FAX. 953 29 56 11  
fsgjaen@gitanos.org

### JEREZ

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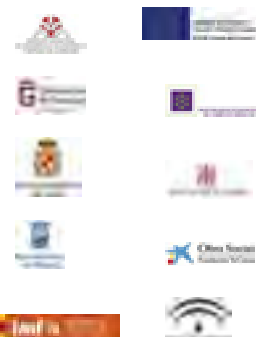
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# WHAT WE DID IN 2010

## HOUSING

ASSISTANCE TO FOREIGN FAMILIES WITH A SPECIAL SITUATION OF VULNERABILITY. "BRIDGE APARTMENTS"

In 2010, 3 families -6 adults and 10 minors- benefited from these apartments. (See page 63)

BUDGET: € 52,914.18.

PROGRAMME FOR SOCIAL ACCOMPANIMENT ARISING FROM ERADICATION OF THE "ASPERONES" SLUM SETTLEMENT IN MALAGA. This settlement has a population of 264 families of which 20 have already been relocated to standard housing and are at the stage of social, educational and community accompaniment.

BUDGET: € 40,333.33.

## YOUTH

All FSG centres in Andalusia are Youth Information Centres under the auspices of the Andalusia Regional Government's Youth Institute. We provided service to 550 young people in this area.

This year we highlight the *Roma Youth and Citizenship Programme* as our star youth programme. Its goal is to enable young Roma to learn about and understand the concept of citizenship with all the rights and obligations this implies. A total of 150 young people from all over Andalusia benefited from the initiative.

## EQUAL TREATMENT

90 cases of discrimination were detected in the areas of access to goods and services, employment and education in Andalusia in 2010, giving rise to 66 actions of counselling and support for the victims.

Legal defence was also exercised on 4 occasions, obtaining two judgements favourable to the victims. In a third case the aggressor apologised to the victim and the case was then shelved, while the last was a judicial request lodged to ensure suspension of the time bar.

## WOMEN

All FSG activities include transversal gender equality components, but there are also some specific actions targeting exclusively to women. The method applied in these cases includes meetings, conferences and workshops to address the role of Roma women in their own culture and in society in general. More than 200 Andalusian women were involved in these activities in 2010.

## WORKERS

230

ROMA: 96 NON-ROMA: 134

WOMEN: 180 MEN: 50

ROMA WOMEN: 36 NON-ROMA WOMEN: 144 ROMA MEN: 31 NON-ROMA MEN: 19

### BY AGE GROUP

BETWEEN 20 AND 34: 136 BETWEEN 35 AND 49: 88 BETWEEN 50 AND 64: 6

## VOLUNTEERS

95

ROMA: 37 NON-ROMA: 58

WOMEN: 60 MEN: 35

ROMA WOMEN: 21 NON-ROMA WOMEN: 39 ROMA MEN: 16 NON-ROMA MEN: 19

### BY AGE GROUP

BETWEEN 18 AND 34: 73 BETWEEN 35 AND 49: 68 BETWEEN 50 AND 64: 4

## TRAINEES

39

ROMA: 9 NON-ROMA: 30

WOMEN: 32 MEN: 7

ROMA WOMEN: 6 NON-ROMA WOMEN: 26 ROMA MEN: 3 NON-ROMA MEN: 4

### BY AGE GROUP

BETWEEN 18 AND 34: 33 BETWEEN 35 AND 49: 5 BETWEEN 50 AND 64: 1

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## HEALTH

The actions carried out in this area were mainly two: one aimed at training and awareness for health-care personnel and the other focusing on preventive health-care, acquisition of a healthy lifestyle and participation in sport. In 2010, we reached more than 1,600 people through our workshops and conferences.

## CULTURE

Some 4,000 people took part in FSG Andalusia activities revolving around the celebrations for 8th April (*International Roma Day*), 22nd November (*Andalusian Roma Day*) and the *Cultures for Sharing: Roma Today* exhibition.

## COMMUNICATION AND AWARENESS-RAISING

With respect to this area in 2010, the countless appearances of the FSG in the mass media, both audiovisual and printed, and on the Internet should be underlined. Media attention was aroused by the second *European Roma Summit* held in Córdoba, the *Andalusian Roma Day*, *International Roma Day*, the expulsion of Romanian and Bulgarian Roma from France and the launch of a new education campaign, but is also thanks to the repercussions of our action programmes. It is becoming more and more common for the media, before producing programmes on the Roma community, to contact the FSG to take our point of view into account. Thus we are acquiring an increasing notoriety and presence in the media at local, regional and national levels.

## VOLUNTEERING

Nowadays, volunteering is a reality in Andalusia with a rapidly growing presence in many areas. A total of 95 Roma and non-Roma volunteers collaborated with the FSG in all important areas: employment, education, women, culture, health, youth, etc.



ON BOOK DAY DOZENS OF CHILDREN LEARNED WHILE ENJOYING A STORYTELLER ACTIVITY AT THE FSG IN JAEN

ON 22ND OCTOBER THE COUNCILLOR FOR EDUCATION IN THE ANDALUSIAN REGIONAL GOVERNMENT, THE DEPUTY REPRESENTATIVE OF THE CENTRAL ADMINISTRATION IN GRANADA AND THE REPRESENTATIVE FOR ANDALUSIA AS WELL AS THE DELEGATE FROM THE MINISTRY OF EDUCATION AMONGST OTHER FIGURES, AND ROMA FAMILIES TOOK PART IN THE LAUNCH CEREMONY OF OUR CAMPAIGN "WHEN I GROW UP, I WANT TO BE...", WHICH WAS ATTENDED BY 250 PEOPLE.

IN SPITE OF THE RECESSION, WE OBTAINED 1,515 JOB CONTRACTS IN 2010 WITHIN THE FRAMEWORK OF THE ACCEDER PROGRAMME, 10.34% MORE THAN THE PREVIOUS YEAR.

THE FSG WELCOMES THE *INSTITUTIONAL DECLARATION ON EQUAL OPPORTUNITY FOR THE ROMA COMMUNITY* ADOPTED BY CORDOBA CITY COUNCIL WITH THE SUPPORT OF ALL POLITICAL PARTIES DURING A PLENARY SESSION HELD ON 3RD JUNE.

## THE ROMA COMMUNITY

It is estimated that around 21,000 Roma live in Aragon, making up 1.8% of the total population. Of these, 15,000 are residents of Zaragoza.

In spite of the progress made by the Roma community in the last 30 years it is still by and large a vulnerable group characterised by incomplete primary education, a high degree of job insecurity, significant social rejection and low presence in common participative processes.

## THE FSG

In line with our mission to achieve progress for the Roma community, in 2010 we continued our activities aimed at providing access for Roma people to services such as employment, education, health-care, social services and housing. This entailed a great effort on the part of all FSG teams in view of the budget cuts resulting from reduced government funding since 2009.

In spite of this, we enhanced the comprehensive nature of the *Acceder* programme with which we reached 610 people and obtained 120 contracts.

# WHAT WE DID IN 2010

### EMPLOYMENT

**ACCEDER.** This year we addressed 610 requests for training and employment, somewhat less than in 2009 due to the budget cuts and the provision of a more comprehensive type of service requiring more time and resources.

#### ACCEDER ARAGON

610 TOTAL USERS

**120 CONTRACTS (50% WOMEN)**

#### NUMBER OF PARTICIPANTS IN PRE-OCCUPATIONAL WORKSHOPS

- 17 BASIC COMPUTER SKILLS
- 15 CONFERENCE ASSISTANT HOSTESS
- 15 FOOD HANDLER
- 8 CONSTRUCTION WORKER'S CARD
- 7 SPORTS AND EDUCATIONAL LEISURE WORKSHOP
- 5 ADVANCED COMPUTER SKILLS

#### ROMA WOMEN EMPLOYMENT PROMOTION VIA THE ECOTUR CONFERENCE HOSTESS SERVICE

16 YOUTH PARTICIPANTS

BUDGET € 9,774

**SOCIAL ACTION IN SUPPORT OF EMPLOYMENT.** FSG Aragon carries out various actions to help Roma people to access economic and technical benefits of private and public social services.

SERVICE WAS PROVIDED TO 223 USERS

MORE THAN 336 CONSULTATIONS RELATED TO IMPROVING SOCIAL CIRCUMSTANCES WERE LOGGED

#### IMMIGRATION

**ROMA FROM EASTERN EUROPE.** The FSG focuses on full socio-occupational inclusion of Roma from eastern Europe. In 2010, the FSG set up premises in the Valdejalón district, thus becoming the benchmark in service to the immigrant Roma community.

WE REACHED 25 PEOPLE

15 ROMANIAN ROMA WERE PROVIDED WITH TAILORED OCCUPATIONAL INSERTION PATHWAYS IN ZARAGOZA

BUDGET: €18,000.

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REGIONAL DIRECTOR  
ISABEL JIMENEZ

PROVINCIAL COORDINATOR, ZARAGOZA  
RAÚL GUIU  
PROVINCIAL COORDINATOR, HUESCA  
EDUARDO JULIAN

### PERSONNEL

- 17 WORKERS
- 12 WOMEN / 5 MEN
- 3 ROMA / 14 NON-ROMA

2 VOLUNTEERS

In both Zaragoza and Huesca, we began to work more on counselling and accompaniment measures to enhance the employability of our users. We focused especially on families and on securing access to social, educational, health-care, housing, etc. services on an equal footing. The *Caixa Proinfancia* programme has contributed significantly to these goals. It makes significant resources available to enable us to provide a more comprehensive service to more than 200 families which, due to the recession, are especially vulnerable. This programme also

fosters continuity in the educational system and success in the classroom. Actions by the FSG in Aragon in regard to access to services take the form of counselling and accompaniment to secure decent housing and in general access to all public services on an equal footing.



ROMANIAN, SPANISH AND ARGENTINEAN WOMEN IN A LENTEN COOKING WORKSHOP IN ZARAGOZA

## EDUCATION

**EXTERNAL CLASSROOM** Extra classes programme in Huesca.

WE REACHED 20 CHILDREN  
BUDGET: € 60,261.

**PLANET CLASSROOM** Extra classes, intercultural coexistence activities and dissemination of Roma culture.

60 CHILDREN PARTICIPATED  
BUDGET: € 4,277.92.

“WHEN I GROW UP, I WANT TO BE...” On 19th November the FSG awareness campaign on education was presented. Some days earlier the Photo-van stopped in Zaragoza to offer Aragon's Roma children the chance to be photographed while dreaming about what they want to be when they grow up.

## HOUSING

**OIGS SOCIAL ACTION PROGRAMME** Counselling and guidance during relocation and refurbishing of housing in Zaragoza.

WE REACHED 24 PEOPLE BETWEEN 2009 AND MARCH 2010  
BUDGET: € 23,435.

**SERVICE FOR SOCIAL ACTION IN THE COMMUNITY** Social action and promotion of employment.

Accompaniment during relocation in Huesca.  
140 PEOPLE BENEFITED

## COMMUNITY SOCIAL ACTION

**CAIXA PROINFANCIA.** Activities designed to mitigate the deficiencies hindering the balanced development of minors (children's nutrition, hygiene, clothing, education, etc.), focusing on the families, living standards and the mother-child relationship.

154 FAMILIES BENEFITED  
206 CHILDREN UNDER 16

IN 2010 ALONE, 48 ROMA MOTHERS TOOK PART IN THE FAMILY WORKSHOP IN ACTIVITIES RELATED TO HEALTH-CARE, PREVENTION, COMMUNICATION, SELF ESTEEM AND EDUCATION FROM A SYSTEMATIC POINT OF VIEW.

BUDGET: € 46,160.

## INNOVATION FOR SOCIAL INCLUSION PROGRAMME

Aimed at refurbishing homes in the Valdejalón district in Huesca. We work via the Internet with Municipal Social Services Centres (CMSS) devoted to training and contracting construction workers.

IN 2010 WE REFURBISHED 17 DWELLINGS AND TRAINED 8 CONSTRUCTION WORKERS, 4 OF WHOM WERE CONTRACTED. 31 PEOPLE BENEFITED.

BUDGET: € 40,000.

## GENDER EQUALITY

**PROMOTION OF ROMA WOMEN** Activities for promotion of Roma women with 90 women involved. We would highlight the two working breakfasts and production of the video *Romnia. Huesca's Roma women* (See page 74)

BUDGET: € 2,200.

## YOUTH

**YOUTH INFORMATION POINT** This service responds to queries posed by young people in relation to the use of resources, access to the labour market, training, housing, emancipation of minors, etc.

THE YIP HANDLED 24 ENQUIRIES IN 2010

**NATIONAL DRUG ADDICTION PREVENTION PROGRAMME** In Huesca we focused on interculturality and empowering youth via a six-month social work programme under which we conducted cultural visits and intercultural coexistence workshops.

73 YOUNG PEOPLE TOOK PART

**LEISURE ACTIVITIES** Our two football teams, Atlético Rumba in Zaragoza and Cultura Gitana in Huesca, are composed of 18 Roma young people and continue to do well in their respective leagues. This year we introduced table tennis as a new leisure activity in which 6 young Roma people now take part in the Actur district in Zaragoza.

BUDGET: € 2,215.

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125 YOUNG PEOPLE PARTICIPATED IN EMPOWERMENT ACTIVITIES PROMOTED BY FSG ARAGON

16 HOSTESSES WERE CONTRACTED BY ECOTUR FOR 14 DIFFERENT EVENTS DURING THE YEAR

154 ROMA MOTHERS TOOK PART IN ACTIVITIES WITH A SYSTEMATIC APPROACH RELATED TO HEALTH-CARE, PREVENTION, COMMUNICATION, SELF ESTEEM AND EDUCATION UNDER THE CAIXA PROINFANCIA PROGRAMME. 206 CHILDREN ALSO BENEFITED FROM VARIOUS FORMS OF AID.

THE DOCUMENTARY VIDEO ROMNIA ON ROMA WOMEN IN HUESCA IS ATTRACTING SIGNIFICANT MEDIA ATTENTION.

WE LAUNCHED 6 PRE-OCCUPATIONAL WORKSHOPS WITH A TOTAL OF 98 HOURS OF TRAINING ATTENDED BY 68 PEOPLE.

## THE ROMA COMMUNITY

Around 10,000 Roma people live in the Principality of Asturias (1,084,000 inhabitants). The highest proportions of Roma population are found in Aviles (28.97%), Gijon (16.9%), Oviedo (26.65%) and Nalon (15.85%).

In spite of the progress made over the last 30 years, the Roma community still suffers significant disadvantages with respect to the general population of the region. Educational and occupational qualification rates are much lower and the jobless rate much higher.

With respect to education, the disadvantage with respect to the general population is aggravated by the degree of participation in the various stages of formal education and especially by the secondary school drop-out rate.

In spite of progress towards standardisation involving plans for eradication of slum settlements, where Aviles has become a benchmark for good practice, housing remains a problem. Approximately 500 people still live in substandard dwellings and there are 15 special districts or ghettos with around 950 inhabitants.

There are approximately 1,300 Roma immigrants in Asturias who suffer serious problems due to their original situation and a lack of knowledge about and adaptation to their new environment.

## WHAT WE DID IN 2010

### EMPLOYMENT

**ACCEDER.** It is worth noting that the number of contracts obtained in 2010 (175) exceeds that achieved in 2009. The 25 training activities carried out also represent an increase on the previous year's figures.

**BUDGET: € 287,520.27.**

**TRAINING ACTIONS TO IMPROVE THE ADAPTABILITY AND EMPLOYABILITY OF WORKERS IN THE PRINCIPALITY OF ASTURIAS.**

**BUDGET: € 56,819.**

**BVTS PARKS, GARDENS AND NURSERY WORKER. AVILES.**

**BUDGET: € 80,450.**

**BUILDING NETWORKS THROUGH DIVERSITY.** Socio-occupational insertion pathways and enhancement of employability. Launch of a working group in Asturias with members of ADEIPA (Association of Work Integration Social Companies in the Principality of Oviedo).

**BUDGET: € 14,945.**

**ACCOMPANIMENT FOR FAMILIES LIVING ON THE STATUTORY MINIMUM WAGE.** A programme providing service via inclusion pathways and strengthening of social aid networks to people and social groups suffering from exclusion or social vulnerability.

**93 FAMILIES BENEFITED IN 2010**

**BUDGET: € 30,000.**

### ACCEDER ASTURIAS

#### USERS

54% ROMA 46% NON-ROMA

49.4% WOMEN 50.6% MEN

175 CONTRACTS

75 TRAINING ACTIONS

244 PEOPLE TOOK PART IN INTERNAL TRAINING

51 PEOPLE TOOK PART IN EXTERNAL TRAINING

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**REGIONAL DIRECTOR**  
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**TRAINING AND EMPLOYMENT COORDINATOR, OVIEDO**  
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**AREA III AND SOCIAL ACTION COORDINATOR**  
MATILDE UGARTE ÁLVAREZ  
**COORDINATOR, AVILES**  
CARMEN POVEDANO GALLARDO  
**COORDINATOR, GIJON**  
JUAN ANTONIO GABARRE JIMÉNEZ

### PERSONNEL

#### 37 WORKERS

29 WOMEN / 8 MEN  
6 ROMA / 31 NON-ROMA  
1 UNDER 24 / 5 FROM 25 TO 30  
10 FROM 31 TO 35 / 14 FROM 36 TO 45  
7 FROM 46 TO 55

#### 21 VOLUNTEERS

16 WOMEN / 5 MEN  
1 ROMA / 20 NON-ROMA



## THE FSG

In 2010, we set the benchmark in action involving the Roma community due to implementation of comprehensive actions seeking to address the numerous problems affecting the towns and cities in which we operate. The results set out in these pages were possible thanks to synergies between professional teams, volunteers and other players - public authorities, other social organisations - and the social participation of Roma families.

