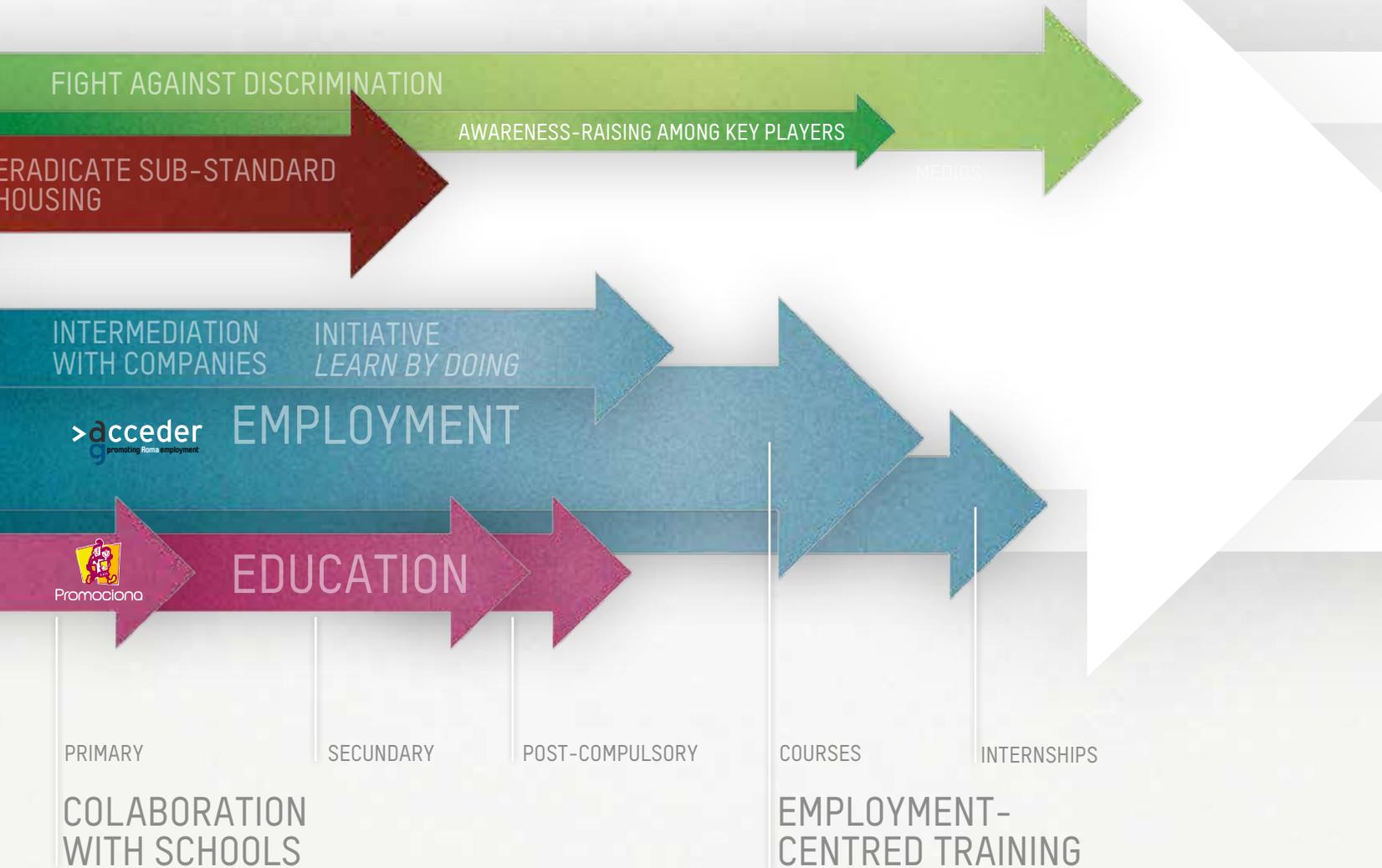


ANNUAL REPORT

2013



Fundación Secretariado Gitano



FSG
ANNUAL
REPORT
2013

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PRESENTATION



PEDRO PUENTE,
PRESIDENT OF THE FUNDACION SECRETARIADO GITANO.

“

Despite advances in recent years in EU inclusion and equal treatment policies, the actual impact on the lives of the Roma people has been scant. In Spain, while still immersed in the crisis, we at least have a work and inclusion model for Roma that is producing results and on a number of occasions it has even been used as an example of best practice at European level.

”

2013 has not been a good year for the 'Roma cause' and for the European project. Despite advances in recent years, especially thanks to the development of a European framework of policies of inclusion and equal treatment for the Roma minority, the actual impact on the lives of the Roma people has been limited. Much of the blame lies with the deep crisis that we continue to suffer, but what is even worse is that we are witnessing xenophobic, populist and specifically anti-Gypsyism messages and incidents in some states, that are failing to comply with either the spirit or the letter of Treaties, Directives and even national legislation in this area.

An emblematic case that was selected for the 2013 Fundación Secretariado Gitano Prize by our Board of Trustees involved the Roma student Leonarda Dibrani who was pulled off a school bus by the French police and deported to Kosovo, her family's country of origin, where she had never lived and whose language she does not speak.

While it is true that Spain is still immersed in the economic crisis being one of the EU countries hardest hit and where inequalities are rising the most (as described in the report *The impact of the crisis on the Roma community* which we published this year), we should recognize that at least has a working and inclusion model for Roma. This model is producing results, being even used in several occasions as an example of best practices at European level. In this regard it is worth mentioning that the Fundación Secretariado Gitano is one of the bodies that has made great contribution to this model.

As an example, in the sphere of vocational training and employment — through our *Acceder* programme— we have managed to continue with the trend, rising since its inception in 2000, of achieving labour contracts which now total over 52,000 with 3,000 new jobs added this past year. These results stand in stark contrast with the socioeconomic context we are enduring in Spain which in 2013 produced a chilling 26% unemployment rate. Employment remains one of the Foundation's major pursuits. In tandem with these tangible outcomes in terms of services and labour contracts, we are also innovating through new initiatives such as the *Aprender trabajando* (learning by doing) programme, a job training experience with the aim of the labour market inclusion of young people between the ages of 18 and 30 in risk of social exclusion, with a combination of theoretical training with practical experience within an authentic labour environment and a training pathway allowing participants to move through different job posts and work shifts in the same sector.

In education, another of our major priorities, we have the Promociona educational support and tutoring programme established in 40 cities where we work with over 1,100 students and their families. In this area the general context is equally harsh, with a school failure rate of 13% for school-age children in general and 64% for Roma youth. This latter figure forms part of the main conclusions drawn in the comparative study entitled *Roma students in secondary school* which we drafted and presented in 2013, together with a new awareness-raising campaign in education with the slogan "*Asómate a tus sueños*" (With studies your dreams come true).

In our work, which cover a number of other areas of intervention including health, housing, equal treatment, youth, gender issues, communication, etc. we work in close cooperation with several public administrations at European, national, regional, provincial and local level.

We have the financial backing of some of these administrations, especially the European Social Fund through the Ministry of Employment and Social Services, different ministries, especially Health, Social Services and Equality and through funding from the income tax programme and at all levels of the public administration. We are also receiving increasing amounts of funding from private enterprise and individuals which this year accounted for approximately 15% of the total. I would like to thank all of our benefactors for their trust and support, especially private partners and donors who, with their small contributions, help us to diversify our sources of funding and also to reinforce our independence and social base.

And lastly, on behalf of the Foundation's Board of Trustees, I would like to once again thank the excellent FSG team composed this year of 584 staff workers and 419 volunteers. 2013 has also been an especially relevant year in terms of in-house participation through a process of reflection or "rethinking" to identify the challenges we will need to tackle over the next several years and the role that we want our Foundation to play in the immediate future.

Pedro Puente Fernández
President of the Fundación Secretariado Gitano

VISION, MISSION, VALUES AND PRINCIPLES

The Fundación Secretariado Gitano (FSG) is an intercultural social non-profit organisation that provides services for the development of the Roma community throughout Spain and at the European level. Its activity started in the 1960s although it was not legally constituted until 1982.



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.

Our mission is to promote the access of Roma to rights, services, goods and social resources on an equal footing with the rest of the citizenry. To this end, the FSG develops all kinds of actions that contribute to achieving the full citizenship of Roma, to improving their living conditions, to promoting equal treatment and to preventing any form of discrimination, while promoting the recognition of the cultural identity of the Roma community. The diversity of our society renders interculturalism increasingly relevant, so we must project adequately the intercultural character of our organisation, both as our hallmark and as a proposal for society as a whole.

The FSG's long-standing work and acquired knowledge, the growing diversity of our society and the increasing presence of Roma in areas where different cultures co-exist all contribute to the importance of expanding and achieving the culmination of our mission in the promotion of intercultural co-existence in contexts of diversity, thus opening the door to working with other minorities and disadvantaged people.

FUNDACIÓN SECRETARIADO GITANO, FOR THE INTEGRAL PROMOTION OF THE ROMA COMMUNITY





VALUES

The following values underpin the FSG's actions and are held by all the people involved in the organisation:

HUMAN DIGNITY

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

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 reduced and where the most disadvantaged receive the support and resources needed to palliate their disadvantages.

INTERCULTURALISM

supporting and fostering an harmonic and plural society where all people have their place regardless of their culture or ethnicity, 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 society as a whole.



PRINCIPLES

Our actions are governed by the following principles:

TRANSPARENCY

The FSG publicises its actions and makes its actions, results, economic resources used and the source of those resources available to the general public. It likewise publicises the decisions and procedures underpinning these initiatives.

OPENNESS AND INNOVATION

The FSG works with a spirit of openness while 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 proper use of the funds and resources made available to it and always seeks to put them to the best possible use while striking the proper balance between funds invested and results obtained.

PROFESSIONALISM

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

FOCUS ON BENEFICIARIES

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

PARTICIPATION

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

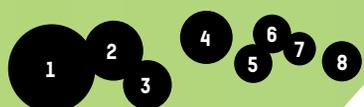
COOPERATION

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

ELEVEN OBJECTIVES, ONE STRA

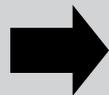
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Concentrate our activity around projects and services of considerable impact for equal opportunities and able to achieve significant results by 2014, especially in the areas of employment, education and housing.	Enhance our role in the defense of rights and in promoting the equal treatment of the Roma community.	Strengthen the FSG as an entity of reference in terms of its capacity to be recognised as a responsible interlocutor in the design of equality and inclusion policies at the local, regional and state levels.	Strengthen the international actions of the FSG and consolidate it as a major player at the European level.	Fortify the regional and local implantation of the FSG in the territories in which it already has a presence, while maintaining a coherent focus at the national level.	Broaden the social base of the FSG and its social influence.

EIGHT LINES OF ACTION



WHILE 2012 WAS THE YEAR THAT THE ECONOMIC CRISIS TOOK ITS GREATEST TOLL ON OUR FOUNDATION, 2013 WAS THE YEAR IN WHICH WE REPOSITIONED OURSELVES AND TOOK A STEP BACK TO CLARIFY OUR COURSE OF ACTION. TO THAT END WE LAUNCHED A PROCESS (STILL UNDER WAY) THAT WE CALL "RETHINKING THE FSG" DESIGNED TO MOBILISE THE ENTIRE ORGANISATION IN DEFINING THE CHALLENGES WE ARE FACING AND THE ROLE THAT WE WANT THE FSG TO PLAY IN THE FUTURE.

INTERCULTURALISM, 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 IN THE EYES OF OTHER SOCIAL ORGANISATIONS, PUBLIC ADMINISTRATIONS, OUR FUNDING AGENCIES AND THE PEOPLE WE WORK WITH.



7

Increase the weight of the promotion of Roma culture in all our activities.

8

Extend the scope of our work to other minorities and groups in situations of disadvantage, in order to achieve an impact in culturally diverse environments, and to gradually convert such integral work into a comprehensive intervention model that characterises our organisation.

9

Develop intercultural teams of professionals with a high level of satisfaction and competence, who demonstrate commitment and alignment with the mission and values of the FSG.

10

Maintain and enhance the quality of services and programmes in order for them to be more responsive to the needs of the persons to whom they are addressed and to achieve a greater impact on their living conditions.

11

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

Influence
policy, influence
society

Deepen the
intercultural
character of the
organisation, work
within and through
diversity

Organisational
development

Promotion
of culture
and social
participation

Economic
sustainability

OUR 2009-2013 STRATEGIC PLAN REFLECTS OUR DECISION TO BUILD THE DEVELOPMENT OF THE FOUNDATION ON AN APPROACH WHERE REAL EQUALITY IS ACHIEVED IN TERMS OF RIGHTS AND OPPORTUNITIES AND DISCRIMINATION IS ELIMINATED.

AT THE FSG WE BELIEVE THAT IN ORDER TO CONTINUE CARRYING OUT COMPREHENSIVE INTERVENTION, WE MUST TREAT CULTURAL DIVERSITY AS A COMPLEX PHENOMENON WITH MANY FACES WHICH WE HAVE TO LEARN TO MANAGE IF WE WANT TO CONTRIBUTE TO A MORE COHESIVE SOCIETY.

BOARD OF TRUSTEES

The Board is the governing and representative body of the Foundation. It is now composed of 14 people after board member Fernando Rey was elected president of the Council for the Promotion of Equal Treatment and Non-Discrimination on the Grounds of Racial or Ethnic Origin and decided to resign. Six members are Roma, three are from different levels of the public administration and the remaining three are from

other important areas such as the University, the Media, the Church and the Banking sector. 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 FSG Board is very active and likes to get involved directly in many of our activities. This year, for example, it was present in the closing ceremony of the Auxiliary Administration and Management initial professional qualification programme (PCPI) encouraging young people to continue with their studies, and in the training of social workers specialised in intervention with the Roma population through the University Diploma programme that the

FSG teaches in collaboration with the Public University of Navarre.

In 2013, the Board of Trustees held two plenary meetings: one on 20 June and the other on 18 December. The Standing Committee (composed of the President, Vice-President, Secretary and Director-General) held follow-up meetings on 24 January, 30 April, 17 September, 28 October and 27 November.



DECEMBER BOARD OF TRUSTEE MEETING

The FSG Board is very active and gets involved directly in many Foundation activities



SEVERAL BOARD MEMBERS ATTEND THE CLOSING CEREMONY OF THE AUXILIARY ADMINISTRATION AND MANAGEMENT INITIAL PROFESSIONAL QUALIFICATION PROGRAMME (PCPI) AT THE FSG OFFICE IN VALLECAS.