AND IN 2011? It is vital to keep on making progress to improve the living standards of Roma people suffering from

social exclusion and vulnerability. Our challenges are:

- ERADICATION OF SLUM SETTLEMENTS
- CONSOLIDATION OF PROJECTS ENSURING ACADEMIC SUCCESS FOR ROMA STUDENTS
- CONTINUITY OF VOCATIONAL TRAINING, GUIDANCE AND OCCUPATIONAL ACCOMPANIMENT PROGRAMMES ENABLING ACCESS TO QUALITY JOBS
- TO ENSURE EQUAL TREATMENT, FOSTER ROMA CULTURE, PROMOTE SOCIAL PARTICIPATION AND EXTEND NETWORKED ACTIVITIES



PARTICIPANTS IN THE BASIC LANDSCAPING SKILLS VOCATIONAL TRAINING PROGRAMME

“VEDELAR” SOCIO-OCCUPATIONAL INSERTION CENTRE Environmental sector vocational training in Preventive Forestry  
ATTENDED IN 2010 BY 18 MEN, HALF OF THEM ROMA.  
BUDGET: € 55,500.

VEDELAR, AN INSERTION COMPANY IN THE LANDSCAPING AND FORESTRY SECTOR Founded in 2009 to address socio-occupational, environmental and conservation needs. (See page 41)  
BUDGET: € 300,900.

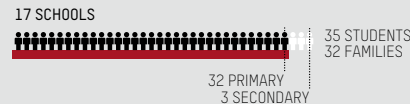
ROMA FROM EASTERN EUROPE PROGRAMME Comprehensive aid programme for Roma from Eastern Europe in Aviles and Oviedo. (See page 62)  
IN 2010 WE REACHED 578 PEOPLE, THE VAST MAJORITY FROM ROMANIA.  
BUDGET: € 13,028.57.

**SOCIAL INCLUSION**  
COMPREHENSIVE SOCIAL INCLUSION PROGRAMME  
This comprehensive programme targets the Roma community of Castrillon, Corvera, Gozon, Muros de Nalon, Pravia and Soto del Barco. The areas it addresses are: basic aid, equal treatment, housing, health-care, education, training and employment, social participation, promotion of Roma culture, childhood and youth and gender equality. Promoting access to decent housing. In 2010, 25 families were provided with standard housing. Socio-educational monitoring

was undertaken with 18.  
AROUND 400 PEOPLE PARTICIPATED IN 2010  
BUDGET: € 175,888.80.

ROMA COMMUNITY COMPREHENSIVE SOCIAL ACTION PROGRAMME Aimed at the Roma community of Castrillon, Corvera, Gijon and Oviedo.  
IN 2010 WE REACHED 125 PEOPLE.  
BUDGET: € 31,389.08.

**EDUCATION**  
PROMOCIONA  
IN 2010, WE WORKED WITH 37 FAMILIES THROUGH THIS EDUCATIONAL STANDARDISATION PROGRAMME FOR ROMA STUDENTS.  
2010 BUDGET: € 16,000.



EDUCATIONAL ACTION IN VENTANIELLES, SANTA MARINA DE PIEDRAMUELLE AND CASCAYU  
To foster mainstream education for Roma children.  
IN 2010 WE WORKED WITH 57 STUDENTS AND THEIR FAMILIES AND SCHOOLS AT INFANT, PRIMARY AND SECONDARY LEVEL.  
BUDGET: € 31,389.08.

MAINSTREAM EDUCATION TUTORIAL ACTIVITY AVANZA. PROA. The aim of these educational programme is to improve the academic success rate of Roma students.  
287 STUDENTS AT 22 SCHOOLS TOOK PART.  
BUDGET: € 24,347.95.

DROM SASTIPEN A summer school focusing on support activities and health and sport, coeducation, guidance on studying, access to new technologies and educational visits.  
35 CHILDREN PARTICIPATED. BUDGET: € 2,000.

**HEALTH**  
DRUG ADDICTION ACTION PROGRAMME  
IN 2010, WE REACHED 100 YOUNG PEOPLE. BUDGET: € 5,000.

**YOUTH**  
CHAVÓS NEBÓ YOUTH NETWORK This project fosters the social participation and empowerment of Roma youth on the basis of recognition of their cultural identity within the framework of full exercise of active citizenship.  
THE PROGRAMME REACHED 250 PEOPLE. BUDGET: € 21,047.00.

**VOLUNTEERING**  
TRAINING AND PROMOTION OF VOLUNTEERS  
The goal is to strengthen the organisation in the volunteering area and raise public awareness of the reality of the Roma community.  
21 VOLUNTEERS. BUDGET: € 6,197.18.

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VEDELAR, THE SOCIO-OCCUPATIONAL INSERTION CENTRE, WAS ESTABLISHED AS AN OPTION FOR VOCATIONAL TRAINING AND EMPLOYMENT.

THIS YEAR WE OPENED NEW OFFICES IN GIJON. THE 200 SQUARE-METRE PREMISES PROVIDE THE ROMA COMMUNITY WITH A MULTIPURPOSE CLASSROOM, A COMPUTER ROOM, DIRECT SUPPORT ROOMS AND FACILITIES FOR JOB-SEEKING, BASIC AID AND SOCIAL ACCOMPANIMENT.

IN SPITE OF THE RECESSION, THE ACCEDER PROGRAMME OBTAINED 175 JOB CONTRACTS.

# CANTABRIA

## THE ROMA COMMUNITY

The situation of the Roma community in Cantabria is very similar to that of the rest of Spanish Roma. With respect to education, the drop-out rate at secondary school level is very high. The main occupations are itinerant sales and scrap metal dealing. However, some people are also employed in cleaning and the hospitality industry. The women are mainly engaged in housekeeping and childcare. The proportion of people receiving non-contributory pensions is very high in the Roma community.

## THE FSG

In 2010, the FSG in Cantabria continued to work on recruitment of users for the *Acceder* programme in Santander. We also intensified our activity aimed at training the Roma community to enhance their occupational qualifications.

In the area of education, the *Promociona* programme was launched in Cantabria within the framework of an agreement with the Regional Ministry of Education, thanks to which we began to work with 12 Roma minors.

# WHAT WE DID IN 2010

### EMPLOYMENT

**EMPLOYMENT ROMA DEVELOPMENT PROGRAMME.** Occupational counselling and insertion. 391 users in 2010. We provided 366 hours of training in 4 programmes: industrial cleaning, food handling, forklift operation and qualification for the general construction workers' card.

PRESUPUESTO: € 51.000,00.

### EDUCATION

**PROMOCIONA** Thanks to implementation of this educational support and guidance programme for young Roma we worked with 12 children and their families.

BUDGET: € 20.000,00.

**LEISURE AND FREE TIME** We carried out free time and leisure activities with 200 schoolchildren.

BUDGET: € 20.950,00.

### ADULT EDUCATION

Computer literacy and reading and writing workshops.

WE REACHED 35 PEOPLE  
BUDGET: € 4.800,00.

**RETOMANDO (CARRYING ON).** The objective is to foster permanent attendance or return of Roma adolescents and youth to the educational system, whether mainstream or not.

IN 2010, WE WORKED WITH 19 PEOPLE, 9 OF WHOM ENROLLED IN THE BVTS AND INTERMEDIATE LEVEL COURSES.

BUDGET: € 2.665,00.

### SOCIAL INCLUSION

**SOCIAL AND GENERAL INTEREST WORK** Strengthening of all programmes run by the FSG in Santander in 2010.

WE WORKED WITH 6 PEOPLE  
BUDGET: € 63.310,20.

## ROMA DEVELOPMENT PROGRAMME

### USERS

313 ROMA 78 NON-ROMA

157 WOMEN 234 MEN

### CONTRACTS

30 ROMA 10 NON-ROMA

16 WOMEN 26 MEN

# 40 CONTRACTS OBTAINED

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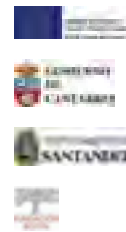
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MEDIATOR  
CARMEN DUAL  
ACCEDER SUPERVISOR  
JOSE LUIS SAIZ  
PROMOCIONA SUPERVISORS  
INES GONZALEZ AND VIRGINIA MARTÍN



PERSONNEL  
16 WORKERS  
13 WOMEN / 3 MEN  
2 ROMA / 14 NON-ROMA

BUDGET  
€ 168,915

PROGRAMMES EXECUTED  
8

BENEFICIARIES  
1,062

# BASQUE COUNTRY

## THE ROMA COMMUNITY

It is estimated that 14,000 Roma live in the Basque Country. The majority reside in what can be classed as decent housing except in Bizkaia province where there is still a considerable number of substandard dwellings.

With respect to education, almost 100% of children finish primary school, but drop-out occurs at secondary level.

Regarding employment, the majority of jobs are protected. Itinerant sales and scrap metal dealing are still very common activities.

## THE FSG

The work of the FSG in the Basque Country focuses mainly on access to employment via the *Acceder* programme. However, activities in the fields of education and housing are becoming more important.

It should be mentioned that in 2010 we have made significant progress in gaining the trust of the Roma community, and the number of people who approach us on their own initiative is increasing. *Acceder* is also gaining prestige amongst institutions and social organisations.

# WHAT WE DID IN 2010

### EMPLOYMENT

**ACCEDER.** We were able to help 554 people in 2010.

**KERELO BUTI EMPLOYMENT WORKSHOP**  
This workshop focused on the care of dependent persons in institutions.  
**IN 2010 WE TRAINED 12 PEOPLE**  
**BUDGET: € 258,371.14**

**EMPLOYMENT COURSE** Specific training for Roma women to develop their personal and occupational competences for the purpose of entering the labour market. 41 women participated.

**"ADIQUERANDO ON SIKLARIPEN" TRADE SCHOOL** A focal point for inclusion through training and employment. Modular training pathway focusing on the speciality of cultural mediation.  
**12 YOUNG ROMA AND NON-ROMA PEOPLE TOOK PART**  
**BUDGET: € 148,151.82.**

**EDUCATION**  
**SOCIAL DISSEMINATION OF THE ROMA COMMUNITY / EDUCATION** The goal is to raise the awareness of Roma students and their families regarding the importance of and need for education, and that of the rest of the educational community about the need to promote policies,

measures and actions that will contribute to mitigating the educational deficit of the Roma community.

**CHACHIPEN. SUMMER SCHOOL** During the summer we worked with a group of 20 children between 4 and 12 years old.  
**WE WERE SUPPORTED BY 5 VOLUNTEERS. BUDGET: € 712.**

**ROMI SINELO COMPREHENSIVE ACTION PROGRAMME FOR ROMA WOMEN**  
To foster participation of Roma women and develop the attitudes and skills required for them to access the mainstream labour market.  
**12 WOMEN TOOK PART IN 2010**  
**BUDGET: € 4,962.**

**SOCIAL ACTION PROGRAM. SESTAO BERRI 2010** To address specific needs deriving from relocation.  
**IN 2010 WE REACHED 25 PEOPLE.**  
**BUDGET: € 3,871.**

**COURSE ON ADAPTATION TO STANDARD HOUSING** Training targeting residents in the Sestao regeneration zone.  
**15 PEOPLE ATTENDED THIS COURSE IN 2010.**  
**BUDGET: € 1,530.**

## ACCEDER IN THE BASQUE COUNTRY

### USERS

266 WOMEN

288 MEN

175 CONTRACTS  
214 COMPANIES PROSPECTED  
11 TRAINING ACTIONS

554

### FSG ANNUAL REPORT 2010

## REGIONAL ACTIVITY BASQUE COUNTRY



### PREMISES

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CLAUSURA DEL CURSO DE MANIPULADOR DE ALIMENTOS EN ARABA

**PROVINCIAL COORDINATOR, ARABA**  
NURIA DE LA CRUZ  
**PROVINCIAL COORDINATOR, BIZKAIA**  
MARIA DEL CARMEN PINEDO  
**PROVINCIAL COORDINATOR, GUIPUZCOA**  
Mª JOSÉ RUBIO



**PERSONNEL**  
16 WORKERS  
12 WOMEN / 3 MEN  
3 ROMA / 13 NON-ROMA

**6 VOLUNTEERS**  
6 WOMAN  
1 ROMA / 5 NON-ROMA

### BUDGET

€ 604,726

### PROGRAMMES EXECUTED

11

### BENEFICIARIES

941

# CASTILE-LA MANCHA

## THE ROMA COMMUNITY

Around 26,000 Roma persons live in Castile-La Mancha. The Roma community in Castile-La Mancha has traditionally been a rural population and has thus been able to retain its occupations and way of life, conserving its identifying customs.

However, the economic changes springing from industrialisation of part of the economy caused a mass exodus of the Roma community from the rural world to the urban.

These changes gave rise to various housing policies in areas with a high concentration of Roma who, overwhelmed by the speed of the changes, were unable to adapt their traditional occupations to the market economy with sufficient profitability to enable them to meet their basic needs. This legacy continues

to constitute a determining factor even today. A high proportion of Roma people continue to concentrate in areas with a high degree of insecurity and social exclusion.



CONFERENCE ASSISTANT HOSTESS COURSE

## WHAT WE DID IN 2010

### EMPLOYMENT

**ACCEDER.** In spite of the current recession, the *Acceder* programme obtained 189 new job contracts and launched 16 training activities.

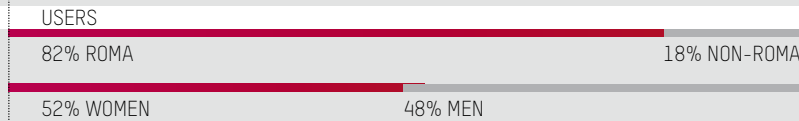
**WITH TARGETS** Programme for counselling, accompaniment and employability monitoring at action levels 3 and 4 (employment) of the tailored insertion pathway within the framework of the Cuenca Local Social Inclusion Plan.

**IN 2010 WE REACHED 40 PEOPLE.**

**BUDGET: € 36,795.**

### ACCEDER CASTILE-LA MANCHA

423



### HAIRDRESSER COURSE

**15 STUDENTS TOOK PART**

**BUDGET: € 18,135.**

**CONFERENCE ASSISTANT HOSTESS COURSE** Aimed at poorly qualified unemployed women.

**20 STUDENTS**

**BUDGET: € 13,250.**

**189 CONTRACTS**  
**16 TRAINING ACTIONS**  
**1,470 HOURS OF TRAINING**

FSG ANNUAL REPORT 2010

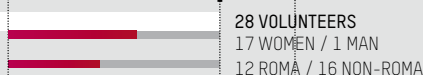
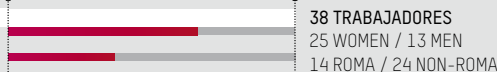
REGIONAL ACTIVITY  
**CASTILE-LA MANCHA**

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**REGIONAL DIRECTOR**  
 CARLOS RUIZ MARTIN

### WORKERS



**PROVINCIAL COORDINATOR, CIUDAD REAL**  
 MATILDE HINOJOSA SERENA  
**PROVINCIAL COORDINATOR, ALBACETE**  
 ENCARNACION BALLESTEROS SEVILLA  
**PROVINCIAL COORDINATOR, CUENCA AND GUADALAJARA**  
 MARISA MARTIN PEREZ  
**PROVINCIAL COORDINATOR, TOLEDO**  
 EVA FERNANDEZ SIERRA

## THE FSG

In 2010, the FSG in Castile-La Mancha broadened its activity and targeted political objectives to involve public authorities and other stakeholders in support for the Roma community, mainly by strengthening the working framework of the *Acceder* programme.

In 2010, we accepted the challenge to develop new lines of action in areas in which we were already working, taking new methodological directions and adopting strategies according to current realities. The following are some of our achievements:

**EMPLOYMENT** Enhancing the occupational qualification level of our users by extending training options. This aspect has been one of our greatest successes thanks to the establishment of various collaboration agreements in this area.

**EDUCATION** Implementation of the *Promociona* in Ciudad Real and redefinition of methodology of the Albacete, La Roda and Hellin Educational Programmes (PRIS).

**VOLUNTEERS** Accomplishing launch of the 2010-2013 Castile-La Mancha FSG Volunteering Strategic Plan, an indispensable tool for fulfilment of our corporate mission and its goals with respect to social volunteering.

**IMMIGRANT ROMA** Action leading to access to the labour market and mainstream services for Roma from Eastern Europe.

### EDUCATION

**PROMOCIONA** Educational support and guidance programme for young Roma and their families.

**WE REACHED 20 STUDENTS, 17 FAMILIES AND 7 SCHOOLS.**  
**BUDGET: € 35,000.**

### ADULT EDUCATION

**13 STUDENTS IN ALBACETE.**  
**BUDGET: € 7,940.**

### SOCIAL WORK

**DEVELOPMENT AND PROMOTION OF THE CIUDAD REAL ROMA COMMUNITY** Social action comprising various intercultural mediation projects, dissemination of Roma culture, youth empowerment, enhancement of employability and action on the educational front.