Pedro Puente Fernández
President



Bartolomé Jiménez Gracia
Vice-President



Álvaro Gil-Robles y Gil-Delgado
Honorary President



Antonio Vega Vega
Member



Emilio Rosillo Salazar
Member



Jorge Ribota Rogero
Member



Pilar Heras Hernández
Member



Rosalía Guntín Ubiergo
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



Juan Antonio Santiago Amador
Member



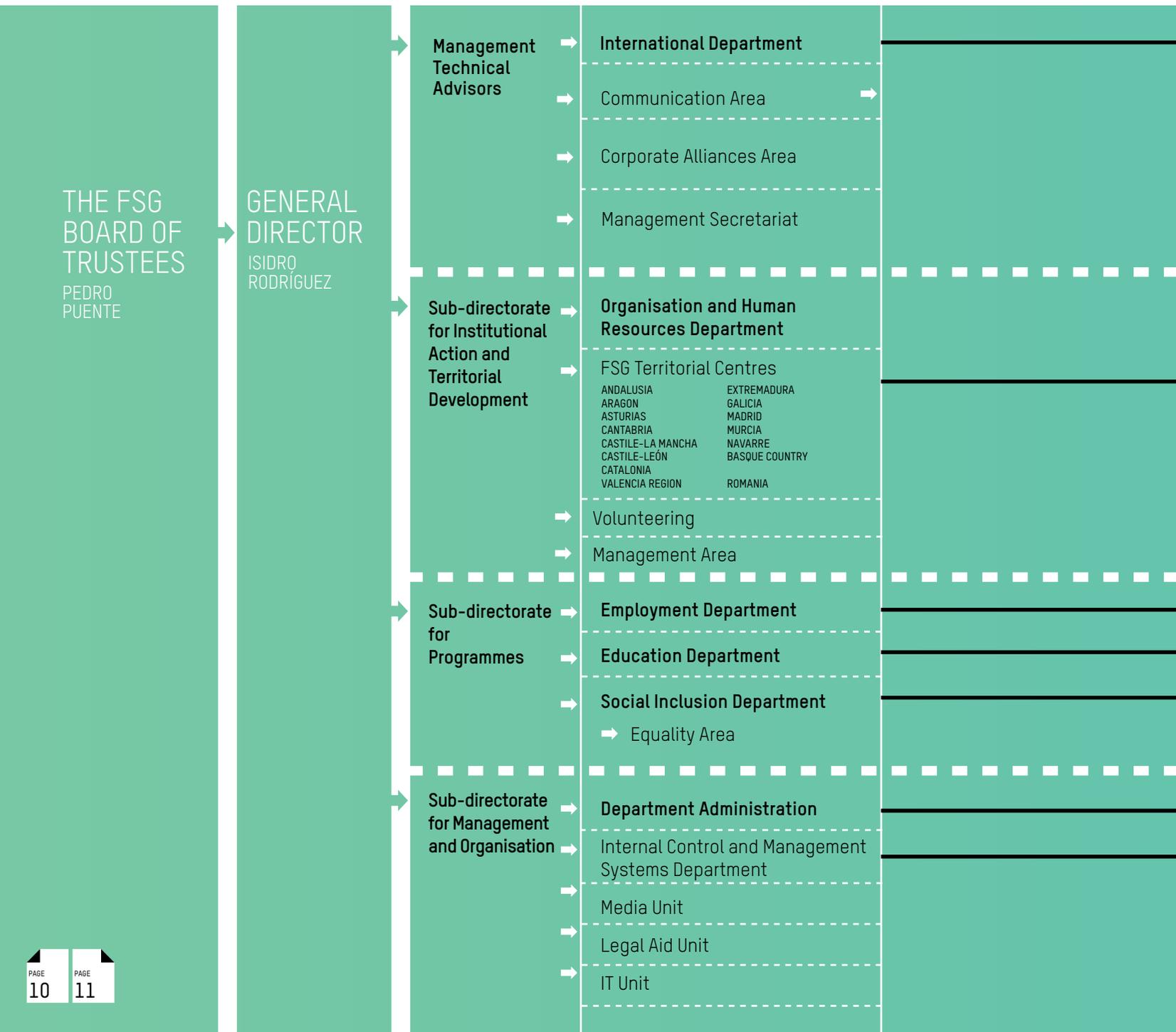
Valentín Suárez Saavedra
Secretary



ORGANISATIONAL STRUCTURE



DIRECTOR-GENERAL OF THE FSG, ISIDRO RODRÍGUEZ





PART OF THE FSG'S ADMINISTRATIVE TEAM: CHAIRMAN AND TERRITORIAL AND DEPARTMENT DIRECTORS

INTERNATIONAL. CAROLINA FERNÁNDEZ

DEPUTY DIRECTOR FOR INSTITUTIONAL ACTION AND TERRITORIAL DEVELOPMENT. HUMBERTO GARCÍA

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. EVA VERA
 MADRID. EDUARDO CONEJO
 MURCIA. JESÚS SALMERÓN
 NAVARRE. INÉS GARCÍA
 ROMANIA. BELÉN SÁNCHEZ-RUBIO

DEPUTY DIRECTOR FOR PROGRAMMES. JOSÉ SÁNCHEZ

EMPLOYMENT. ARANTZA FERNÁNDEZ

EDUCATION. MÓNICA CHAMORRO

SOCIAL INCLUSION. MAITE ANDRÉS

DEPUTY DIRECTOR FOR MANAGEMENT AND ORGANISATION. ANA GÓMEZ

ADMINISTRATION. SILVIA GONZÁLEZ

INTERNAL CONTROL. EMILIO CONEJO

INTERCULTURAL, YOUNG, PROFESSIONAL AND COMMITTED: KEY FEATURES OF OUR STAFF

OUR TEAM IS COMPOSED OF 584 PEOPLE, 74.3% OF WHOM ARE WOMEN.

23% OF OUR WORKFORCE IS ROMA



ANNUAL MEETING OF FSG STAFF IN AVILA



74.3% WOMEN

25.7% MEN

23.1% ROMA

76.9% NON-ROMA

WOMEN: 61%

MEN: 39%

People: hired staff, interns, service providers, volunteers... all of them are the main pillar of the Fundación Secretariado Gitano. Without them, without their daily work, their motivation, their commitment and their fortitude, the FSG's activity, the programmes and projects described in the following pages, would never have come to fruition. Without our people, the FSG's achievements would not be what they are.



WITHOUT THE ALTRUISTIC CONTRIBUTION OF VOLUNTEERS, THE
FSG WOULD BE UNABLE TO COMPLETE ITS MISSION

VOLUNTEERING

A BIG "THANK-YOU" TO ALL OF OUR VOLUNTEERS



VOLUNTEERS MAKE THIS COURSE POSSIBLE SO THAT ROMA YOUNGSTERS CAN OBTAIN THEIR COMPULSORY SECONDARY EDUCATION QUALIFICATION

JOSE LUIS • EMMANUEL • JOSE LUIS • CAYETANO • JOSE • Mª MATILDE • RAFAEL, PAMELA • FATIMA • PAOLA • IRENE • JACOBO • RAQUEL • JUAN JOSE • ALVARO • PILAR • MARIA • ANA • ANA LAURA • ASUNCION • ISMAEL • DEBORAH • OLYA • ANTONIO • PALOMA • LAURA • ANGEL • LAURA, MIGUEL • TAMARA • SARA • MACHKAY • ALEJANDRA • JESSICA • CARMEN • ELENA • MIRIAM • SILVIA • CARLA • CAMELIA ■ ANA, CARLOS • EDGAR • CARMEN • JOSE MANUEL • RAQUEL • ROCIO • MARIA • LAURA • CARMEN • ZACHARY • SILVIA • CARMEN • MICHAEL • LAURA • JUANJO • JOSHUA • SARA • Mª CARMEN • ANA ISABEL • JENNA • FRANCISCO • AARON • MARINA • ANTONIO • TERESA • Mª JOSE • LAURA • ELIAS • ANTONIO JESUS • DAVID • JENNIFER ■ NOELIA • RAMON • Mª ANGELES • REBECA • ANGEL • ABEL • ANGEL • TERESA • MARIA • SANDRA • JAVIER • DEVORA • MARIA CRISTINA • ANTONIA, BERNARDO • VICTOR • CAYETANO • Mª ILLUMINADA • BALDOMERO • LEIRE • ANDREAS • ESTEFANIA • FRANCISCO ANGEL • MANUELA • Mª DEL ROSARIO • MARIA ■ MIRIAM YUDIT • LETICIA • MICHELA • MERCEDES • ONOFRE • JESUS • ELVIRA • CARMEN • Mª JOSE • CECILIA • MARIA JOSE • SILVIA • Mª JOSE • BLANCA • CRISTINA • RAQUEL • RAQUEL • NOELIA • MARTA • LIVIA • MARIA ESPERANZA • MARINA ■ BLANCA PILAR • SARAY • LORENA • PAOLA • ANA, MANUEL • JAVIER • FRANCISCO • ANA MARIA • MARIA • IAGO • MANUELA • CLARA • FATIMA • ALVARO • CRISTINA • MARIA ANGELES • PATRICIA • PILAR • MERCEDES • SARA • GUIOMAR • MELISSA • AZAHARA • STEPHANIE • JUAN ANTONIO • CRISTINA • ZAIRA • MILAGROS • MARIA CLARA • ASCENSION • JESUS • JULIA • MARIA JESUS • MIRIAM • NOELIA • ENCARNACION • ALFONSO • PAULA • ALBA • RUTH • FATIMA • PABLO MANUEL • REBECA • CASANDRA • ANTONIO • SILVIA • JOAQUIN • JAVIER • CZESLAW • MIRIAM • JAVIER • SONIA • MANUEL • JUDIT • MARIA DOLORES • LORENA • LISA • CLAUDIA • ANA • TAYLOR • ELISA • SANDRA • ALKAIRO • SABEL • FERNANDO • MIRUNA • CELIA • GEORGETA • RAQUEL • EMILIO • ALEJANDRA • ALBERTO • LUMINITA • JOSE • LAURA • BELEN • GINESA • RAUL MANUEL • MARIA • SILVIANE • DESEADA • LUCIA • ISABEL • CRISTINA • LAURA • VERONICA • PIERRE • CAROLINA • VIRGINIA • ELENA • PAULA • Mª NAZARET DOLORES • CARMEN • MARIA VICTORIA ■ MARTA • MARIA ROSA • JUAN ANTONIO • PABLO • ANA • ADRIAN • SARA • NATALIA • PATRICIA • ANA Mª ■ ANA • Mª DOLORES • RAQUEL • SARA • ELENA • LUIS • TATIANA • ALBA • IULIA • FANNY • Mª ROSARIO • MARIA DEL CARMEN • JOSE JAVIER • SANDRA • MARIA SOL • CLARA • Mª DOLORES • JOSHUA • IRENE • CARLOS • ALBA • TIMOTHY SEBASTIAN • AMANDA • ENRIQUE • TAMARA • CLEMENTE • ESTRELLA • ELIZABETH • AMPARO • DIANA • ADELA • RICARDO • ANTONIO • JOSE MANUEL • ELISABET • ROCIO • JESUS • CRISTOBAL • ESTHER • ADELA • LUIS MAX • MARIA TERESA • SILVIA • Mª LUISA • DESIREE • MARLENE • JULIA • MARGARITA ■ NOELIA • BELEN • EDUARDO • ALBA • ESTEBAN • JUAN MANUEL • ALEJANDRA • FRANCISCO • ISABEL • ELVIRA • MARIA • INES • SARA MARIA • AMPARO • MARGARITA • SANDRA • LORENA • MARTA • ALBA • PALOMA • JUAN MIGUEL • NEREA • Mª JOSEFA ISABEL • SORAYA • RUTH PATRICIA • SANDRA • ROSA • MARIA JOSE • Mª BEGOÑA • JOSE MANUEL • JOSE • JESUS • JOSE MANUEL • ILEANA • JULIA • ESTHER • ADOLFO • YOLANDA • MARIA • MARIA DOLORES • MERCEDES • LARA • MAITE • ALBA • GRACIELA • Mª IMMACULADA • ANA BELEN MATILDE • Mª JESUS • OLAIA • GONZALO • VERONICA • JUAN ■ VICTORIA • ANA • MARIA ISABEL • ROCIO • HERMINIA • CARLOS • MIGUEL ANGEL • NOELIA • ANGEL • TRINIDAD • ITZIAR • AURORA • BEATRIZ • MARIAM • OLAIA • DOLORES • MARIA • LUIS • MARIA TERESA • MARIA JOSE • ELENA MARTINA • Mª JOSE • ANABEL • AGUSTIN • RAQUEL • SARA CORAL • SAMARA • CLAUDIA • LORENA • MARIA • GUADALUPE • SAMARA • JAVIER • JESUS • TAMARA • Mª SOLEDAD ■ CHABELI • NURIA • LOLA • PATRICIA • RAQUEL • MARGA • ANA • ASSMA • ESTHER • MANUEL JESUS • JESUS • REBECA • SOFIA • FRANCISCO • VANESA • ANTONIO • ELSA • CATALINA • CATALINA • RAQUEL • IRENE • ROCIO • MARIA • DAVID • EVA • MARIA JOSE • REMEDIOS • JESUS • REMEDIOS • CLAUDIA MARCELONA • AMPARO • BEATRIZ • PEDRO • MAITANE • EDITH SOCORRO • JAVIER • MARIA YUMARA • FABIAN • CARMEN • ALICIA • MARIA • CARMEN • JULYANNA • MARIA • ANA CARLA • FUENSANTA • DANIEL R. • IRENE • MARIA • IRENE • ISABEL • ELENA • VANESA • MARIA • ALBA • LUCIA

OUR SCHOOL SUPPORT AND TUTORING INITIATIVES ARE THE ONES REQUIRING THE MOST SUPPORT OF OUR VOLUNTEERS



BATUCADA (PERCUSSION) WORKSHOP IN LA CANADA, MADRID. THANKS TO OUR VOLUNTEERS

FIRMLY COMMITTED TO QUALITY AND TRANSPARENCY

At the FSG we remain firmly committed to quality and transparency. To that end, in 2013 we created the Internal Control and Management Systems Department designed to ensure the proper operation and continuous improvement of our management, quality and transparency systems.

Our main achievements this year were:

MANAGING BY PROCESS:

We developed 14 procedures that comprise the organisation's Process Management System that better integrates administrative processes with project management. This system is being validated by the administration and in 2014 will be implemented and certified under ISO-9001

RESULTS-BASED MANAGEMENT:

We continue trying to improve our services and programmes aligning them with a results-based model that is better integrated with the Foundation's strategy. The following initiatives are under way:

- Development of the Management Scorecard: The starting point is the FSG's Strategic Plan and the Annual Activities Planning that incorporates results indicators for each line of action and measures implemented during the year. To that end, the FSG has devised procedures and tools for the care, management and monitoring of the beneficiaries of our actions. There are three databases (Employment-Acceder, Education-Promociona and Social Action) now integrated in a single application called the Programme Portal that compiles the information and work undertaken with each person who benefits from our services.
- Development of an assessment system to check the degree to which we have complied with annual activity planning measures.
- A quarterly report on the status of the programmes managed by the Foundation.