**IN 2010 WE REACHED 55 PEOPLE.**  
**BUDGET: € 62,329.**

**DEVELOPMENT AND PROMOTION OF THE GUADALAJARA ROMA COMMUNITY** Social action comprising various intercultural mediation projects, dissemination of Roma culture, youth empowerment, property maintenance course and hairdressing workshop.

**IN 2010 WE REACHED 58 USERS.**  
**BUDGET: € 74,681.**

**DEVELOPMENT AND PROMOTION OF THE PUERTOLLANO ROMA COMMUNITY**

**60 BENEFICIARIES**  
**BUDGET: € 67,530.**

**DEVELOPMENT AND PROMOTION OF THE RODA ROMA COMMUNITY**

**IN 2010 WE REACHED 15 STUDENTS, 10 FAMILIES AND 4 SCHOOLS.**  
**BUDGET: € 28,367.00.**

**DEVELOPMENT AND PROMOTION OF THE HELLIN ROMA COMMUNITY**

**IN 2010 WE REACHED 13 STUDENTS, 9 FAMILIES AND 4 SCHOOLS.**  
**BUDGET: € 28,214.**

**DEVELOPMENT AND PROMOTION OF THE ALBACETE ROMA COMMUNITY**

**180 PEOPLE TOOK PART.**  
**BUDGET: € 81,000.**

**APRÉNDEME (LEARN ME)** Informal education programme.

**WE WORKED WITH 105 CHILDREN AND YOUNG PEOPLE.**  
**BUDGET: € 50,000.**

**KETHANE DROMAL / ON THE ROAD TOGETHER** A social inclusion programme in Albacete for Roma from Eastern Europe.

**IN 2010 WE REACHED 75 PEOPLE.**  
**BUDGET: € 13,000.**

### EQUALITY

**NEVO DIKHEL / A NEW VISION.** A computer literacy, social skills, self esteem, health-care and equal opportunities programme targeting young Roma and Roma women.

**13 STUDENTS**  
**BUDGET: € 600.**

### PREMISES

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**WE HAVE BEEN ABLE TO EXTEND OUR TRAINING OPTIONS IN CASTILE-LA MANCHA, CONDUCTING 26 COURSES ATTENDED BY 237 STUDENTS.**

**IN JULY WE IMPLEMENTED A PILOT PROJECT FOR THE *PROMOCIONA* PROJECT IN CIUDAD REAL WHERE IT HAS PROMPTLY ACHIEVED A POSITIVE IMPACT, WORKING WITH 17 FAMILIES, 20 STUDENTS AND 7 SCHOOLS.**

**WE DEVELOPED AND LAUNCHED THE 2010-2013 VOLUNTEERING STRATEGIC PLAN, A FIRST FOR CASTILE-LA MANCHA, WHICH WILL GUIDE OUR STEPS IN THIS AREA.**

# CASTILE-LEÓN

BUDGET

€ 1,551,732.47

## THE ROMA COMMUNITY

26,500 Roma live in Castile-León, representing around 1% of the total population. More than half of these live in the capital cities in each province, especially in Valladolid, Burgos and Leon.

In spite of significant progress made by the Roma community, owing to the efforts of public authorities, NGOs and the community itself, today this is still one of the most underprivileged social groups in the Region. It is affected by exclusion and social discrimination, has low income levels with obstacles

to inclusion in the labour market and unmet needs in key areas such as housing, education and health-care.

Vital questions which must be addressed include recognition and promotion of Roma culture, direct and indirect discrimination, a negative social image and the lack of awareness of this minority by society in general.



WELDING WORKSHOP IN VALLADOLID

## WHAT WE DID IN 2010

### EMPLOYMENT

**ACCEDER.** In spite of the effects of the recession we obtained 425 third-party work contracts in 2010 with an average duration of 120 days. We also ran 18 training activities with a total of 28,464 hours of theoretical-practical training for 174 people. More than 80% of the activities included workplace traineeships.

**EMPLOYMENT WORKSHOP** Two Employment Workshops are managed. *Aromali I* - a workshop on social and health-care of dependent persons in institutions, and another to train junior personnel for nursery gardens, park and gardening centres, and *Aromali II DUPLO*, on social and health-care of dependent persons in institutions. **24 PEOPLE BENEFITED. BUDGET: € 169,363.00.**

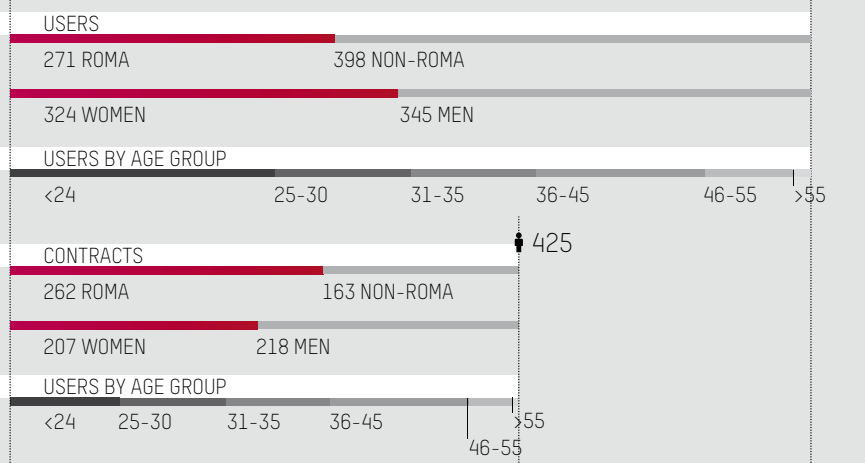
**EMPLE IMI** This training and employment scheme seeks to enhance the employability of workers earning the Minimum Insertion Wage (IMI) in collaboration with Valladolid City Council. **IN 2010, WE REACHED 31 PEOPLE. BUDGET: € 20,000.00.**

**AQUERANDO DROM (OFI).** This is a comprehensive multi-annual training and counselling plan with insertion commitment and targets the unemployed (Palencia) and immigrants (Burgos). **130 PEOPLE BENEFITED. BUDGET: € 44,589.00.**

**OAEDR SALAMANCA.** A multi-annual training programme aimed at enhancing the employability of persons at risk of social exclusion in Salamanca. Two training activities were carried out: for shop assistants and chambermaids. **30 PEOPLE BENEFITED. 2010 BUDGET: € 9,600.**

**IMPLANTA (BVTs)** Multi-annual Initial Professional Qualification programme aimed at people under 25 years of age.

### ACCEDER CASTILE-LEÓN



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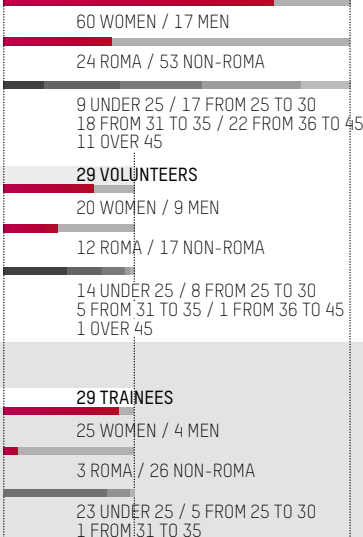


REGIONAL DIRECTOR  
ANA MARÍA SEDANO BERNAL

### ORGANISATIONAL STRUCTURE

REGIONAL DIRECTORATE	PROVINCIAL COORDINATOR, BURGOS	ANA MARÍA SEDANO BERNAL
	PROVINCIAL COORDINATOR, LEÓN	IRENE VELADO FERNÁNDEZ
	PROVINCIAL COORDINATOR, PALENCIA	RAQUEL GARCÍA PARIS
	PROVINCIAL COORDINATOR, SALAMANCA	MARÍA DOLORES MOLINA ALONSO
	PROVINCIAL COORDINATOR, SEGOVIA	LUIS MARTÍNEZ CUADRADO
	PROVINCIAL COORDINATOR, VALLADOLID	MARÍA DOLORES VILLARUBIA MERINO
	PROVINCIAL COORDINATOR, ZAMORA	ANA BELÉN PRADA

### PERSONNEL



## THE FSG

In 2010, we continued to work to promote the Roma community. Greatest progress was made in three large areas:

**HOUSING.** It was possible to eradicate El Tejerín, one of the city's largest slum settlements, thanks to the collaboration of Segovia City Council.

**EDUCATION.** Consolidation of the Promociona programme in Salamanca and Palencia was reflected in the 100% compulsory secondary school completion rate amongst students with whom we worked, and the 80% who went on to post-compulsory studies.

**TRAINING AND EMPLOYMENT.** The year was marked by continuity of all the established programmes and the launch of three more. The volume of training carried out, a high proportion in accordance with the National Catalogue of Professional Qualifications, is especially significant. Management of mixed training and of employment initiatives has been maintained, as has the employability enhancement programme for workers earning the minimum insertion wage. In addition, new comprehensive training, insertion and counselling programmes targeting unemployed persons at risk of social exclusion and immigrants have

been launched. The remaining challenge is to obtain contracts for participants. A BVTS for nursery, garden and garden centre assistants was launched in Valladolid.

2010 is undoubtedly marked by significant transversal political activity, in particular adoption of Autonomous Region legislation such as the Gender Violence Act, the Social Services Act and the Guaranteed Income Act, as well as equality and youth plans implemented by various local councils.

**IN VALLADOLID, TRAINING MODULE ON NURSERY, GARDEN AND GARDEN CENTRE ASSISTANTS WAS ATTENDED BY 15 STUDENTS.**  
**2010 BUDGET: € 23,111.**

**CAMELAMOS MURABAR (WE WANT TO WORK)** An employability enhancement programme in Leon for young people, funded under the Social Work Area of Caja España savings bank.  
**123 PEOPLE BENEFITED. BUDGET: € 10,000.**

### EDUCATION

**PROMOCIONA** The goal of this programme is the permanence in mainstream education of Roma students, ensuring higher academic success rates.  
**WE WORKED WITH 55 STUDENTS AND 55 FAMILIES.**  
**BUDGET: € 69,966.00.**

**SCHOOL ATTENDANCE PROGRAMMES** are under way in all FSG centres in Castile-León except Segovia and Zamora.  
**WE REACHED 325 CHILDREN IN 2010.**  
**BUDGET: € 19,190.00.**

**APRENDER A CHANELAR (LEARNING TO KNOW MORE).** This programme seeks to reduce early school leaving in Burgos, Palencia and Zamora.  
**WE REACHED 289 CHILDREN IN 2010.**  
**BUDGET: € 12,229.00.**

### HOUSING

**DIAGNOSTIC STUDY OF THE "ORFEÓN ARANDINO" BUILDING, ARANDA DE DUERO** To learn about the reality experienced by the families and about

their needs.  
**BUDGET: € 13,406.78.**

**MONITORING AND RELOCATION PROGRAMME** Social accompaniment programme for families excluded from decent housing (Segovia) (See page 55)

### HEALTH

**HEALTH-CARE PROGRAMME** Actions in collaboration with the Regional Health Department to improve health-care.  
**215 PEOPLE BENEFITED**  
**BUDGET: € 10,000.00.**

**PREVENTION AND ACTION PLAN TO COMBAT OBESITY IN CHILDREN** A specific programme of actions targeting minors suffering from obesity and their families in Salamanca.  
**WE REACHED 37 PEOPLE. BUDGET: € 800.00.**

**HEALTH-CARE. EBRO PULEVA** Enhancement of health-care standards for the Roma community, especially women, in Leon.  
**WE REACHED 50 PEOPLE. BUDGET: € 10,000.00.**

### GENDER EQUALITY

**SEMINAR TO IMPROVE RESPONSE TO GENDER VIOLENCE IN THE ROMA COMMUNITY** This project targeted personnel of gender violence victim services.  
**30 PEOPLE ATTENDED. BUDGET: € 4,125.00.**

### SOCIAL INCLUSION

**SOCIO-OCCUPATIONAL ACTION PROGRAMME IN ZAMORA** In collaboration with Zamora City Council Social Services.

**IN 2010 WE REACHED 339 PEOPLE. BUDGET: € 47,756.00.**

**SOCIAL ACTION PROGRAMMES FOR FAMILIES.** In collaboration with the Burgos, Leon and Valladolid Provincial Councils and in close cooperation with the alcoholism prevention and treatment centres.

**IN 2010, WE REACHED 235 PEOPLE. BUDGET: € 31,000.**

**SOCIAL INCLUSION PROGRAMME FOR ROMA WOMEN IN TORO**

**20 WOMEN TOOK PART IN 2010. BUDGET: € 2,000.00.**

### YOUTH

**ACTIVITIES WITHIN THE YOUTH INFORMATION POINTS NETWORK** The FSG has information points in Burgos, Palencia, Leon, Salamanca and Valladolid.

**IN 2010 MORE THAN 320 YOUNG PEOPLE CONTACTED THESE POINTS.**  
**BUDGET: € 6,774.**

**INTERCULTURAL YOUTH ACTIVITIES PALENCIA**

**Fostering good study habits and routines.**

**WE REACHED 44 YOUNG PEOPLE.**

**BUDGET: € 1,450.00.**

### PREMISES

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### BURGOS

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### LEON

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24010 LEÓN  
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### ZAMORA

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fsgzamora@gitanos.org



**AFTER MORE THAN 30 YEARS ONE OF THE MAJOR SLUM SETTLEMENTS IN SEGOVIA, EL TEJERIN, WAS FINALLY ELIMINATED.**

**COLLABORATION BETWEEN FSG CASTILE AND LEON AND THE SIRO GROUP ENABLED OCCUPATIONAL INSERTION OF 48 PEOPLE IN THE GROUP'S WORK CENTRES.**

**A DOCUMENTARY BY RTV C&L SHOWING THE WORK DONE BY FSG SALAMANCA WITH ROMA STUDENTS VIA THE PROMOCIONA PROGRAMME WON THE FRANCISCO DE COSSIO JOURNALISM AWARD**

## THE ROMA COMMUNITY

2010 was a difficult year for the Roma community. The complex situation of Europe's largest minority, a reality shared by Catalanian Roma, was revealed in all its harshness. The 75,000 Roma living in Catalonia still face countless obstacles to achieve full exercise of their rights as citizens on an equal footing with the rest of the population. However, thanks to the generalisation of social welfare policies and the development of specific programmes, some improvement has been made in their social situation. The situation of Roma from Eastern Europe is even more desperate.

The validity of the Spanish and Catalanian models for social action with the Roma community was confirmed in 2010. This model has made progress in terms of

recognition by the Roma community and especially in the design of the *Comprehensive Plan for the Roma Community*, now in its second edition. These aspects undoubtedly represent a step forward. But despite these positive factors there are still situations requiring the urgent attention of public authorities in general and of political parties in particular. It is still necessary to address the demand for non-uniformity among Roma people, and the overriding need to bring to notice cases of exclusion and extremely underprivileged living standards suffered by some groups.

We therefore believe that this is not the time for cuts in social spending which make the living conditions of underprivileged groups even more difficult. It is time for commitment to an unambiguous

policy which will ensure decent living standards for all citizens.

# WHAT WE DID IN 2010

## EMPLOYMENT

**ACCEDER.** In 2010, we made a commitment to training activities including non-remunerated workplace training which has resulted in a considerable increase in aid provided, new users and occupational insertion. **BUDGET: € 178,525.**

### ACCEDER CATALONIA 2010

#### NEW PEOPLE ON PATHWAYS

227 ROMA      141 NON-ROMA

208 WOMEN      160 MEN

#### WORK CONTRACTS

49 ROMA      35 NON-ROMA

122

22 WORK CONTRACTS

368

102 TRAINING ACTIONS  
81 HOURS OF TRAINING

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REGIONAL DIRECTOR  
CARMEN MENDEZ LOPEZ

COORDINATOR, SABADELL  
FRANCISCA MAYA HEREDIA  
COORDINATOR, BARCELONA  
SOLEDAD SOTO AND GERARDO TIRADANI  
TRAINING AND EMPLOYMENT AREA  
SOCIAL AND COMMUNITY ACTION AREA

## PERSONNEL

22 WORKERS  
13 WOMEN / 9 MEN  
8 ROMA / 14 NON-ROMA

5 VOLUNTEERS  
5 ROMA

4 TRAINEES  
1 ROMA / 4 NON-ROMA



## THE FSG

Data for 2010 demonstrate an increase in contacts with the FSG for the purpose of gaining access to the labour market. In spite of the difficult economic environment, the excellent results in the employment area confirm once again that *Acceder* is one of the most efficient and consolidated inclusion tools for access to the labour market by the Roma community. Education was another central priority in 2010. On the one hand we continued to promote education for Roma immigrants, and on the other we launched *Promociona* in Sabadell. Health-care was also an important FSG priority in Catalonia during 2010. Thanks to a specific programme in collaboration with the Regional Health Department and the Barcelona Provincial Council Health Area we were able to conduct social health-care accompaniment along with promotion of and

education for a healthy lifestyle. Lastly, it is worth mentioning that the know-how acquired by the FSG in the field of action with the Roma community is the reason why personnel from other social partners approach us in order to perform their functions in a more efficient manner. In this respect we have implemented various training and technical transfer lines that enable us to approach various localities, displaying a methodology based on cultural knowledge, acceptance and thorough monitoring at close proximity and forcing a change in the inequalities governing the relationship between the Roma model and society in general.