CLIENT-CENTRED MANAGEMENT:

In 2011 and 2012 an evaluation system was implemented to assess beneficiaries' degree of satisfaction with the services and assistance provided by the FSG and that of the Foundation's other clients. This year we have disseminated the improvement plan at all levels of the organisation and

some of the proposals including a system to collect participants' complaints and suggestions, a standard procedure to record the satisfaction level of our external clients and participants and a procedure whereby to take note of and respond to the requirements of financial supporters, which have all been incorporated into the Management System to be implemented in 2014.

EXTERNAL / INTERNAL CONTROL SYSTEMS:

In addition to the Annual Accounts Audit at the close of each year, the public and private funds received by the FSG are controlled by different specialised bodies: The State's General Audit Service, the Managing Authority of the European Social Fund in Spain, municipal and regional audits and sworn auditors.

An "Internal Audit" body, responsible for devising and carrying out an annual audit scheme for the entire organisation, was created to enhance these checks, ensuring the early detection of problems and risks and to draw up improvement plans.

PARTICIPATION IN SPECIALISED PLATFORMS AND NETWORKS:

Another important aspect to boost quality is collaboration with other entities of the third sector to support initiatives in this connection. We participated in the creation of what is known as ICONG (Institute of Quality for NGOs) established in 2008 and sit on its Governing Board. Since 2002 we have subjected ourselves to different third sector quality assessments (with reports from the Lealtad Foundation and collaborating in similar or sectoral reports).

Furthermore...

We participated in the creation of what is known as ICONG (Institute of Quality for NGOs) established in 2008, and sit on its Governing Board.

In 2013, the Lealtad Foundation again recognised the FSG's observance of the 9 Basic Principles of Transparency and Good Practice for NGOs.



2013 SITUATION

THE ROME C

FSG ANNUA

2013 IN FIG

COMMUNITY

REPORT

URES

BAD TIMES FOR THE FOR THE EUROPEAN

This has not been a good year for the 'Roma cause' or for the European project. In 2013 we witnessed the two faces of the European Union (EU) as concerns the Roma minority. On the one hand, the face of the European Commission and the Parliament—which the Foundation has deeply welcomed—speaks of the rights and liberties of the Roma people, of inclusion policies, National Strategies, the use of Structural Funds, etc. and, on the other, we have the Member States which often make statements and implement measures which directly harm the Roma community and their rights as citizens and which are incompatible with the European project and the values and principles it purports. Unfortunately, this is what has stood out in 2013.

In recent years progress has been made in the development of a European framework of inclusion and equal treatment policies for the Roma minority in which the European Commission and the Parliament have played a role; however, we have all witnessed how the actual impact on the lives of Roma is scant and, what

is worse, is how Member States often breach both the spirit and the letter of the treaties, directives and even their own national legislation, while the response from the EU institutions to these cases has been feeble.

The Roma population does not feel sufficiently protected by EU institutions. Equal treatment is not guaranteed, the right to free movement of European citizens is not respected, families are criminalised and expelled from one State to another without proper legal guarantees, institutional statements damage the image of Roma people and incite discrimination and exclusion and, on top of all that, Member States have failed to comply with the commitments they acquired under the National Roma Integration Strategies. In fact, populist and xenophobic discourse (which is gaining ground in Europe) is contributing to a rise in anti-gypsyism, racist attacks and hate speech.

These are bad times for the Roma people and therefore these are bad times for the European project.

Leonarda Dibrani, the '2013 FSG Prize', embodies the crude reality of the discrimination faced by millions of Roma in Europe. This young girl was pulled off a school bus by the French police to be deported to Kosovo, her family's country of origin, where she had never lived and whose language she does not speak. Her education, dignity, rights and future were ignored, the sole focus being her Roma ethnicity.



'ROMA CAUSE', BAD TIMES PROJECT

LEONARDA DIBRANI, A SYMBOL OF ANTI-GYPSYISM

The economic crisis that Spain and Europe are undergoing is not only taking a heavy toll on a large part of the Roma community —and other vulnerable groups—, significantly lowering their standard of living and snuffing out their hopes but also, and this is even more cruel, it is making Roma people (and other minorities) scapegoats, accusing them of taking advantage of the system and making things worse for the middle class and workers.

The real tragedy is that this exploitation, which exacerbates hatred, racism, aggression and hate speech against the Roma community, is being promoted by democratic governments that are violating European directives and the laws of their own countries which prohibit discriminatory treatment, and are doing so with no regard for legality or justice but are simply taking advantage of the most despicable and dangerous sort of populism.

The case of Leonarda Dibrani is a true reflection of today's harsh reality. She was pulled off a school bus by the French police for deportation, together with her parents and siblings, to Kosovo,

her family's country of origin, where she has never lived and whose language she does not speak. Her education, dignity, rights and future are ignored, the sole focus being her Roma ethnicity. In this case (and in many others) the French government intends to show that it is taking a hard line against Roma immigrants, or more accurately against Roma in general as has been happening throughout history in Europe, but even to a greater degree in difficult times in which Roma have become the scapegoat to pacify societies in crisis.

The Foundation awarded the '2013 FSG Prize' to Leonarda, as a way to denounce the discriminatory treatment that so many European Roma have been suffering in recent years and to support the courage of the vast majority that, despite everything, wants to continue advancing.

In 2013 the FSG raised its voice against these atrocities taking place in Europe. For instance, we presented a formal protest against the French Government at a meeting with its ambassador in Spain, Jérôme Bonnafont, where we expressed our **concern** over the current situation of the Roma community in France and our consternation over the fact that the very country which illuminated the path towards personal freedom for its citizens is now turning its back on the Roma.

IN NOVEMBER THE FSG MET WITH THE AMBASSADOR FROM FRANCE TO EXPRESS ITS CONCERN OVER THE SITUATION OF THE ROMA COMMUNITY IN FRANCE AND TO SHARE ITS EXPERIENCE.



The Europe we are building is based on citizenship and the protection of fundamental rights and principles such as equality; the construction of this project cannot leave out over 6 million individuals because they are Roma.

'PALABRA DE GITANO' (ROMA WORD OF HONOUR), TV RATINGS AT THE EXPENSE OF THE DIGNITY OF AN ENTIRE COMMUNITY

Fortunately, things have not gone this way in Spain. The effects of the never-ending crisis are still plain to see but the reaction of our citizens has also been atypical. There has been no social or institutionalised response fostering hatred or rejection of Roma. The overarching idea here is that we are all suffering the crisis and there is a sense of solidarity with those who are worse off.

However, this reasonable response is not thanks to the way that some media have portrayed the Roma people. In February Channel Four launched the highly-touted programme on prime time called "palabra de Gitano" (Roma word of honour), a series of documentaries about Roma allegedly to show "what Roma are really like".

The programme provides a stereotypical, hackneyed and negative view of certain aspects of the lives of some Roma. The main issue, however, is that the use of the social image of the Roma people for commercial profit is by no means innocent and has negative consequences for the everyday lives of Roma, feeds social rejection and discrimination and is an affront to the dignity of hundreds of thousands of people. That is the view taken by the FSG and the other entities of the Roma associative movement grouped together under the State Council of the Roma People which for an entire year accused that television channel of padding its ratings at the expense of the image and dignity of an entire community; unfortunately we were unsuccessful in getting it off the air.

Roma word of honour is a caricature offering a stereotyped, hackneyed and negative image of Roma which feeds social rejection and discrimination and is an affront to the dignity of hundreds of thousands of people.