MUNICIPAL SWIMMING POOL MEDIATORS IN SABADELL

## COMMUNITY SOCIAL ACTION

**CAIXA PROINFANCIA** This programme aims to cover the basic needs of families at risk of social exclusion or threatened by poverty and to foster social inclusion processes.

**IN 2010 WE WORKED WITH 92 FAMILIES AND PROCESSED 42 PROPERTY BENEFITS FOR MINORS IN BARCELONA, BADALONA, SANTA COLOMA DE GRAMENET AND EL PRAT DE LLOBREGAT.**  
**BUDGET: € 7,800.**

**ROMA FROM EASTERN EUROPE PROGRAMME** This programme favours the social inclusion of Roma families from Eastern Europe.

**THE PROGRAMME REACHED 1,189 PEOPLE.**

**BUDGET: € 77,960 (INCLUDING THE AFORESAID ACTIONS IN THE SECTIONS ON EDUCATION, HEALTH-CARE AND HOUSING AS APPLIED TO THIS PROGRAMME).**

**TECHNICAL SUPPORT SERVICE OF THE COMPREHENSIVE PLAN FOR THE ROMA COMMUNITY** Provision of technical service within the strategic lines and activation of the Plan.

**BUDGET: € 12,833.**

**TECHNICAL GUIDANCE FOR QUALIFIED EXPERTS** In 2010, we conducted 8 technical guidance actions targeting personnel of organisations work-

ing in services (education, health-care, gender equality, employment, housing, etc.) the users of which include Roma persons.

**2010 BUDGET: € 11,856**

**MUNICIPAL SWIMMING POOL MEDIATOR SERVICE IN SABADELL** The aim of this service is to prevent conflictive situations which could arise from coexistence between different cultures in this public facility.

**IN 2010, 5 ACCEDER USERS WERE CONTRACTED TO IMPLEMENT THE SABADELL CITY COUNCIL CULTURAL MEDIATION PROGRAMME.**

**BUDGET: € 39,611.**

**GENDER EQUALITY. PLA DE BARRIS IN SABADELL.**

Accompaniment, training and promotion of young Roma people with the main objective of ensuring equal opportunity and real social participation.

**IN 2010 WE WORKED WITH 150 YOUNG PEOPLE.**

**BUDGET: € 27,000.**

## HEALTH

**SOCIO-HEALTH-CARE ACCOMPANIMENT AND PROMOTION OF HEALTH IN GENERAL** Socio-health-care accompaniment and intercultural mediation with the Roma community. In 2010,

collaborative activities with services of the public health-care system were intensified.

**81 SOCIAL SECURITY MEDICAL ENTITLEMENT CARDS WERE PROCESSED FOR MINORS, 31 PREGNANT WOMEN WERE ASSIGNED A DOCTOR AND 54 WOMEN AND 97 OTHER ADULTS AND MINORS WERE ACCOMPANIED DURING HEALTH-CARE PROCEDURES.**  
**BUDGET: € 12,260.**

## HOUSING

**HOMELESS PERSONS AID PROJECT**

This project helped 2 families living with young children in absolute poverty, with whom we have been working for more than three years. The observable change due to provision of stable housing was remarkable, especially with respect to the children's welfare.

**BUDGET: € 25,000.**

## YOUTH

**CHAVÓS NEBOS.** - Activities offered at the Youth Information Points to young Roma in the Buen Pastor district. Our aim is to reach non-Roma youth as well.

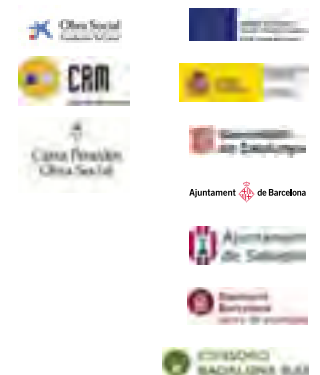
**WE WORKED WITH 15 YOUNG PEOPLE**

**BUDGET: € 2,032.**

## PREMISES

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**THE VISIBLE RESULTS DEMONSTRATE THE EFFICACY OF THE FSG'S WORK WITH THE ROMA COMMUNITY, ESPECIALLY IN THE FIELD OF EDUCATION, AND CONFIRM THE NEED TO IMPLEMENT COMPREHENSIVE INCLUSION MEASURES TO FOSTER REAL PARTICIPATION BY THE COMMUNITY.**

**THE GROUNDWORK HAS BEEN LAID TO LAUNCH THE PROMOCIONA PROGRAMME IN SABADELL IN JANUARY 2011. THIS WILL TAKE PLACE IN THE TORRE ROMEU DISTRICT WITH A GROUP OF 15 ROMA SECONDARY SCHOOL STUDENTS.**

# VALENCIA REGION

## THE ROMA COMMUNITY

Around 65,000 Roma, approximately 9% of the total Roma population in Spain, live in the Valencia Region. This Roma population is present in all three provinces, although the greatest number is located in the province of Alicante.

The living standards of the Roma community in the Valencia Region have undergone significant improvement in recent years although much work remains to be done on aspects of vital importance to ensure exercise of full

citizenship rights on an equal footing with the rest of the population.

In spite of the progress in recent decades in the field of social inclusion of the Roma community, it is an undeniable fact that the majority of Roma have lower living standards than the rest of the population, and that they suffer obstacles preventing their escape from exclusion (education, employment and occupational qualifications, housing, discrimination, poor social image, etc.).

## WHAT WE DID IN 2010

### EMPLOYMENT

**ACCEDER.** Aimed at providing the Roma community with training and employment. In spite of the recession, 499 job contracts were obtained. **BUDGET: € 800,000.**

**CAM ROMÍ** Funded by Caja Mediterráneo savings bank, the goal of this programme is the labour integration of Roma women via training activities.

**257 WOMEN BENEFITED IN 2010. BUDGET: € 80,000.**

**UZIPEN** A professional cleaning service within a protected employment scheme. The objective is to train women facing obstacles to access to the labour market and obtain work contracts for them. Implemented in the province of Alicante.

**THIS PROGRAMME BENEFITED 12 WOMEN IN 2010. BUDGET: € 20,000.**

### OTHER TRAINING AND EMPLOYMENT PROGRAMMES.

The Valencia branch of the FSG runs other training and employment programmes subsidised by the Training and Employment Service (SERVEF) of the Valencia Regional Government's Economy, Taxation and Employment Department.

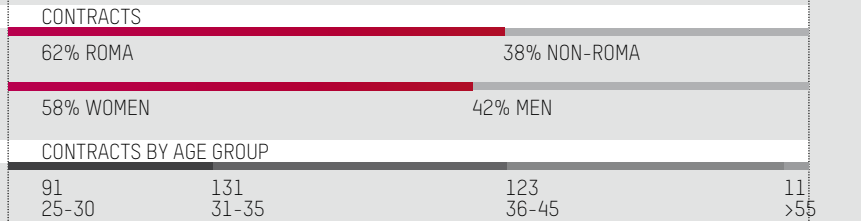
**TRAINING AND OCCUPATIONAL INSERTION WORKSHOPS**  
Activities: Sales and Leisure Activities Monitor (Elche); Assistant Beautician (Valencia).

**30 STUDENTS. BUDGET: € 127,400.**

### COMPREHENSIVE EMPLOYMENT PLANS.

**EMPLOYMENT PATHWAYS FOR 135 PEOPLE, OBTAINING 68 CONTRACTS. BUDGET: € 150,000.**

### ACCEDER VALENCIA REGION



499 WORK CONTRACTS

FSG ANNUAL REPORT 2010

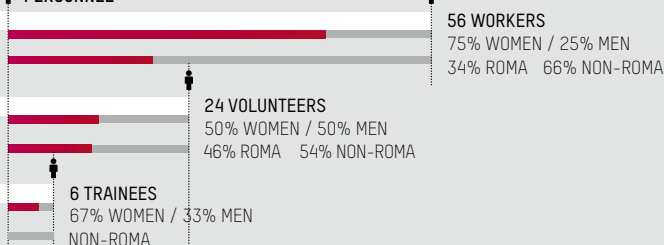
REGIONAL ACTIVITY  
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REGIONAL DIRECTOR  
LOLA FERNANDEZ

### PERSONNEL



**COORDINATOR, CASTELLON**  
FRANCISCO ESCUDERO  
**COORDINATOR, VALENCIA**  
HELENA FERRANDO  
**COORDINATOR, ALICANTE**  
ALEJANDRO NOVELLA

## THE FSG

2010 was marked by the effects of a deep recession which continues to afflict Spain and the Valencia Region. We have had to adapt our activities to this difficult situation by prioritising our lines of action.

→ SPECIAL EMPHASIS WAS PLACED ON TRAINING AND EMPLOYMENT VIA THE ACCEDER PROGRAMME.

→ WE HAVE ALSO MADE A STRONG COMMITMENT TO EDUCATION. FOR THIS REASON WE PROMOTED VARIOUS ACTIONS WITH THE AIM OF FOSTERING ACADEMIC SUCCESS AND PREVENTING EARLY SCHOOL LEAVING BY YOUNG ROMA AT RISK OF EXCLUSION.

→ IN THE FIELD OF SOCIAL ACTION THE FSG CONCENTRATED ON THE IMPLEMENTATION OF COMPREHENSIVE PROJECTS.

→ ANOTHER ASPECT WORTH HIGHLIGHTING IS NETWORKING ACTIVITIES AND PARTICIPATION IN THE EAPN-CV "XARXA PER L'INCLUSIÓ SOCIAL" (SOCIAL INCLUSION NETWORK).

→ THIS YEAR PRIVATE FUNDING WAS CONSOLIDATED. NOTEWORTHY IS THE SUPPORT OF THE SOCIAL WORK DEPARTMENTS OF THE CAJA MEDITERRÁNEO (THE CAM ROMI PROGRAMME) AND "LA CAIXA" (CAIXA PROINFANCIA [VALENCIA AND LA COMA-PATERNA] AND THE INTERCULTURAL COMMUNITY ACTION PROGRAMME [LA COMA-PATERNA]).

→ OUR RELATIONS WITH LOCAL AND REGIONAL PUBLIC AUTHORITIES HAVE CONTINUED TO BE FLUID.

OCCUPATIONAL GUIDANCE ACTIVITIES Occupational counselling. **WE REACHED 50 PEOPLE. BUDGET: € 7,250.**

PUBLIC EMPLOYMENT OF SOCIAL INTEREST PROGRAMME **16 CONTRACTS. BUDGET: € 70,756.**

TRAINING WORKSHOPS FOR EMPLOYMENT Training and employment: Infant and Youth Leisure Activities Monitor (Valencia) and Socio-Cultural Monitor (Alicante).

**20 STUDENTS. BUDGET: € 128,940.46.**

### EDUCATION

PROMOCIONA The goal of this programme is the permanence in mainstream education of Roma students, ensuring higher academic success rates in the final year at primary school and at secondary school, and to further post-compulsory and higher studies and vocational training.

**BUDGET: € 30,000.**

3 SCHOOLS INVOLVED



14 AT PRIMARY 17 AT SECONDARY

31 CHILDREN  
24 FAMILIES

EXPERIMENTAL COMPENSATORY PROJECT The goal of this project is social and academic inclusion, reduction of absenteeism, cooperation and individual work in all areas, development of social skills, provision of options for further education and vocational training and/or entry

into the labour market.

It was implemented at 5 secondary schools in Valencia (IES Baleares, El Grao, Isabel de Villena, Marítimo and Serpis) and involves 190 students.

**BUDGET: € 10,687.50.**

RACÓ MÁGIC (Magic Corner). Social action programme with minors.

**WE REACHED 50 MINORS. BUDGET: € 21,800.**

MAINSTREAM EDUCATION PROJECT Extracurricular activities in the Casalarga and Virgen del Remedio schools in Alicante.

**BUDGET: € 5,073.62.**

Amongst our various educational activities we would highlight the following: the extra tuition programme, extracurricular activities, training and guidance for the educational community and adult education.

**WE REACHED 477 ROMA CHILDREN AND YOUNG PEOPLE AND 139 ADULTS.**

### HEALTH

Numerous health-care initiatives were put into effect in 2010. Outstanding projects:

→ HEALTH PROMOTION ACTIVITIES

→ AIDS AWARENESS AND PREVENTION ACTIVITIES TARGETING THE ROMA COMMUNITY

→ PREVENTION OF DRUG ADDICTION

→ TRAINING OF HEALTH-CARE AGENTS

→ MENTAL HEALTH PROGRAMMES

**WE REACHED A TOTAL OF 1,782 PEOPLE.**

The following are some of the health-care activities carried out:

BRÚJULA ROMANÓ SASTIPEN Drug addiction awareness programme.

**IN 2010 WE REACHED 350 PEOPLE. BUDGET: € 3,900.**

KAMELAMOS GUINAR AIDS PREVENTION PROGRAMME **671 PEOPLE. BUDGET: € 4,450.**

ROMA COMMUNITY MENTAL HEALTH ACTION PROGRAMME

**WE REACHED 25 PEOPLE. BUDGET € 13,000.00.**

DROM SASTIPEN Drug addiction prevention programme.

**IN 2010 WE REACHED 1,733 PEOPLE. BUDGET € 15,000.00.**

### IMMIGRATION

ROMA FROM EASTERN EUROPE The objective of this programme is implementation of comprehensive actions aimed at improving the living standards and employability of Roma from Eastern Europe.

**WE REACHED A TOTAL OF 693 PEOPLE.**

**BUDGET: € 59,200.**

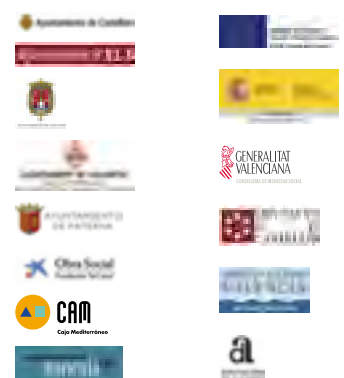
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**IN 2010 THE VALENCIA BRANCH OF THE FSG HELPED 8,670 PEOPLE THROUGH ITS EMPLOYMENT, HEALTH-CARE, EDUCATION AND COMMUNITY SOCIAL ACTION PROGRAMMES.**

**THE FSG AND THE DIRECTORATE GENERAL OF WOMEN'S AFFAIRS ORGANISED THREE PROVINCIAL SEMINARS ON EDUCATIONAL CONTINUITY FOR ROMA GIRLS.**

# WHAT WE DID IN 2010

## COMMUNITY SOCIAL ACTION

**ROMA COMMUNITY COMPREHENSIVE SOCIAL ACTION PROGRAMME** The Valencia Region branch of the FSG implemented action programmes in various districts following methodology based on community development. We ran this programme in the San Lorenzo (Castellón), La Coma (Paterna-Valencia) and Virgen del Carmen (Alicante) districts.

**IN 2010 WE REACHED 1,280 PEOPLE. BUDGET: € 63,900.**

**CAIXA PROINFANCIA PROGRAMME** Funded by the "La Caixa" Social Work Area with the aim of supporting children and the family. The priority areas are education and health-care. It was implemented in Valencia and the La Coma district (Paterna).

**1,665 PEOPLE AND 917 FAMILIES BENEFITED IN 2010.**

**3,400 BENEFITS WERE PROCESSED. BUDGET: € 491,962.**

**INTERCULTURAL COMMUNITY INTERVENTION PROGRAMME (ICI)** The main objective of this programme is to design a social action model to drive local development processes and to equip society as a whole to prevent social conflicts. It was launched in the La Coma district (Paterna) in September 2010 (See page 65) **WE REACHED 100 PEOPLE.**

**BUDGET: € 51,666.67.**

**COMMUNITY EMPOWERMENT PROGRAMME, VIRGEN DEL CARMEN IN ALICANTE**

**70 PEOPLE. BUDGET: € 8,000.**

## GENDER EQUALITY

Gender equality programmes aim at promotion of Roma women to enable them to escape from the twin disadvantages of being both women and Roma.

**WE IMPLEMENTED DIRECT ACTION REACHING A TOTAL OF 589 WOMEN.** The following are some of these programmes:

**THE "FOURTH WORLD" PROGRAMME. ACTION WITH ROMA WOMEN VALENCIA. City Council**

**WE REACHED 10 WOMEN. BUDGET: € 12,084.00.**

**SEMINARS ON EDUCATIONAL CONTINUITY OF ROMA GIRLS**

**330 PARTICIPANTS. BUDGET: € 10,830.**

**ROMA WOMEN PSYCHOLOGICAL SUPPORT WORKSHOP**

**10 WOMEN ATTENDED. BUDGET: € 300.**

**PROMOTION AND INCLUSION OF ROMA WOMEN**

**Alicante City Council**

**356 WOMEN. BUDGET: € 23,800.**

## AND IN 2011?

The main goals of the FSG in the Valencia Region for 2011 are:

→ TO FOCUS ON TRAINING AND EMPLOYMENT (*ACCEDER*) IN A CONTEXT OF ECONOMIC RECESSION AND TO CONTINUE DRIVING OTHER PROGRAMMES (PIES, TFIL, TFC, OPEAS...) AS OPTIONS.

→ TO REMAIN COMMITTED TO EDUCATION AND TO CONSOLIDATE THE *PROMOCIONA* PROGRAMME IN VALENCIA AND ALICANTE.

→ TO PLACE THE ROMA QUESTION ON THE POLITICAL AGENDA IN VALENCIA, ESPECIALLY WITH REGARD TO EDUCATION.

→ TO DRAW UP THE FSG STRATEGIC PLAN FOR THE VALENCIA REGION.

→ TO ENHANCE THE IMAGE OF THE ROMA COMMUNITY IN VALENCIA.

→ TO ATTRACT MORE MEDIA ATTENTION.

→ TO CONTINUE CONSOLIDATION OF NETWORKING ACTIVITIES AND PARTICIPATION IN THE EAPN OF THE VALENCIA REGION.

→ TO DRIVE COMMUNITY DEVELOPMENT ACTION PROGRAMMES PROMOTING COEXISTENCE.



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WOMEN'S WORKSHOP IN VALENCIA

ONE OF THE CHALLENGES FOR 2011 AS PART OF OUR COMMITMENT TO EDUCATION IS CONSOLIDATION OF THE *PROMOCIONA* PROGRAMME IN VALENCIA AND ALICANTE.

IN SPITE OF THE RECESSION AND UNEMPLOYMENT, THE FSG IN THE VALENCIA REGION OBTAINED 499 JOB CONTRACTS IN 2010 VIA THE *ACCEDER* PROGRAMME.

## THE ROMA COMMUNITY

There is a significant Roma population consisting of between 65,000 and 70,000 people in the Madrid Region, representing 10% of the total Roma community in Spain.

In Madrid city, the Roma community is distributed over all the districts, although the most significant concentrations are in the central city area and in the expanding suburbs to the south.

71% of Roma people over 15 years old are totally or functionally illiterate (around 34,000 people). This lack of education is one of the main obstacles to accessing employment.

Although practically all Roma children attend school it should not be forgotten that a significant number fail to complete their obligatory secondary education. This will undoubtedly constitute a major barrier to social inclusion of the Roma community in the future.

In the Madrid Region, the Roma unemployment rate is nine percentage points higher than that of the general population, a difference that becomes more acute in the younger age groups. Job insecurity is a significant problem for employed persons. Most jobs are in unregulated sectors, 56% of the contracts are temporary and a third of these are no

more than verbal agreements. This occupational environment hits the younger age groups especially hard, in many cases due to their low educational level, which is in turn a consequence of leaving school early.

There are still certain areas of substandard housing. Around 8% of the Roma community in Madrid live in slum settlements. The district of Cañada Real Galiana, the largest substandard and slum housing settlement in the Madrid Region, is of special concern. A high proportion of the residents are Roma families.

## THE FSG

Employment programmes and actions, always within the framework of the *Acceder* programme, continue to be the priority this year. There has been a noticeable increase in the number of unemployed people approaching our offices. We reached a total of 796 participants although the proportion of successful insertions tended to fall. The number of training activities conducted also increased. The closing ceremony of the *Amaró Tegara II* School Workshop in September was attended by the Regional Councillor for Employment, Women and Immigration.

Apart from *Acceder*, the most important programme we implemented was the Madrid Roma Community Social Insertion and Mediation Programme, which enabled us, thanks to an agreement with the Madrid Regional Government, to reach 876 Roma via the 9,157 actions conducted in 2010. (See page 66)

Education was also a key priority this year. The FSG aims to encourage the

acquisition of good study habits, routines and guidelines by Roma schoolchildren and to foster their permanence in compulsory secondary education. In this respect, we pay special attention to the transition from primary to secondary school, as well as starting school early and the transition to post-compulsory education. It is important to point out that our activity in the field of adult education was reinforced as a consequence of an agreement with Radio ECCA for secondary school diploma studies.

We would also like to highlight in relation to education the institutional presentation of the awareness campaign "When I grow up I want to be..." which took place in Madrid and was attended by local and regional public authorities, other organisations, families and schools. The arrival of the Photo-van attracted 100 children who chose their future jobs, and a large group of family members who were able to take the photograph home.

In 2010, we also took another step in our mission to eradicate slum settlements. Thanks to the Social Diagnosis of La Cañada Real Galiana carried out by the FSG in collaboration with the Government Delegation in the Madrid Region we will be able to design and launch a social action and employment programme in the district.

The FSG also continued to strengthen coordination with public authorities and reinforce networking activity with the associative movement in the districts. In this respect we participated actively with the Madrid Network for Combating Poverty, the Region of Madrid Exclusion Observatory, the Madrid Forum, the District Dialogue and Coexistence Boards, the Board for Equality of Roma Women and a long list of platforms at district level to address issues such as employment, education, coexistence, etc.

**IN 2010 WE ALSO TOOK ANOTHER STEP IN OUR MISSION TO ERADICATE SLUM SETTLEMENTS. THANKS TO THE SOCIAL DIAGNOSIS OF LA CAÑADA REAL GALIANA CARRIED OUT BY THE FSG IN COLLABORATION WITH THE GOVERNMENT DELEGATION IN THE MADRID REGION WE WILL BE ABLE TO LAUNCH A SOCIAL ACTION AND EMPLOYMENT PROGRAMME IN THIS DISTRICT.**

INFORME ANUAL 2010 FSG

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### PREMISES

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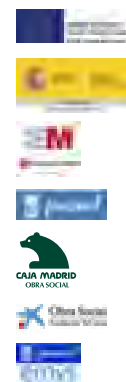
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fsgvillaverde@gitanos.org



# WHAT WE DID IN 2010

## EMPLOYMENT

**ACCEDER.** In 2010, a total of 337 people, including slightly more men than women, participated in socio-occupational pathways at Acceder facilities in Vallecas, Carabanchel and Latina. The 18 training activities run involved 1,376 hours of tuition and reached 270 people, 114 of whom were women.

CO-FUNDED BY MADRID CITY COUNCIL, CAJA MADRID SOCIAL WORK AREA AND THE REGIONAL EMPLOYMENT DEPARTMENT. TOTAL BUDGET: € 257,100.

THE SOCIO-OCCUPATIONAL PATHWAYS PROJECT. OBJECTIVE 3. Implemented in the north of Madrid, this project targeted poorly qualified and motivated persons with special needs.

BUDGET: € 36,055.



## ACCEDER MADRID

### USERS

45% WOMEN

55% MEN

**121 CONTRACTS (37% WOMEN).**

### PARTICIPANTS IN TRAINING AND EMPLOYMENT

270	VOCATIONAL TRAINING
26	ECOTUR HOSTESSES
10	BVTS CLERICAL STAFF
16	AMARO TEGARA SCHOOL WORKSHOP
137	OBJECTIVE 3 PATHWAYS
337	ACCEDER PATHWAYS

**EMPLEAROM.** Work integration pathways to provide information, counselling, training and access to labour market to Roma people. It is significant that during the year and in spite of the recession 27 people obtained job contracts lasting more than 6 months. A total of 108 people were trained. BUDGET: € 333,600.

CAJA MADRID SOCIAL WORK AREA. Training for Roma women in the care of dependent persons and their subsequent insertion. 24 users. BUDGET: € 29,000.

**AMARO TEGARA // SCHOOL WORKSHOP.** In 2010, after two years of training and work, 16 young Roma qualified for the certificate of property maintenance and received their construction workers' cards, thereby enabling them to work in the sector. BUDGET: € 171,715.67.

**ECOTUR HOSTESS PROGRAMME.** Training and occupational insertion as hostesses for young Roma women. More young women were trained, and 26 participated in a total of 45 events, reaching a total of 125 job contracts. BUDGET: € 15,000.

**HOSTELRY COURSE.** Madrid Federation of Residents Associations and the Employment Agency. Madrid City Council. 15 people took part. BUDGET: € 15,000.

**BASIC PROFESSIONAL QUALIFICATION PROGRAMME** Training in Administration and Management Auxiliary Operations, held in Vallecas. 8 users. BUDGET: € 40,000.

## EDUCATION

**PROMOCIONA IN THE VALLECAS AND LATINA DISTRICTS.** Support for educational mainstreaming of Roma students via tailored tuition of the students and their families. And extra tuition in the Promociona Classrooms in the Vallecas and Caño Roto premises. BUDGET: € 70,000.

**CLASSROOM APPROACH WORKSHOP. CARABANCHEL.** Educational reinforcement and awareness. 81 students participated. BUDGET: € 25,000.



**54 COMPANIES PROSPECTED**

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REGIONAL DIRECTOR  
EDUARDO CONEJO ABIL



DEPUTY DIRECTOR  
ROCÍO GARCÍA GARCÍA

## PERSONNEL

216 WORKERS

143 WOMEN

73 MEN

58 ROMA

158 NON-ROMA

38 VOLUNTEERS

23 WOMEN / 15 MEN

## TRAINING AND EMPLOYMENT AREA

ANA MARÍA DOMÍNGUEZ  
SOCIAL ACTION AREA, ZONE B  
LORENA HERNÁNDEZ  
SOCIAL ACTION AREA, ZONE C  
MANUEL ORTIZ

PREVENTION OF TRUANCY. AULA ABIERTA (OPEN CLASSROOM). LATINA. Group reinforcement and awareness activities with tailored tutorials for absentee students and their families. 10 students  
**BUDGET: € 12,843.30.**

PROJECT FOR SOCIAL INCLUSION OF ETHNIC MINORITIES: APPROACH TO SCHOOL. Group educational reinforcement and awareness activities. We reached 61 people. **BUDGET: € 14,717.55.**

EDUCATIONAL COMPENSATION IN 5 SCHOOLS IN VALLECAS AND VILLAVERDE. Activities with the goal of furthering educational mainstreaming were implemented in schools, including group activities for young people such as dancing, theatre, craftwork and social skills. 130 students.  
**BUDGET: € 29,000.**

ADULT EDUCATION PROGRAMME. Basic training and preparation for obtaining the Compulsory Secondary Education diploma for groups of adults, thanks to an agreement with Radio ECCA. 52 people took part with a pass rate of around 70%. **BUDGET: € 3,019.77.**

SOCIAL INCLUSION FOR MINIMUM INSERTION WAGE (RMI) EARNERS. Support for people and families at risk of social exclusion via group activities and individual monitoring. In 2010, this programme reached 65 users. **BUDGET: € 41,611.00.**

CAIXA PROINFANCIA. Socio-educational actions targeting minors at risk of social exclusion and their families. Street education and group work with adolescents. We reached 41 families and 59 minors in Vallecas. 47 families and 91 minors benefited in Villaverde, Usera and Hortaleza.  
**BUDGET: € 90,000.**

SOCIAL PROMOTION AND SUPPORT IN PENITENTIARIES. MADRID V SOTO DEL REAL. Social and educational activity for the Roma community via individual and group attention with prisoners and their families. 318 people. **BUDGET: € 90,000.00.**

SWIMMING POOL MEDIATION PROGRAMME MORATALAZ, VILLAVERDE AND USERA. Conflict prevention and mediation services. In 2010, we reached 457 people. **BUDGET: € 49,639.**

SOCIAL ACTION PROGRAMME IN MADRID. To

foster mainstream education for Roma children. Basic support and neighbourhood mediation in Madrid districts. We reached 876 people. **BUDGET: € 500,000.**

WORK OF SOCIAL AND GENERAL INTEREST. Social action programme. In 2010, amongst other things, 15 unemployed people were contracted to reinforce comprehensive action programmes with the Roma community. We reached 420 people.  
**BUDGET: € 218,804.99.**

SOCIAL ACTION PROGRAMME IN LA CAÑADA REAL. This year the diagnostic phase of the programme was implemented jointly with ACCEM, and 70 people responded to the survey for the subsequent design of the action project.  
**BUDGET: € 50,000.00.**

#### HOUSING

HOUSING AND FAMILY SUPPORT PROGRAMME FOR THE LA PERLA AND ESPINILLA DISTRICTS. Community activities with relocated families. We reached 50 people. **BUDGET: € 32,695.00.**

RELOCATED PERSONS SUPPORT PROGRAMME. MADRID. Monitoring of families relocated by the Municipal Housing Corporation and neighbourhood mediation. We reached 513 people.  
**BUDGET: € 110,733.00.**

#### HEALTH

DRUG ADDICTION MEDIATION AND ACTION SERVICE FOR THE ROMA COMMUNITY. Prevention, support and occupational insertion activities in relation to drug addiction and health-care. We reached 120 people. **BUDGET: € 95,165.00.**

COUNSELLING AND INFORMATION PROGRAMME AVILLELA ACOBÁ. MADRID REGION. Prevention, support and occupational insertion activities in relation to drug addiction and health-care. We reached 400 people. **BUDGET: € 31,640.68.**

#### AND IN 2011?

In 2011 we will continue to work to promote the Roma community in Madrid. The main goals are:

- TO DEMAND, PROMOTE, AND MONITOR ERADICATION OF SLUM SETTLEMENTS AND SUBSTANDARD HOUSING.
- TO ATTAIN MAINSTREAM EDUCATION FOR ROMA YOUTH AND PROMOTE CONTINUOUS ATTENDANCE AT BOTH PRIMARY AND SECONDARY SCHOOL.
- TO DRIVE SOCIAL INCLUSION AND COMMUNITY DEVELOPMENT PROGRAMMES FAVOURING CONSTRUCTIVE COEXISTENCE, INCORPORATING HEALTH-CARE AS A TRANSVERSAL PRIORITY WITH THE AIM OF ENHANCING THE QUALITY OF LIFE OF THE ROMA COMMUNITY.
- TO LAUNCH THE INTERVENTION PROJECT IN THE CAÑADA REAL GALIANA.
- TO DRIVE ACCOMPANIMENT AND SOCIO-OCCUPATIONAL PATHWAY DEVELOPMENT MEASURES WITH PRISONERS IN THE MADRID V PENITENTIARY.
- TO MAINTAIN THE QUANTITATIVE AND QUALITATIVE IMPACT OF THE ACCEDER PROGRAMME.
- TO INTENSIFY OCCUPATIONAL PROSPECTING AT LOCAL AND REGIONAL LEVEL AS A MEANS OF ACCESS TO THE LABOUR MARKET FOR THE ROMA COMMUNITY.
- TO LAUNCH THE WORK INTEGRATION SOCIAL COMPANY UZIPEN IN THE BUILDING AND CLEANING SECTORS.
- TO STRENGTHEN TRAINING AND PROFESSIONAL QUALIFICATION OF THE ROMA COMMUNITY AT SECONDARY LEVEL.
- TO CONTINUE DRIVING OUR MIXED TRAINING PROJECT: SCHOOL WORKSHOPS AND EMPLOYMENT WORKSHOPS.



CELEBRATION OF 8TH APRIL, INTERNATIONAL ROMA DAY, IN MADRID



IN 2010 WE IMPLEMENTED 18 TRAINING ACTIONS UNDER THE ACCEDER PROGRAMME, REACHING A TOTAL OF 1,376 HOURS OF TUITION. 156 MALE AND 114 FEMALE STUDENTS TOOK PART.

THANKS TO THE PROMOCIONA PROGRAMME WE ARE REDUCING THE PERCENTAGE OF ROMA STUDENTS WHO DROP OUT OF SCHOOL BEFORE FINISHING COMPULSORY SECONDARY EDUCATION. THIS YEAR WE WORKED WITH 27 FAMILIES.

CLOSING CEREMONY OF THE AMARO TEGARA II WORKSHOP. AFTER TWO YEARS OF WORK AND STUDY 18 YOUNG ROMA RECEIVED THEIR QUALIFICATIONS IN PROPERTY MAINTENANCE

## THE ROMA COMMUNITY

The Roma population is heterogeneous in composition, social situation, way of life and behaviour. It is also undergoing a process of rapid transformation. In spite of evident progress, the living standard of Roma is still below the average of the general population.

Notable progress has been made in education although there is still a high academic failure and drop-out rate. Negative aspects are ghetto housing and the lack of intercultural relations.

Low educational levels result in low professional qualifications and subsequent obstacles to decent employment. The employment available is characterised by being short-term and without any security.

Housing is one of the key factors for social inclusion of the Roma community. The habitat influences many other factors intervening in the process. Existing social housing is located mainly in underprivileged areas, leading to exclusion of the residents.

## WHAT WE DID IN 2010

### EMPLOYMENT

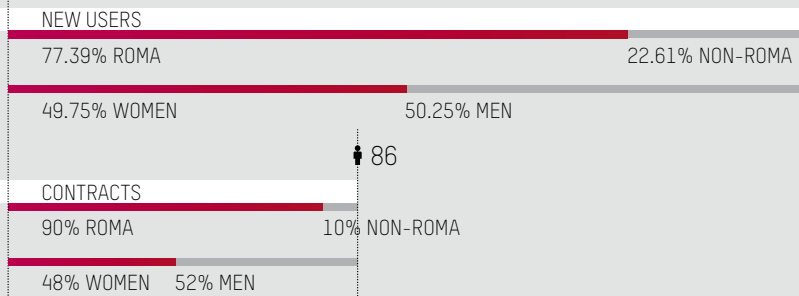
**ACCEDER.** In spite of the impact of the recession, 86 job contracts were obtained in 2010. FSG Extremadura also ran 15 training activities in which 123 people took part.