THE SOCIAL

From the social point of view, 2013 was another bad year dominated by the crisis. Employment indicators show a declining trend, the social protection system has suffered further cutbacks and people's rights, living standards and expectations have eroded. The situation gets worse year after year and there is still no light at the end of the tunnel and the most devastating effects are felt by those who were already vulnerable or socially excluded which is the case of two-thirds of the Spanish Roma community.

With a view to taking a more in-depth look at the consequences the crisis is having on the Roma community, in 2013 we compiled the report called "*The impact of the crisis on the Roma community*" based on the reality and needs of the people we serve at our offices throughout Spain (over 55) and which reveals the serious and disproportionate effect that the crisis and austerity measures are having on Roma.

The story is about need, deterioration and precariousness which could lead to stagnation or to a reversal of the progress made by the Roma people over the last 30 years.

NO EMPLOYMENT, NO FUTURE

- The unemployment rate stands at 42%, 17 points higher than the rest of the population, coupled with poor access to unemployment benefits.
- 36% of all households depend on mobile trading or street markets but the economic situation has eroded their earning power and they can no longer make their living in this way.
- More than a quarter of families depend on non-regulated occupations and a subsistence economy.

EDUCATION, A RETURN TO THE PAST

- The reduction in subsidies, school meals, school supplies, etc. could take us back to where we were in the 1980s. A percentage of Roma students cannot afford school supplies or meals.
- The lack of aid and support and tutoring measures especially affects the students encountering the greatest difficulties. Academic failure and early school leaving among Roma youngsters is on the rise.
- Neglecting education is a big step backwards and is tantamount to condemning the young generations to poverty even after the crisis.

INCREASINGLY POOR AND EXCLUDED

- Even before the crisis, Roma families accounted for 12% of the severe exclusion in our country. Today, the incomes and stan-

SITUATION OF SPANISH ROMA FAMILIES

Standard of living of these families are swiftly declining, exacerbating poverty, exclusion and their dependence on dwindling welfare benefits.

- Many young families are facing eviction from their purchased or rented homes and this has led to overcrowding and having to depend on the generosity of the extended family.

CUTBACKS IN SOCIAL PROTECTION

- The measures taken to restrict access to minimum income benefits are having a devastating effect on many Roma. Many people who were independent have had to once again apply for welfare benefits.
- The reduction in dependency benefits has affected many Roma families who are caring for dependent persons.

DANGER OF A RESURGENCE OF SHANTY TOWNS

- Evictions are affecting many young Roma families who bought or rented housing in recent years and their

parents who signed as guarantors of their financial obligations.

- Families are finding it extremely difficult to make mortgage or rental payments or even to meet everyday housing-related expenses (heating, electricity, water, etc.).
- Some Roma who find themselves in desperate situations are increasingly turning to substandard housing, shanty towns, squatting and illegal utility connections.

THIRD-CLASS EUROPEANS

- The new reform has severely limited the right of Eastern European Roma to health care: they are not entitled to a health-care card, encounter difficulty gaining access to vaccinations and emergency-room care at hospital, are victims of confusion in the processing of paperwork, etc.
- The situation of Eastern European Roma has become even more difficult in Spain, reaching situations of extreme poverty in many cases.



The crisis and social protection cutbacks are having particularly devastating effects on those who were already vulnerable or socially excluded which is the case of over two-thirds of Spanish Roma families.

2013, A YEAR FOR ORDER TO REMAIN

While 2012 was the year that the economic crisis took its greatest toll on the Fundación Secretariado Gitano, 2013 was the year in which we repositioned ourselves and took a step back to clarify our course of action. To that end we launched a process (still under way) that we call “**Rethinking the FSG**” which has mobilised the entire organisation, ranging from the Board of Trustees to our team leaders, in defining the challenges we are facing and the role that we want the FSG to play in the future.

At our organisation we are aware that in our 30 years of existence we have made a significant contribution to the advancement of the Spanish Roma community and have also addressed the “Roma issue” at European level. Now, with this initiative, we are seeking to clarify our approach, mission and the direction we would like to see the FSG take over next several years with a view to **remaining viable and valuable to the Roma people** and our society.

STRIVING TOWARDS EQUAL OPPORTUNITY

In 2013 we earmarked just over €18 million for our work to promote the social inclusion of Roma, raise their standard of living, reduce the inequality gap, defend the dignity of this minority and denounce the abuses they suffer; in short, to create real opportunities for a brighter future for Roma and also for the society that we all aspire to.

With these economic resources, committed professionalism and the high quality of our team consisting of nearly **600 workers** and over **400 volunteers**, the FSG directly served over **25,000 Roma individuals** in **76 Spanish cities**, through **404 projects** which have touched the lives of **over 100,000 people**. And we accomplished this with a **pragmatic work approach**

In 2013 we have been “rethinking” the FSG in order to clarify our approach, mission and the direction we would like to see the FSG take over next several years with a view to remaining viable and valuable to the Roma people and our society.

ONE OF THE CONFERENCES FORMING PART OF THE PROCESS “RETHINKING THE FSG” IN WHICH THE ENTIRE ORGANISATION HAS PARTICIPATED.



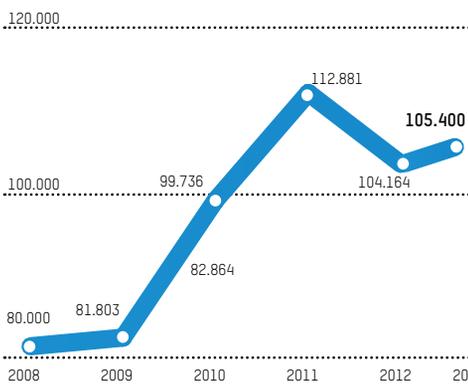
“RETHINKING” THE FSG IN EFFECTIVE AND VALUABLE

and through initiatives, programmes and services **designed to bring about real change** in the lives of Roma.

The backbone of our work is formed by *Acceder* and *Promociona*, the two major programmes through which the FSG is actively contributing to protect many Roma families from

exclusion in these times of crisis, while at the same time achieving concrete results in terms of gaining access to employment, reducing the school dropout rate and enhancing the qualifications of Roma youth. Here we have two programmes which prove that Roma want to and can study and want to and can work; all one needs to do is provide them with the necessary means and resources.