**BUDGET: € 181,352.32.**

**LOCAL AGREEMENT FOR EMPLOYMENT IN MERIDA.** The main objectives are to provide access to the labour market for people facing obstacles and to address the training and qualification needs demanded by the economic and business community of Merida. 161 people were assisted in 2010: 63 men and 98 women. We held 28 different transversal training sessions on equal opportunities and non-discrimination for a total of 355 users. 14 companies were visited although no job offers were obtained.

**BUDGET: € 61,135.14.**

### ACCEDER EXTREMADURA



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### EDUCATION

**EDUCATIONAL DEVELOPMENT FOR THE ROMA COMMUNITY.** The goal of this programme is mainstream education of Roma students, ensuring higher academic success rates at compulsory secondary level, and to further post-secondary studies and vocational training. In 2010, we worked with 423 people. **BUDGET: € 74,292.90.**

**3RD STUDENT MEETING.** Students from various parts of Extremadura met with the aim of exchanging opinions on the importance of education. More than 60 young people attended. **BUDGET: € 2,000.**

**EL QUE MÁS CHANELA, MEJOR DECIDE (Know more to decide better).** An activity to motivate students to continue with their education. 50 primary school children benefited from this programme.

**RED CONECTA.** This is a computer literacy scheme to foster access to the new information and communications

# 86 WORK CONTRACTS 1,048 HOURS OF TRAINING

FSG ANNUAL REPORT 2010

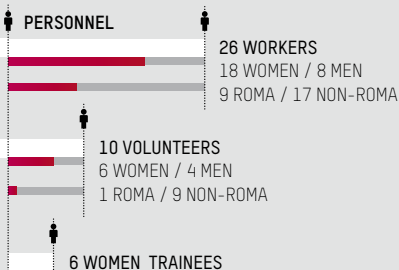
## REGIONAL ACTIVITY EXTREMADURA

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**REGIONAL DIRECTOR**  
MARIA TERESA SUÁREZ VEGA

- COORDINATOR, BADAJOZ**  
CARMEN DURÁN BELLORÍN
- COORDINATOR, MERIDA**  
RAQUEL SAAVEDRA SALDAÑA
- COORDINATOR, DON BENITO**  
LUIS MIGUEL MARTÍN-ROMO HOLGUÍN
- COORDINATOR, CACERES**  
INMACULADA MÁRQUEZ BERMEJO





## THE FSG

In 2010, achievement of objectives focused mainly on three areas: training and employment, education and gender equality.

1. TRAINING AND EMPLOYMENT: at a time when the effects of the worldwide recession are even more noticeable in Extremadura - causing a spectacular rise in the unemployment rate - at the FSG we strengthened our training activity, basic aid and work with companies via the *Acceder* programme and the *Local*

*Employment Plans* implemented jointly with various municipal governments. We reached 123 people through the 15 training activities put in place by the FSG itself. 1,048 hours of training were provided.

2. EDUCATION: we placed special emphasis on monitoring students during the transition from primary to secondary school, their families and the relation with the educational institution. This was clearly demonstrated in the *3rd Student and*

*Family Meeting* held in Badajoz and in the presentation of our campaign "When I grow up I want to be..."

3. GENDER EQUALITY: we applied a transversal approach in our actions and also acted directly in certain measures such as the publication of a book and in the various seminars held.

technologies (ICTs) as a measure to combat social exclusion and with the aim of extending access to ICTs to the entire Roma community. 128 users. BUDGET: € 777

## YOUTH

LEARNING AND TEACHING FOR INTERCULTURALITY. Training sessions targeting technical personnel expert in youth affairs to drive attendance at training courses. We made an effort to make the sessions compatible with the weekly workload of these experts. 52 people attended regularly, 36 of them women. BUDGET: € 6,000.

2ND YOUNG TALENT QUEST: "IF IT'S NOT YOU, WHO IS IT? AND IF NOT NOW, WHEN?". Meeting between young Roma and non-Roma from various districts to take part in activities to foster social participation among young people. 150 people attended.

TREE PLANTING PROJECT. Collaboration with reforestation of the Monfragüe natural reserve with the aim of raising awareness of the need to protect the environment and the consequences of our ecological footprint. 10 young people took part.

## HEALTH

PNSD (NATIONAL PLAN AGAINST DRUGS) WORKSHOP ON PREVENTION OF DRUG ADDICTION. An educational workshop on prevention of behaviour leading to drug addiction. 10 young Roma attended. BUDGET: € 250.

*ME DICE MI GARLOCHI* (MY HEART TELLS ME) PROJECT. The goal is to promote a healthy lifestyle. Various workshops and the Healthy Lifestyle Week were organised. 78 people took part. BUDGET: € 5,000.

## WOMEN

PREPARATION AND PRESENTATION OF THE BOOK *ME SIM ROMNI* (I AM ROMI). This book was published in collaboration with the Badajoz Provincial Council thanks to interviews with various Roma women including company employees, shop assistants, hairdressers, teachers and entrepreneurs. It was presented at the 29th Merida Book Fair.

*E-KALEX* COURSE FOR ROMA WOMEN. 20 Roma women from Extremadura who are involved in the employment field and carry out certain activities in their communities took part in this online course.

*FUTURE CHALLENGES*, A SEMINAR FOR ROMA WOMEN. 20 Roma women attended these sessions at the Alcazaba Cultural Centre where, amongst other activities, the *Guide for the Personal Development of Roma Women* and the DVD *Women with History* were presented.

ENTREPRENEURSHIP: ROMA WOMEN AND BUSINESS IN EXTREMADURA. The goal of this activity is to provide the participants with knowledge of the socioeconomic framework within which professional guidance for employment in Extremadura is approached, and to enable them to acquire the necessary skills to apply

basic business techniques in the entrepreneurial model concerned: individual or collective self-employment. 50 women took part. BUDGET € 8,000.

## EQUAL TREATMENT

EQUAL TREATMENT ACTIVITIES. Our activity was based on documentation of cases of discrimination, derivation and mediation. Awareness-raising activities on International Day against Racism, Violence and Xenophobia. Technical and documentary assistance to the EAPN. Seminars on equal opportunities and non-discrimination in Almendralejo, etc.

## CULTURE

8TH APRIL CELEBRATIONS. More than 800 people attended the celebration of International Roma Day. FSG Extremadura set up a stand in the street market, carried our activities with children and invited the public to a slice of "brazo de gitano" (Swiss roll) and coffee.

## OTHERS

WORKPLACE TRAINING PROGRAMME. This programme was made possible thanks to an agreement with the Al-Qázeres secondary school. The aim is to provide direct contact with the reality of the working environment which future employment personnel will have to face in their role as educators and social integrators. 5 people were able to take up internships.

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THE ROMA COMMUNITY IN EXTREMADURA IS HIGHLY MOTIVATED TOWARDS TRAINING AND ENHANCEMENT OF OPTIONS TO ACCESS THE LABOUR MARKET. 93.5% OF THE 123 PEOPLE ATTENDING OUR 15 IN-HOUSE TRAINING ACTIVITIES WERE ROMA. 1,048 HOURS OF TRAINING WERE PROVIDED IN 2010. 13 PEOPLE GOT THEIR FIRST JOB THIS YEAR.

FSG EXTREMADURA WON THE 2010 EQUALITY AWARD FOR THE MOST INCLUSIVE NGO, GRANTED BY THE FOUNDATION FOR CITIZEN EQUALITY (FIC). THIS PRIZE RECOGNISES THE WORK OF NON-PROFIT ORGANISATIONS, COMPANIES AND PUBLIC INSTITUTIONS WORKING FOR THE INCLUSION AND EQUAL TREATMENT OF SOCIALLY EXCLUDED PEOPLE AND THOSE AT RISK OF EXCLUSION.

## THE ROMA COMMUNITY

Despite the considerable progress made in 2010 in access to decent housing (with special reference to elimination of the Penamoa slum settlement in Corunna), more than 25% of the Roma community in Galicia still lives in slum settlements or substandard housing. Certain mass media, in particular news items relating delinquency with slum settlements, continue to project a negative image

of the Roma community. All of this represents a major stumbling block for social inclusion.

In addition, the situation is not helped by lack of Romany feeling amongst Roma people in Galicia. The community is strongly divided along lines of origin: Galician, Castilian, Portuguese and Romanian. In fact, confrontations

between Galician and Castilian Roma in O Porriño and Tui were the cause of public controversy this year. Fortunately initiatives by AGARESO (Galician Association of Solidarity Journalists) and EAPN-Galicia to dissipate these prejudices and stereotypes in the mass media are contributing to mitigate the tension.

## WHAT WE DID IN 2010

### EMPLOYMENT

**ACCEDER.** In 2010, in spite of the negative effects of the recession on the Galician labour market, the *Acceder* programme obtained 220 employment contracts. **BUDGET: € 745,986.75.**

**INFORMATION, COUNSELLING AND JOB-SEEKING ACTIVITIES. VIGO AND SANTIAGO (IOBE).** Occupational counselling and comprehensive pathways within the framework of the Galician Public Employment Service. In 2010, the Vigo service was extended to Santiago de Compostela.

**181 USERS, 2 OCCUPATIONAL COUNSELLORS. BUDGET: € 8,395.36.**

**AXENTES DE EMPREGO (JOB AGENTS).** A programme for job prospecting, occupational mediation and self employment within the framework of the public employment plan of Galicia.

**79 COMPANIES, ONE EMPLOYMENT AGENT AND A SUPPORT UNIT COLLABORATED IN THIS ACTIVITY. BUDGET: € 50,592.27.**

**TRABALLO PARA TODOS/AS (WORK FOR ALL).** This programme was developed under the Cooperation Programmes of the Galician Regional Government, within the framework of Work of Social and General Interest.

**4 PEOPLE WERE CONTRACTED IN 2010. BUDGET: € 43,733.88.**

### EDUCATION

**PROMOCIONA.** Two lines of activity, of which the *Promociona* Classrooms are the most important, were pursued under this programme in collaboration with Pontevedra City Council.

**IN 2010 WE WORKED WITH ONE SCHOOL, 5 FAMILIES AND 7 STUDENTS. BUDGET: € 20,444.40.**

**OBRADOIROS INTERCULTURAI (INTERCULTURAL WORKSHOPS)** Workshops for Roma children not attending *Promociona* classrooms but who are involved in our educational activities in Pontevedra.

**102 USERS IN TOTAL. BUDGET: € 22,297.00.**

**CHANELAR: EXTERNAL EDUCATIONAL COMPENSATION.** Extra tuition activities for Roma students in Pontevedra.

**EXTRA TUITION CLASSROOM. BUDGET: € 3,480.**

**EDUCATIONAL PROGRAMME. NARÓN.** To persevere in mediation with families, school attendance and achievement of basic academic success.

**17 USERS, 14 FAMILIES. BUDGET: € 7,250.**

### ACCEDER GALICIA 2010

#### USERS

278 WOMEN

229 MEN

475

220 CONTRACTS

64 LABOUR MARKET INTEGRATIONS

92 COMPANIES PROSPECTED

10 TRAINING ACTIVITIES

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REGIONAL DIRECTOR  
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GORKA DE LUIS GONZÁLEZ  
**COORDINATOR, LUGO**  
MANUEL REQUEIJO ARNEJO  
**COORDINATOR, PONTEVEDRA**  
MARIA JOSÉ OBELLEIRO PÉREZ  
**COORDINATOR, VIGO**  
LUCY BLANCO PÉREZ

### PERSONNEL

36 WORKERS

26 WOMEN

10 MEN

6 ROMA

20 NON-ROMA

VOLUNTEERS

36

47

## THE FSG

The mission of the FSG in Galicia is to have a significant effect on the improvement of the Roma community's living standards. Therefore:

- WE ENSURED THAT WE WERE PRESENT ON OCCASIONS WHEN THE OPPORTUNITY FOR POSITIVE CHANGE WAS AT STAKE, BOTH WITH THE COMMUNITY AND IN OUR INSTITUTIONAL ACTIVITY.
- WE CONTINUED TO ACT TO ERADICATE SLUM SETTLEMENTS IN CORUNNA AND VIGO, INCREASED OUR PRESENCE IN LUGO (O CARQUEIXO) AND MADE AN EFFORT TO MEDIATE IN HOUSING CONFLICTS IN PONTEVEDRA.

→ WE SCALED UP EDUCATIONAL ACTIONS WITHIN THE FRAMEWORK OF THE *PROMOCIONA* PROGRAMME IN PONTEVEDRA AND STRENGTHENED THE EDUCATIONAL FACET IN NARON, SANTIAGO DE COMPOSTELA AND VIGO, ALTHOUGH WE REGRET THE FINALISATION OF OUR ACTIVITY IN O PORRIÑO AND POIO.

→ WE MAINTAINED THE IMPACT OF *ACCEDER* IN SPITE OF THE DEPRESSED LABOUR MARKET WHICH HAS HIT GALICIA ESPECIALLY HARD THIS YEAR.

→ WE CONTINUED TO BE INVOLVED IN ANNUAL ASSESSMENT OF THE COMPREHENSIVE ROMA PLAN IN GALICIA AND WITH THE TRAINING OF ITS AGENTS (IN THE ANNUAL CONFERENCE OF THE PLAN AND

THE SEMINAR ON HEALTH-CARE AND THE ROMA COMMUNITY).

→ WE ENSURED THE PROMOTION OF EQUAL TREATMENT THROUGH INTERNAL TRAINING OF OUR PERSONNEL AND COLLABORATED WITH AGARESO AND EAPN-GALICIA IN DRAFTING THE *GUIDE FOR JOURNALISTS*.

MAINSTREAM EDUCATION IN O PORRIÑO. Mediation with families, school attendance and achievement of basic academic success.

5 SCHOOLS INVOLVED. BUDGET: € 27,179.99.

## TRAINING

TRAINING PROGRAMME - GALICIA. Collaboration with NGOs and universities to train business community and social action personnel in important aspects of the Roma issue.

2 COURSES WERE HELD. BUDGET: € 1,200.

## EQUALITY

BASIC COMPUTER SKILLS. LUGO. To introduce computer literacy to the Roma community and enhance its competences to compete in the labour market on an equal footing.

15 WOMEN. BUDGET: € 3,470.75.

PROMOTION OF ROMA WOMEN. To make resources for equal opportunities available on a constant basis for Roma women in Pontevedra and Vigo.

84 WOMEN TOOK PART. BUDGET: € 5,727.00.

SOCIAL INCLUSION A course on domestic, social and family organisation. This course completed an action launched in 2009 to provide access for the Roma community in Arteixo to the labour market.

15 USERS. BUDGET: € 7,566.08.

SOCIAL ACTION IN O VAO. POIO. Once the relocation programme terminated our activity focused on education in collaboration with Viñas primary school and on gender equality.

57 FAMILIES. ONE PUBLICATION. BUDGET: € 22,274.61.

SOCIAL ACTION. VIGO. We continued to apply the family education methodology. The activity was divided into geographic zones, the number of families involved was increased and rotation was encouraged.

60 FAMILIES. BUDGET: € 109,200.

*LACHO DROM*: MINIMUM WAGE VIGO. A social inclusion programme in which the users themselves pay for the training they receive.

32 PEOPLE TOOK PART.

## IMMIGRATION

ONLINE COURSE IN THE ROMANI LANGUAGE. ROMANI-NET. A programme funded by the Department of Languages of the EU DG for Education which enabled local action with Romanian Roma in Vigo.

BUDGET: € 21,733.125.

## HEALTH

DRUG PREVENTION AND HEALTH-CARE. (ACAIS). The objective is to promote a healthy lifestyle on the basis of prevention, working with adolescents, their families and health-care personnel.

55 USERS IN VIGO AND POIO. BUDGET: € 47,500.

*KAMELAMOS GUINAR*. CORUNNA PROV. COUNCIL.

The objective is to promote a healthy lifestyle working with adolescents, their families and health-care personnel in the community environment.

BUDGET: € 6,996.60.

## HOUSING

ERADICATION OF SLUM SETTLEMENTS. VIGO. A standard housing maintenance programme for families relocated after judicial eviction from plot 10 of the Navia urban planning development.

7 FAMILIES RELOCATED. BUDGET: € 21,778.59.

SOCIAL HOUSING ACCOMPANIMENT. LUGO. Social accompaniment of families from O Carqueixo who accessed rented social housing via *EVISLUSA* (Lugo City Council).

14 FAMILIES, 2 EDUCATORS. BUDGET: € 17,499.95.

AS RAÑAS SPECIAL PLAN CORUNNA. To improve living conditions and housing in the As Rañas slum settlement and other substandard housing areas in Corunna.

2010 BUDGET: € 200,000.

SOCIAL SUPPORT AND HOUSING PROGRAMME PENAMOA (CORUNNA). To provide decent housing for relocated families. (See page 54).

BUDGET: € 317,000.

ERADICATION OF SLUM SETTLEMENTS. NARÓN. To contribute to location of alternative housing for Roma inhabitants of the Freixeiro and San Mateo slum settlements.