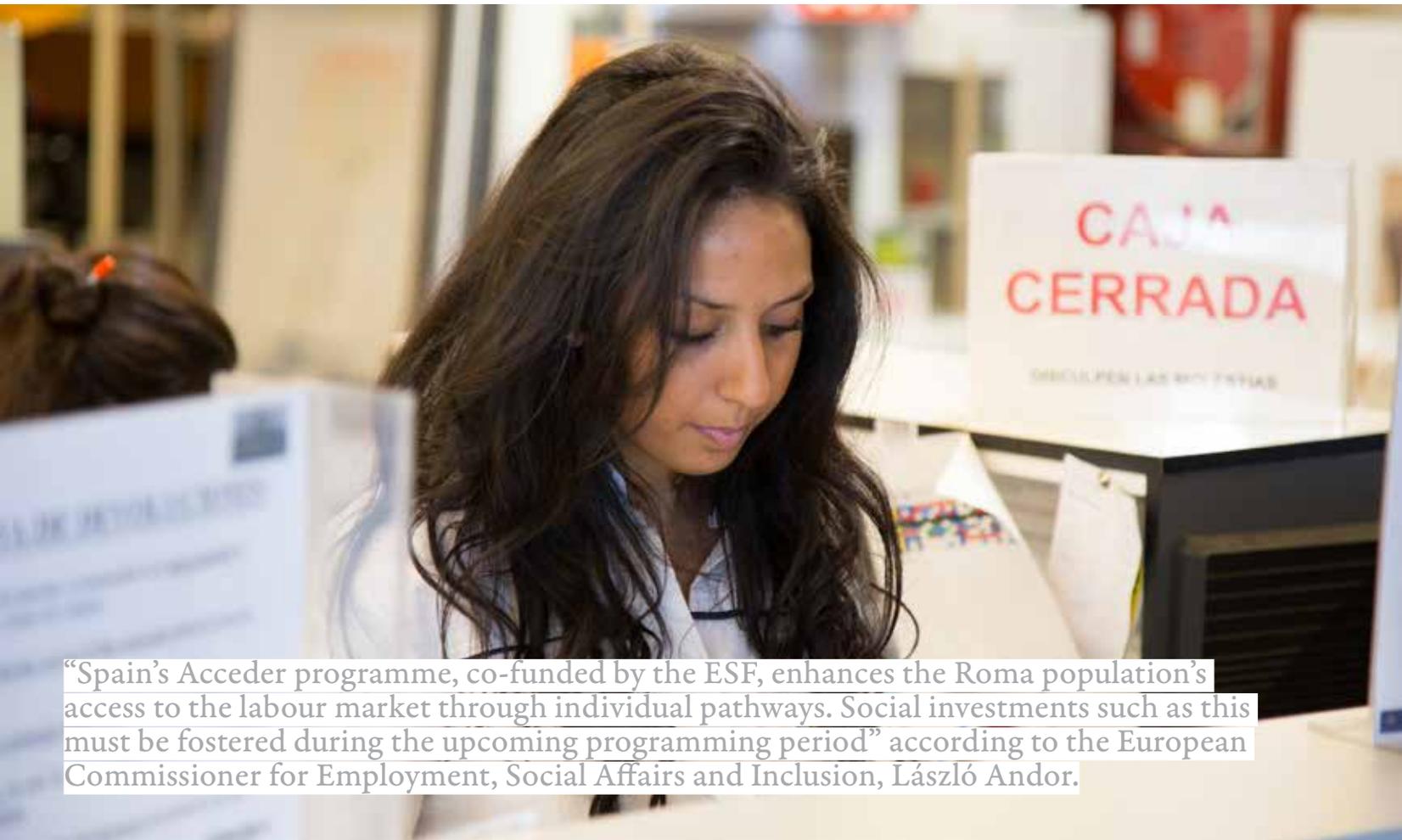
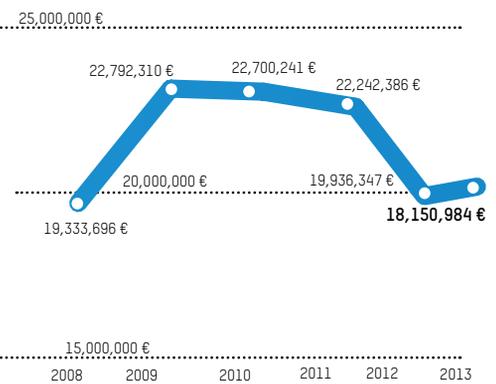
2013 BENEFICIARIES



2013 PROGRAMMES



BUDGET: (€)



“Spain’s *Acceder* programme, co-funded by the ESF, enhances the Roma population’s access to the labour market through individual pathways. Social investments such as this must be fostered during the upcoming programming period” according to the European Commissioner for Employment, Social Affairs and Inclusion, László Andor.

We have also continued to develop projects targeting family accompaniment, the fight on **child poverty**, the eradication of **shanty towns**, services for **Roma immigrants** from Eastern European countries, the promotion of **health**, etc. We have developed **awareness-raising campaigns** and initiatives which have had an impact on institutions and have touched tens of thousands of individuals. We have furnished **scholarships** to help people continue their studies, developed actions to defend **victims of discrimination** — even before the courts— and we have spoken out in defence of the ‘Roma cause’. We have sponsored initiatives to promote **gender equality** and to put a stop to **gender-based violence**, undertaken **studies** and drawn up **reports** and have contributed with ideas of how to influence the policies which affect the lives of Roma people. And we have accomplished this in an effective and responsible way and continue to be a role model in the fight on exclusion and the social advancement of the Roma community.

As this Annual Report was being drafted, the European Commission had just published a Communication on the implementation of the *National Roma Integration Strategies* in the 28 countries of the EU in which it **explicitly stressed the key role played by the Fundación Secretariado Gitano in achieving the social and labour market inclusion of the Roma community** in Spain as the intermediate body of the *Operational Programme to Combat Discrimination*, one of the operational programmes of the European Social Fund in our country. It also explicitly mentioned the *Acceder* training and employment programme, calling it one of the few systematic measures existing at national level in the EU.

We believe that for another year running the FSG has successfully carried out its mission based on our strong social commitment, ethical management and effective use of resources and thanks to the Foundation’s personnel and the institutions and people that have lent their support, encouragement and solidarity.

INFLUENCE POLICIES AND SOCIETY

The FSG not only provides services and conducts social intervention programmes, but we also have a clear mission to influence the policies that affect the most disadvantaged, especially Roma. As part of our institutional activity, we participated in the main fora and dialogue councils with the public administrations in our field both in Spain and Europe. This year, for instance, we received here at our headquarters a visit from the UN Special Rapporteur on Racism, Xenophobia and other forms of intolerance, Mutuma Ruttere. In his report on the visit **he linked cutbacks and austerity policies to the rise in racism in Spain**, and devoted a specific chapter to the difficult situation that the Roma community is enduring at the moment.

We also want to influence the society at large and the Roma community through awareness campaigns. This year we would draw attention to the launch of “Asómate a tus sueños” (With studies your dreams come true) designed to combat early school leaving by a large percentage of the Roma students. This project was comprised of a number of different actions: castings done in 21 cities; mentoring for young people alongside prestigious professionals helping them to fulfil their dreams; and a concert to disseminate the project. (See p. 84)

This year we also worked on the Council of Europe awareness-raising campaign called “*Dosta! Enough, Go beyond prejudice, discover the Roma!*”, a project developed with the collaboration of the Ministry of Foreign Affairs, the Ministry of Health, Social Services and Equality and the State Council of the Roma People. The aim is to raise awareness as to the need to combat the stereotypes and prejudices affecting the Roma population. (See p. 68)



VISIT TO THE FSG FROM THE UN SPECIAL RAPPOURTEUR ON RACISM, XENOPHOBIA AND OTHER FORMS OF INTOLERANCE, MUTUMA RUTTERE.



© Julio Salinas

PROMOCIONA, THE FSG'S OTHER MAJOR PROJECT, AIMS TO INCREASE THE NUMBER OF ROMA STUDENTS WHO COMPLETE SECONDARY SCHOOL AND CONTINUE WITH THEIR STUDIES, BETTER PREPARING THEM FOR THE LABOUR MARKET.



DIRECTOR OF THE FSG IN EXTREMADURA, MAYTE SUAREZ, AT A SPEECH BEFORE THE EUROPEAN PARLIAMENT ON 9 APRIL CALLING ON THE EUROPEAN UNION TO PUT AN END TO DISCRIMINATION AGAINST THE ROMA PEOPLE.

EFFECTIVE AND RESPONSIBLE MANAGEMENT

From an economic point of view, 2013 was a year of stabilisation which could be viewed in a positive light in the aftermath of the dramatic decline in subsidies in 2012. Revenues were above €18.2 million which ensured the continuity of our most strategic services and programmes. We also managed to avoid the cash-flow difficulties encountered last year and were much more efficient.