249 USERS. BUDGET: € 16,880.00.

## VOLUNTEERING

HALOVAV. A Galician Volunteers' Association programme to promote, train, assign, accompany and assess volunteers working with FSG Galicia.

47 VOLUNTEERS AND 5 ASSOCIATION SUPERVISORS.

BUDGET: € 2,048.32.

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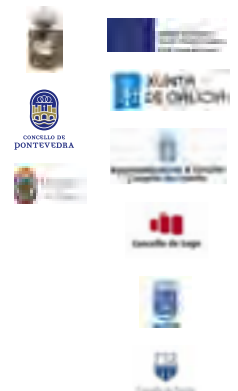
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2010 WAS A KEY YEAR FOR PROGRESS IN THE ERADICATION OF SLUM HOUSING IN GALICIA. THE FSG TOOK AN ACTIVE PART IN THE PROCESS.

*ACCEDER* MAINTAINED ITS IMPACT ON EMPLOYMENT OF THE GALICIAN ROMA COMMUNITY IN SPITE OF THE CONSEQUENCES OF THE CRISIS ON THE EMPLOYMENT AND SOCIAL PROTECTION OF VULNERABLE GROUPS.

THE FSG LEADS ARTICULATION OF THE SOCIAL ACTION THIRD SECTOR IN GALICIA AND STRONGLY BACKS THE EAPN-GALICIA AND OTHER SOCIAL ACTION AND EMPLOYMENT NETWORKS.

## THE ROMA COMMUNITY

Around 20,000 Roma people live in Murcia and are present in most towns in the region. In spite of undeniable progress in all respects in recent years, Roma in Murcia still have much lower living standards than the rest of the region's inhabitants.

As expected, the recession hit the Murcian Roma community hard in 2010. The living standard was affected by diminishing income, job losses and unfulfilled expectations. The situation is marked by:

- UNEMPLOYMENT, WHICH HITS ROMA WORKERS ESPECIALLY HARD DUE TO THEIR EMPLOYABILITY DEFICIT.
- WE ARE CONCERNED ABOUT LACK OF ACADEMIC SUCCESS OF ROMA STUDENTS.
- A CONSIDERABLE NUMBER OF ROMA FAMILIES IN THE REGION LIVE IN SLUM SETTLEMENTS, SUB-STANDARD HOUSING AND SERIOUSLY DETERIORATED ENVIRONMENTS.

→ THE ROMA ASSOCIATIVE FABRIC IS VERY WEAK; THERE IS A GENERAL ABSENCE OF LINKS BETWEEN THE FEW ASSOCIATIONS THAT EXIST.

# WHAT WE DID IN 2010

## EMPLOYMENT

**ACCEDER.** In 2010, we obtained 135 work contracts and ran the following training courses: Driving Licence Theoretical I, II and III, Industrial Meat Handling, Access Controller, Chambermaid and Kitchen-hand, Food Handler levels I, II and III, Horticultural Storage Handler I and II, Warehouse Hand I and II, Pest Control Applier, Use of ICTs in Active Job Search and Agricultural Worker. **BUDGET: € 261,016.64.**

**CURRELÁTELO.** This programme is designed to enhance the employability of women at serious risk of social exclusion via the development of comprehensive tailored pathways for training and social and occupational insertion. **47 WOMEN TOOK PART IN 2010. 10 DID WORKPLACE TRAINING IN COMPANIES AND 4 OBTAINED JOB CONTRACTS. BUDGET: € 77,130.**

**BASIC PROFESSIONAL QUALIFICATION PROGRAMME (Assistant Hairdresser).** This programme aims to equip the student with the professional skills pertaining to Level 1 qualification for hairdressers and basic secondary school competences in order to achieve occupational insertion. **15 WOMEN TOOK PART IN 2010 AND 10 OBTAINED THE QUALIFICATION. BUDGET: € 49,262.**

**LABOUR MARKET INTEGRATION PLAN.** The goal of this plan is integration into the labour market of students facing serious obstacles to socio-occupational inclusion who have completed a Basic Professional Qualification programme. **4 USERS OBTAINED JOB CONTRACTS. BUDGET: € 8,500.**

**ECOLOGICAL LANDSCAPING.** Aimed at vocational training in the field of xerogardening and an introduction to eco-farming for persons at serious risk of social exclusion. **15 STUDENTS. BUDGET: € 49,364.**

**BASIC AID FOR ROMA FROM EASTERN EUROPE.** This has become the benchmark service for reception of Roma immigrants from Eastern Europe. We design social insertion

## ACCEDER MURCIA

ACTIVE USERS

392

ACTIVE USERS

135

WORK CONTRACTS

723

# 17 TRAINING ACTIONS 467 COMPANIES PROSPECTED

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## REGIONAL ACTIVITY MURCIA

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ASCENSION PARRA ANTOLINOS  
EDUCATION COORDINATOR  
ISABEL DIAS SERRANO  
SOCIAL INCLUSION COORDINATOR  
MARIA JOSE NAVARRO LUCAS

## PERSONNEL

36 WORKERS  
24 WOMEN / 12 MEN  
6 ROMA / 30 NON-ROMA

4 ROMA VOLUNTEERS

2 ROMA TRAINEES

## THE FSG

This year FSG Murcia implemented measures for enhancement of the social image of Roma, equal treatment, non-discrimination and promotion of Roma culture. We also collaborated with public authorities in defence of the rights of the Roma community.

We focused basically on two working areas:

EMPLOYMENT. *ACCEDER*

We worked with 723 people under the *Acceder* programme, of which 392 were new users. We achieved 135 integrations and prospected 658 companies.

We conducted 17 in-house training activities with 295 people taking part and an employment commitment on the part of the collaborating companies.

EDUCATION. *PROMOCIONA*

We worked with 301 students, 12 primary schools and 8 secondary schools. The main measures focused on the students themselves (extra tuition, leisure and free time workshops and individual tutorials) without neglecting the input from families, schools and other stakeholders.

pathways and individually tailored support, and offer aid to overcome situations of inequality.  
**232 USERS IN 2010. BUDGET: € 10,000.**

**OCCUPATIONAL GUIDANCE AND EDUCATIONAL SUPPORT PROGRAMME.** Actions designed to enhance the employability of the Roma community in Murcia via design of labour integration pathways, company prospecting and implementation of awareness-raising activities.  
**110 PATHWAYS IMPLEMENTED. BUDGET: € 15,000.**

## EDUCATION

*PROMOCIONA.* To facilitate the transition from primary to secondary school, permanence in the educational system and progression to higher education.

**43 STUDENTS PARTICIPATED. BUDGET: € 65,000.**

**ACCOMPANIMENT FOR SCHOOL ATTENDANCE BY ROMA STUDENTS.** In the interests of access to mainstream education. **137 STUDENTS AND THEIR FAMILIES, 12 PRIMARY SCHOOLS AND 6 SECONDARY SCHOOLS TOOK PART. BUDGET: € 28,000.**

**EDUCATIONAL COMPENSATION.** Support for Roma students in the form of educational compensation measures and mediation between family and school.

**39 STUDENTS AND 5 PRIMARY SCHOOLS TOOK PART. BUDGET: € 8,500.**

*CAIXA PROINFANCIA.* To promote social and educational development of children and adolescents in the family, school and social contexts in order to reduce the infant poverty rate. Support

provided to 239 children and adolescents.

**5 EXTRA TUITION CLASSROOMS AND 5 OPEN SCHOOL CLASSROOMS WERE IMPLEMENTED. BUDGET: € 130,000.**

**FOSTERING YOUTH PARTICIPATION.** To promote full social participation by young Roma and provide leisure options adapted to their needs. A workshop for 20 young people from La Paz, La Fama, Infante and Barriomar was conducted (*Chavorrillas naqueran* magazine).

**BUDGET: € 700.**

**SUPPORTING THE SOCIAL PARTICIPATION OF ROMA YOUTH.** To promote full social participation by young Roma and provide leisure options adapted to their needs.

**91 YOUNG PEOPLE ATTENDED THE 3 WORKSHOPS. BUDGET: € 973.**

**COMMUNITY ACTION AND SOCIAL INCLUSION.**

*ESPIRITU SANTO. ESPINARDO.* Aimed at improving the quality of life of residents of the Espiritu Santo district in Espinardo who are at risk of social exclusion. **234 users since launch of the project in 2008.**

**700 PEOPLE BENEFITED. BUDGET: € 54,900.**

**ACCOMPANIMENT FOR FAMILIES DURING THE RELOCATION PROCESS.** Full comprehensive social support for families in FSG dwellings.

**27 MINORS AND 15 ADULTS FROM 10 FAMILIES BENEFITED. BUDGET: € 12,000.**

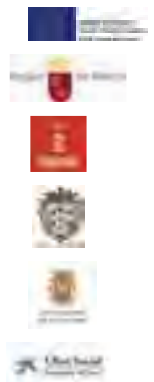


DIVERSION DURANTE LA PARADA DE LA FOTO-FURGO EN MURCIA

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**IN SPITE OF THE CRISIS ACCEDER OBTAINED 135 JOB CONTRACTS IN 2010, ACQUIRED 392 NEW USERS AND PROSPECTED 467 COMPANIES. 17 IN-HOUSE TRAINING ACTIVITIES WERE ALSO CARRIED OUT.**

**EDUCATION IS A TOP PRIORITY FOR THE FSG IN MURCIA. THANKS TO PROMOCIONA WE ARE MANAGING TO REDUCE THE NUMBER OF ROMA STUDENTS WHO DROP OUT BEFORE FINISHING SECONDARY SCHOOL. WE WORKED WITH 43 SCHOOLCHILDREN IN 2010.**

## THE ROMA COMMUNITY

Around 7,000 people make up the Roma community in Navarre, 1.16% of the total population. They are fairly evenly distributed between rural (47.8%) and urban (52.2%) areas. The majority are concentrated in and around Pamplona (30%), in the Estella area (22.7%), in the Tudela area (22.2%) and in Tafalla (17%).

Despite progress made by the Roma community in Navarre in recent decades, the uniformly low socioeconomic level

and lack of upward social mobility mean that it still forms an underprivileged group. The educational-training level is low and the community suffers from job instability and financial insecurity, which is especially significant in the current context of economic recession.



PARTICIPANTS IN THE ROMEMPLEA PROGRAMME.

## WHAT WE DID IN 2010

### EMPLOYMENT

**ACCEDER.** 78 job contracts were obtained and training courses held for: Cashiers, Fish Retail Personnel, Food Handlers, Job Club, Fork Lift Drivers, Chambermaids and Public Information Assistants.

**BUDGET: € 200,665.72.**

**ROMEMPLEA.** A mixed training-employment programme aimed at enhancing access to employment for minimum insertion wage earners.

**10 MEN TOOK PART. BUDGET: € 69,364.61.**

**LACHO BUTIPEN (ROMA KIOSK).** A social protected employment programme designed to improve competences, skills and attitudes in order to favour labour market integration. It targets Roma women between 18 and 30 years of age.

**9 WOMEN TOOK PART IN 2010. BUDGET: € 59,994.62.**

**NABUT SOCIO-OCCUPATIONAL INTEGRATION CENTRE.** Set up to favour labour market integration young Roma via business ventures complemented by external and workplace training. It targets young people in need of an intermediate stage before entering the mainstream labour market. In 2010, the business lines were: Textile trade: a children's and women's fashion shop. Books and stationery: press kiosk, bookshop and stationery store. Industrial laundry. Work clothing distributor. (See page 42)

**19 PEOPLE PARTICIPATED. BUDGET: € 169,246.65.**

### EDUCATION

**MAINSTREAM EDUCATION IN THE MENDIALDEA DE BERRIOZAR PRIMARY SCHOOL.** The purpose of this programme is to provide socio-educational support to Roma students and their families in close cooperation with the school.

**BUDGET: € 26,501.41.**

44 NEW PARTICIPANTS  
4,211 MONITORING ACTIONS INVOLVING  
387 PEOPLE  
116 NEW COMPANIES CONTACTED  
33 JOB OFFERS  
78 CONTRACTS OBTAINED BY  
64 PEOPLE

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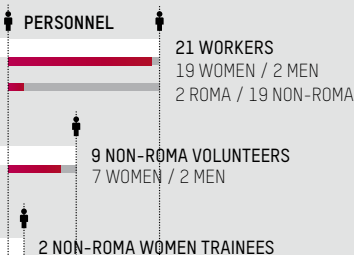
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REGIONAL DIRECTOR  
INÉS GARCÍA PÉREZ



**SOCIAL ACTION COORDINATOR**  
NEREA IZCO SALVADOR  
**EDUCATION COORDINATOR**  
ITZIAR ZUDAIRE DE LUIS  
**CIS NABUT COORDINATOR**  
M<sup>a</sup> JOSE ALIAGA RETABE  
**EMPLOYMENT COORDINATOR**  
MONTSE TEJERO ROJO

# 1,872 PEOPLE ASSISTED

## THE FSG

In 2010, the Navarre branch of the FSG maintained its commitment to action priorities formed during the last decade: promotion of employment, educational support, access to decent housing, socio-family actions and youth information and empowerment. Three of these areas – employment, education and housing – comprised the most evident successes in 2010. On the employment front, the outstanding achievement was the expansion of our Socio-occupational Integration Centre into two more business areas: a work clothing distributor and industrial

laundry (in conjunction with the AS-PACE Foundation) which provided jobs for five operators, all Roma, overseen by a qualified supervisor. (See page 42)

In the educational field, 2010 was a key year for consolidation of *Promociona* in Navarre. The number of students taking part increased considerably (and their marks also improved), the families became more involved and relations with the schools developed well.

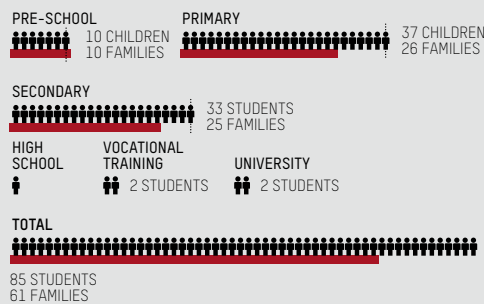
Housing action focused on social inclusion programmes - rental (VAIS) and purchase (VIS) schemes - promoted by the Regional Government of Navarre. (See page 55)

EDUCATIONAL MAINSTREAMING IN THE BERRIOZAR SECONDARY SCHOOL, which extends the work done in the Mendialdea primary school to secondary level.

BUDGET: € 32,900.

THE *PROMOCIONA* PROGRAMME is aimed at encouraging the educational continuity of Roma students and improving their academic success rate. 18 STUDENTS PARTICIPATED.

Our educational programmes worked with:



### HOUSING

FSG action in this field involves selection and counselling of families in rental and purchase transactions and subsequent social monitoring of these families for periods of 3 to 5 years.

SOCIAL INCLUSION HOUSING PROGRAMME (VIS). This Government of Navarre programme is aimed at aiding families with incomes below 1.7 times the IPREM (general income index) to acquire a dwelling. 5 Roma families acquired a dwelling in 2010. These purchases involved investment of € 377,136.36, of which € 151,402.31 came from the Housing Department of the Government of Navarre, and € 35,553.44 from the Department of Social Affairs. The remainder was provided by the families in the form of mortgages.

SOCIAL INTEGRATION HOUSING RENTAL PROGRAMME (VAIS). A programme of the Government of Navarre to promote rental of housing by families with incomes below one time the IPREM.

10 FAMILIES WERE ABLE TO RENT A DWELLING.

### SOCIO-FAMILY ACTIONS

SOCIAL-URBAN PLANNING ACTION PROGRAMME IN THE MERCED DISTRICT IN ESTELLA. Reorganisation of the Merced district leading to relocation of 16 families and intensive social monitoring.

BUDGET: € 40,000.

SOCIO-EDUCATIONAL ACTION with families in collaboration with Social Welfare Services.

BUDGET: € 173,910.

ACCOMPANIMENT AND MONITORING OF FAMILIES SUFFERING CHRONIC SOCIAL EXCLUSION. With Roma families affected by long term exclusion.

BUDGET: € 36,900.

### YOUTH

The FSG in Navarre is constantly working to provide information and to promote fun educational activities for young people. This centre is funded by a contribution from the Youth Institute of Navarre.

BUDGET: € 9,000.

### WOMEN

We ran various workshops such as: Education based on Equality, Conciliation and Equality and Empowerment of Roma Women.

BUDGET: € 10,800.

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MANCOMUNIDAD DE  
SSB DE ARTAJONA



MANCOMUNIDAD DE SSB DE  
ANSOAIN, BERRIOPLANO  
BERRIOZAR, IZA Y JUSLÁPEÑA



THE RECENT EXPANSION OF THE CIS NABUT TO INCLUDE AN INDUSTRIAL LAUNDRY AND A WORK CLOTHING COMPANY ENABLED FSG NAVARRE TO OPEN ITS WORK INTEGRATION CENTRES TO MEN AND TO TRY NEW OCCUPATIONAL OPTIONS.

THE EDUCATIONAL AREA OF FSG NAVARRE IS ESTABLISHING ITSELF AS ONE OF THE BASIC PRIORITIES OF OUR WORK.

IN 2010, OUR SOCIAL INCLUSION HOUSING PROGRAMMES ENABLED 10 ROMA FAMILIES TO ACCESS DECENT RENTED DWELLINGS AND FIVE MORE TO PURCHASE THEIR OWN IN RURAL PARTS OF NAVARRE.

## THE ROMA COMMUNITY

The situation of the Roma community in Romania does not appear to have improved much since the end of the Communist era in 1989. It is estimated that around two million Roma live in Romania, making up 10% of the total population, the highest proportion represented by this minority in any European country.

Their levels of education and employment are still extremely low and below

those of the majority of Romanian inhabitants. They continue to suffer extreme poverty, social exclusion and discrimination.

Since Romania joined the EU in 2007, financial instruments aimed at addressing these serious inequalities have multiplied and a specific State organisation for Roma affairs has been created: the National Roma Agency (NRA). However, there is a lack of political will to

implement the public measures targeting this minority in a constant and efficient manner. The most visible result of this is the exodus of Romanian Roma to other EU countries in search of a better life.

## WHAT WE DID IN 2010

### EMPLOYMENT

**TRANSFER OF THE ACCEDER PROGRAMME TO "ÎMPREUNĂ PE PIAT, A MUNCII" (TOGETHER IN THE LABOUR MARKET).** In 2007, the Romanian Government decided to transfer the *Acceder* programme, managed by the FSG, to the eight largest cities in the country. The scheme would be funded by Structural Funds and managed through the NRA.

From 2008 until October 2011, the FSG, as transnational partner, is performing consultancy, adaptation, transfer and methodological implementation of the *Acceder* programme in the Romanian context. In 2010, various training activities were conducted, both with the central team of the NRA and with the eight local teams. We have also held project monitoring sessions. Our role in this project has been to the entire satisfaction of our NRA counterparts. This experience provided the opportunity to test the potential for transferring *Acceder* to contexts different from its origins in Spain. Although no final conclusions can be drawn, at this stage we have evidence of the difficulties inherent in dealing with very different public authorities and political and economic realities from those applying in Spain.

**BUDGET FOR THE 2008-2011 PERIOD: € 700,000.**

### THE ACCEDER TRANSFER IN ROMANIA

→ IN 2010, WE ORGANISED 6 TRAINING AND METHOD-SETTING SESSIONS IN SPAIN AND ROMANIA. MORE THAN 50 TRAINED EMPLOYEES OF THE NRA ATTENDED.

- CENTRAL MANAGEMENT/COORDINATION COMMITTEE
- 8 TEAM LEADERS IN ROMANIA
- ALL PROFESSIONAL PROFILES OF THE 8 TEAMS

EUROPEAN PROJECT: STUDY ON EMPLOYMENT AND THE ROMA COMMUNITY. THE EUROPEAN INCLUSION EXPERIENCE AND TRANSFER OF DATA ON INCLUSION OF THE ROMA COMMUNITY IN THE LABOUR MARKET IN ROMANIA, BULGARIA, ITALY AND SPAIN, 2010-2012.

This project is enabling us to repeat the study on employment and the Roma community first conducted by the FSG in 2005 on the basis of the EPA methodology (Active Population Survey). It also enables transfer of the latter to three other EU countries which will also draw up the report: Romania, Bulgaria and Italy. The final study will be comparative in nature.

2010 was a key year for preparation of the domestic and comparative studies. The project has been launched with definition of the study methodology, organisation of future activities, etc.

**PARTNERS: SOROS FOUNDATION ROMANIA (COORDINATOR), SOROS FOUNDATION BULGARIA AND CASSA DELLA CARITÀ, ITALY.**

**BUDGET FOR THE 2010-2012 PERIOD: € 350,000.**

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**DIRECTOR ROMANIA**  
HUMBERTO GARCÍA (2008-2010)\*



**DIRECTOR ROMANIA**  
BELEN SANCHEZ-RUBIO

**TECHNICAL SUPERVISOR**  
ADRIAN MARIN  
**TRANSLATION AND ADMINISTRATIVE SUPPORT**  
ANA GENTEA  
**PERSONNEL**  
2 WORKERS (ONE ROMA)

\* NOTE: HUMBERTO GARCÍA WAS THE FSG REPRESENTATIVE IN ROMANIA FROM 2008 UNTIL THE END OF 2010, WHEN THE FSG DECIDED TO APPOINT BELEN SANCHEZ-RUBIO, DIRECTOR OF INTERNATIONAL PROGRAMMES OF THE FSG INTERNATIONAL DEPARTMENT, AS MANAGER OF THE FSR (FUNDATIA SECRETARIATUL ROMILOR).



## THE FSG

In 2010, the FSG continued to work in Romania, focusing on setting up transfer of the *Acceder* programme in the eight largest cities in that country. FSG personnel from various departments and regions took part in these tasks.

In addition, it is worth highlighting our participation as transnational partner in a European project to undertake a comparative study of employment and the Roma community in Romania, Bul-

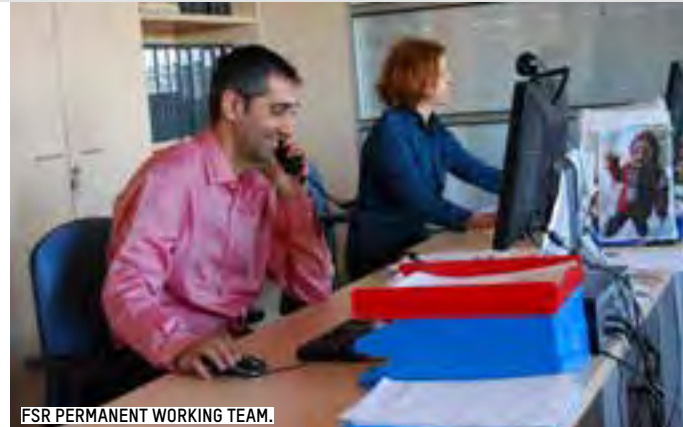
garia, Italy and Spain. It should also be noted that the FSR - the Foundation set up by the FSG in Romania in 2009 - has gradually established itself and is now beginning to undertake programmes and specific actions.

## FUNDATIA SECRETARIATUL ROMILOR



2010 was a year of progress for the Fundatia Secretariatul Romilor, the organisation set up a year earlier by the FSG to directly and locally manage projects aimed at improving the living standards of the Roma community in that country.

Pilot projects enabling us to consolidate our presence and the focus of our work in Romania on key questions such as employment, education and housing will be rolled out in 2011. Although this challenge entails not a few difficulties, it also means that we will achieve one of our corporate strategic goals: to develop and share the FSG's mission, values and viewpoints with other key players, in this case through the FSR in Romania.



FSR PERMANENT WORKING TEAM.

### THE FSR BOARD OF TRUSTEES

**PEDRO PUENTE**  
President of the FSG

**DANIELA-ALEXANDRA MARINESCU**  
Expert on the Romanian Roma Population

**JESÚS LOZA**  
Member of the Basque Country Regional Parliament and of the FSG Board of Trustees

### PREMISES

#### FUNDAȚIA SECRETARIATUL ROMILOR

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SPAȚIU NR. 14. SECTOR 6.  
BUCAREST. ROMANIA.  
TEL: 0040 766 74 05 51  
belen.sanchez@gitanos.org



IN 2010, THE *ACCEDER* PROGRAMME WAS TRANSFERRED TO EIGHT CITIES IN ROMANIA UNDER THE AUSPICES OF THE NATIONAL ROMA AGENCY (NRA).

THE FUNDATIA SECRETARIATUL ROMILOR (FSR) – SET UP BY THE FSG IN 2009 – BEGAN TO MANAGE PROJECTS DIRECTLY IN ROMANIA WITH THE AIM OF IMPROVING THE LIVING STANDARDS OF THE LOCAL ROMA COMMUNITY.



# BALANCE SHEET OF THE FUNDACIÓN SECRETARIADO GITANO AT THE END OF THE 2010 FINANCIAL YEAR

ASSETS	2010	2009
<b>A) NON-CURRENT ASSETS</b>	<b>20.732.969</b>	<b>27.500.676</b>
<b>I. INTANGIBLE FIXED ASSETS</b>	<b>1,949,216</b>	<b>2,104,359</b>
3. PATENTS, LICENCES BRANDS AND EQUIVALENTS	6,579	137
5. IT APPLICATIONS	73,949	2,426
6. OTHER INTANGIBLE FIXED ASSETS	1,868,687	2,101,795
<b>II. Tangible fixed assets</b>	<b>9,023,320.04</b>	<b>8,594,913</b>
1. Land and buildings	7,185,279.67	6,751,161
2. Plant and equipment and other fixed assets	1,838,040.37	1,728,362
3. Assets in progress and prepaid expenses		115,389
<b>V. Long term investments in group and associated entities.</b>	<b>44,748.65</b>	<b>18,320</b>
1. Equity instruments	44,748.65	18,320
<b>VI. Long-term financial investments</b>	<b>15,926,661</b>	<b>15,777,606</b>
2. Loans to third parties	15,867,697	15,712,882
5. Other financial assets	58,963	64,723
<b>VII. Deferred tax assets</b>	<b>0</b>	<b>0</b>
<b>B) CURRENT ASSETS</b>	<b>16,799,504</b>	<b>24,895,642</b>
<b>I. Non-current assets held for trade</b>	<b>0</b>	<b>0</b>
<b>II. Stocks</b>	<b>17,363</b>	<b>0</b>
6. Stocks	17,363	0
<b>III. Users and other own activity debtors</b>	<b>22,854</b>	<b>18,947</b>
<b>IV. Trade debts and other receivables</b>	<b>15,247,645</b>	<b>24,269,666</b>
1. Trade accounts, sales and provision of services	738,978	223,595
3. Sundry debtors	19,283	19,283
4. Personnel	49,107	23,218
6. Other credits with public authorities	14,440,276	24,003,568
<b>VI. Short-term financial investments</b>	<b>156,327</b>	<b>157,092</b>
5. Other financial assets	156,327	157,092
<b>VII. Short term accruals and deferrals</b>	<b>58,750</b>	<b>28,569</b>
<b>VIII. Cash and cash equivalents</b>	<b>1,296,562</b>	<b>421,366</b>
1. Treasury	1,296,562	421,366
<b>TOTAL ASSETS (A+B)</b>	<b>43,743,450.88</b>	<b>51,390,842.43</b>

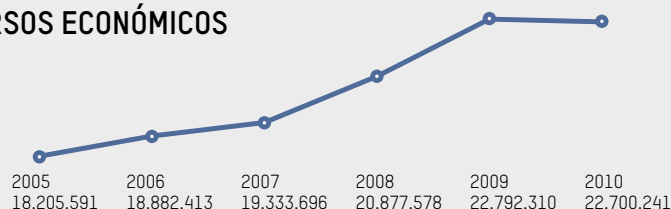
# NET WORTH AND LIABILITIES 2010 2009

NET WORTH	2010	2009
<b>A) NET WORTH</b>	<b>33,203,962</b>	<b>40,841,764</b>
<b>A-1) CORPORATE EQUITY</b>	<b>4,477,742</b>	<b>4,390,820</b>
<b>I. FOUNDATION ENDOWMENT</b>	<b>6,010</b>	<b>6,010</b>
1. FOUNDATION ENDOWMENT	6,010	6,010
<b>II. RESERVES</b>	<b>3,211,984</b>	<b>3,211,984</b>
2. OTHER RESERVES	3,211,984	3,211,984
<b>III. SURPLUS FROM PREVIOUS FINANCIAL YEARS</b>	<b>1,172,826</b>	<b>997,541</b>
1. BALANCE	1,172,826	997,541
<b>IV. OUTCOME OF THE FINANCIAL YEAR (CREDIT OR DEBIT)</b>	<b>86,921</b>	<b>175,285</b>
<b>A-3) SUBSIDIES, DONATIONS AND CAPITAL AND OTHER LEGACIES</b>	<b>28,726,219</b>	<b>36,450,943</b>
<b>B) NON-CURRENT LIABILITIES</b>	<b>2,857,212</b>	<b>2,881,787</b>
<b>I. Long-term provisions</b>	<b>2,365,908</b>	<b>2,365,908</b>
5. Other provisions	2,365,908	2,365,908
<b>II. Long term debts</b>	<b>491,304</b>	<b>515,879</b>
2. Debts with credit institutions	290,218	300,819
3. Financial leasing creditors.	201,086	215,060
<b>C) CURRENT LIABILITIES</b>	<b>7,682,276</b>	<b>7,667,290</b>
<b>III. Short-term debts</b>	<b>6,482,516.</b>	<b>6,074,610.81</b>
2. Debts with credit institutions	2,651,906	5,553,059.54
3. Financial leasing creditors.	13,885	
5. Other financial liabilities.	3,816,601	507,665
<b>VI. Trade creditors and other accounts payable.</b>	<b>1,199,759</b>	<b>1,592,679</b>
1. Suppliers	71,901	3,691
2. Suppliers, group and associated entities		48,210
3. Sundry creditors	383,636	892,290
4. Personnel (Remunerations pending payment)	0	0
6. Other debts with public Authorities	744,222	648,486
<b>TOTAL NET WORTH AND LIABILITIES (A+B+C)</b>	<b>43,743,450</b>	<b>51,390,842</b>

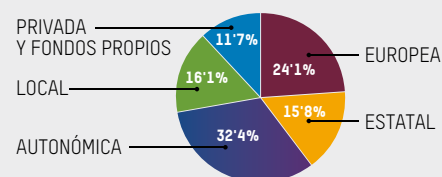
# INCOME STATEMENT OF THE FUNDACIÓN SECRETARIADO GITANO FOR THE 2010 FINANCIAL YEAR

ITEMS	(DEBIT) CREDIT 2010	(DEBIT) CREDIT 2009
<b>A) ONGOING OPERATIONS</b>		
<b>1. Ordinary operating revenues</b>	<b>20,496,610</b>	<b>20,500,265</b>
b) Income from promotion, sponsors and collaboration	25,012	13,400
c) Subsidies, donations and legacies received entered to year's outcome	20,471,598	20,486,865
<b>2. Monetary and other aid</b>	<b>-801,187</b>	<b>-352,297</b>
a) Monetary aid	-786,442	-358,154
b) Collaboration and governing body expenses.		-6,245
c) Reimbursement of aid and allocations	-14,744	12,102
<b>3. Sales and other ordinary trade revenues</b>	<b>1,407,568</b>	<b>1,177,125</b>
<b>6. Inventory</b>	<b>-2,549,226</b>	<b>-2,025,667</b>
<b>7 Other operating income</b>	<b>305,949</b>	<b>235,323</b>
a) Ancillary and other current management revenues	305,949	235,323
<b>8. Personnel expenses</b>	<b>-16,041,746</b>	<b>-15,493,614</b>
a) Salaries, wages and equivalents	-12,464,921	-11,986,965
b) Social security charges	-3,576,825	-3,506,648
<b>9. Other operating expenses</b>	<b>-2,298,816</b>	<b>-2,917,695</b>
a) External services	-2,314,888	-3,153,446
b) Taxes	-8,606	-20,846
c) Loss, impairment and change to provisions through trade transactions	24,678	256,597
<b>10. Depreciation of fixed assets</b>	<b>-683,010</b>	<b>-698,903</b>
<b>11. c) Subsidies, donations, capital legacies and other trade items entered to year's outcome</b>	<b>490,111</b>	<b>508,017</b>
<b>12. Surplus provisions (endowments)</b>		<b>-594,328</b>
<b>13. Impairment and outcome of disposal of fixed assets</b>	<b>0.00</b>	<b>4</b>
a) Loss and impairment		0.00
b) Outcome of disposals and others.		4
<b>13 B. Other outcomes</b>	<b>-575</b>	<b>11,609</b>
<b>OPERATING PROFIT (LOSS) (1+2+3+4+5+6+7+8+9+10+11+12+13)</b>	<b>325,677.78</b>	<b>349,839</b>
<b>14. Financial revenues</b>	<b>33,983</b>	<b>10,710</b>
b) Tradable securities and other financial instruments.	33,983	10,710
b2) Third-party	33,983	10,710
<b>15. Financial expenses.</b>	<b>-272,739</b>	<b>-185,264</b>
b) Debts with third parties	-272,739	-185,264
<b>17. Exchange rate differences</b>	<b>0</b>	<b>0</b>
<b>18. Impairment and outcome from disposal of financial instruments</b>	<b>0</b>	<b>0</b>
a) Loss and impairment	0	0
<b>A.2) FINANCIAL OUTCOME (14+15+16+17+18)</b>	<b>-238,755.95</b>	<b>-174,554</b>
<b>A.3) PROFIT (LOSS) BEFORE TAX (A.1+A.2)</b>	<b>86,921.83</b>	<b>175,285</b>
<b>A.4) PROFIT (LOSS) FOR FINANCIAL YEAR FROM ONGOING OPERATIONS (A.3)</b>	<b>86,921</b>	<b>175,285</b>
<b>A.5) OUTCOME FOR THE YEAR (A.4)</b>	<b>86,921</b>	<b>175,285</b>

## RECURSOS ECONÓMICOS (EN €)



## FUENTES DE FINANCIACIÓN 2010 TOTAL: 22.700.241 €



THIS INFORMATION IS SUBJECT TO AMENDMENT IN THE LIGHT OF THE FINAL CONCLUSIONS OF THE 2010 AUDIT





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