While funding from the regional and local governments remains weak (less than 25%), economic support from the European Social Fund rose (over 7.5 million) as did subsidies granted from the income tax scheme (over 2.6 million).

CORPORATE PARTNERSHIPS WITH THE PRIVATE SECTOR

Although our funding is still mainly public, private funding is growing gradually and this year accounted for approximately 17% of the total. The FSG has been instrumental in establishing increasingly stable and productive relationships with the private sector, a significant accomplishment not only because this implies new and more diverse sources of funding in these difficult times but also means that many private institutions are becoming interested in the 'Roma cause'. Associating the reputation of many of these entities with Roma integration projects contributes

to changing their social image. Moreover, this trust on the part of other institutions means recognition for the FSG and backing for the quality and seriousness of our projects.

In light of volume, impact and stability, we would make special mention of our collaboration with "la Caixa" social fund which has collaborated through its programmes such as *Caixa-Pro children*, *Incorpora* and *ICI*, but also lent direct support to some of our emblematic initiatives such as *Aprender trabajando* (Learning by doing), *Acceder*, *Promociona...* In 2013 its support allowed us to provide direct services to 4,500 people.

Equally worthy of mention is our cooperation with the **Accenture Foundation** in the sphere of social innovation applied to our employment programmes or the support received from institutions such as the **Barclays Foundation** or the **Caja Madrid Social Fund** for the development of *Acceder* and *Promociona* throughout the different regions.

Of particular relevance was the commitment made by many institutions to the education of Roma children through their support of our *Promociona Programme* or our *Promociona* classrooms in different Spanish cities. In this regard we would like to acknowledge the **Porticus Ibérica Foundation**, the **Juan Entrecanales de Azcárate Foundation**, the **Mutua Madrileña Foundation** and the **Santa María Foundation**.



SIGNING OF THE RENEWAL OF THE COLLABORATION AGREEMENT BETWEEN THE FSG IN CASTILE-LEON AND "LA CAIXA" SOCIAL FUND.

OVERVIEW OF OUR MOST SIGNIFICANT WORK IN 2013



ACCESS TO EMPLOYMENT IN TIMES OF CRISIS



Acceder is the tool devised by the FSG to help Roma find employment, particularly wage and salary employment or self-employment. This initiative has been instrumental in the social inclusion of Roma and has been very effective due to its personalised approach tailored to each person and the different enterprises.

In 2013, in a context of unbearable crisis with unemployment rates above 25%, this programme managed to procure **4,500 labour contracts** and **2,961 people were employed**, an increase of **14%** over 2012.

That explains why *Acceder* is gaining in prestige and recognition from Spanish and European institutions as an effective tool for the integration of Roma.

More information on the FSG's work in the area of employment starting on page 36.



ONGOING INNOVATION IN OUR WORK IN THE AREA OF EMPLOYMENT

In 2013 we searched for and implemented new employment initiatives.

Together with the Red Cross and with the support of the ESF and "La Caixa" Social Fund, we implemented *Aprender Trabajando* (Learning by doing), an initiative designed to create employment opportunities for young people in risk of exclusion through **17 "on-the-job training schools"** set up in large enterprises where over **300 youth** have had the opportunity to learn by doing. Our goal for 2015 is to increase that total number to **960 young people** trained at **45 training schools**.

The other new initiative goes by the name *Gente Profesional* (Professional People) which works side-by-side with firms in search of excellence through *Acceder*.

See pages 42 and 43 for more information on these two employment initiatives.

ASSISTANCE NETWORK FOR VICTIMS OF DISCRIMINATION



Fighting discrimination is one of the Foundation's main lines of work. Through our Area of Equality we provide assistance to victims of discrimination, even before the courts; we train key agents, we actively participate in different platforms and are members of the boards of international organisations such as the European Union Agency for Fundamental Rights, etc.

This year we have also managed the public contract for *Assistance Service for Victims of Discrimination* attached to the Directorate-General for Equal Opportunities, working in close collaboration with six social entities belonging to the network of field offices of the Council for the advancement of equal treatment. (See p. 71.)

More information on the FSG's work in the area of equal treatment starting on page 68.

KNOWLEDGE REQUIRED TO BRING ABOUT CHANGE

The FSG has been involved in undertaking and disseminating studies since its founding. Only with reliable data concerning the reality we are facing we can expect to effectively influence policy in a responsible manner and properly focus our own activity.

In 2013 the main milestone in this connection was our report entitled *“Roma students in secondary school, a comparative study”* which was an x-ray of the educational situation of the Roma student body compared with the overall population. The results are clear: **64% of Roma students fail to attain their secondary education diploma** compared with a 13% failure rate for the total student body. No significant headway will be made in social inclusion or the advancement of Spanish Roma if our society is not able to turn these figures around (see p. 46 for more information).

Also in 2013 we drafted a report on *“The impact of the crisis on the Roma community”* the results of which show clear deterioration of the standard of living of the Roma community. (See p. 56 for further information.)

Again this year we published our Annual Report on Discrimination and the Roma community which is a compendium of real, well-documented cases of discrimination and the progress (or lack thereof) made in the enforcement of anti-discrimination policies. (More information starting on p. 68.)



COMBATING CHILD POVERTY

Through the “Caixa Foundation’s” *Caixa Pro-children* programme we worked in seven cities and served **2,750 children** and their families with monies earmarked for food, clothing, eyeglasses and school supplies and took part in after-school tutoring, psycho-pedagogical care, socio-educational initiatives and family support.

More information on the FSG’s work in the area of poverty and extreme social exclusion starting on page 62.



EDUCATION TO CHANGE THE FUTURE



Promociona is another of the FSG’s major projects. We are encouraged by the fact that the objective for the next several years is for the majority of Roma children to complete their compulsory secondary education and continue on to post-compulsory studies and hence be better prepared to enter the labour market, a goal which unfortunately is still far from reality.

Through this programme, in 2013 the FSG has provided counselling and tutoring to over 1,023 Roma families, has collaborated closely with 325 schools and provided quality tutoring to 1,182 students, the vast majority (975) having been in one of our 88 *Promociona classrooms*. The figures speak for themselves: 73.5% of the youngsters we work with who are in their last year of compulsory secondary education graduated and 96% of those continued with their studies.

More information on the FSG’s work in the area of education starting on page 46.

EUROMA, BENCHMARK IN EUROPE



The FSG continued to be heavily involved at European level. We would draw attention to the important role it is playing in the **EURoma Network**, inspired by our Foundation with the support of the Ministry of Employment and Social Security and the European Commission. This is a network of public administrations from 12 Member States whose purpose is to promote the use of Structural Funds for the social inclusion of the Roma population.

We would stress the impact that EURoma has had over its seven years of existence and particularly now as it has contributed to the priority that has been put on the Roma community for the upcoming 2014-2020 period of Structural and Investment funds.

More information on the FSG’s work in the international arena starting on page 74.

OUR CHALLENGES FOR 2014

For next year the FSG expects an increase in its budget compared with 2012 which should be in the vicinity of €19 million thanks mostly to the reallocation made by the Ministry of Employment (ESF) to implement a new FSG - Spanish Red Cross joint initiative targeting young people.

With the exception of this specific programme, public funding cuts will continue and therefore we have prioritised those programmes and services with a high impact and the capacity to bring about change in the lives of those with whom we work.

FOLLOWING ARE THE MAJOR PRIORITIES OF OUR WORK PLAN FOR 2014:

IN EMPLOYMENT

- Boost training and intermediation initiatives within the framework of the **Acceder** programme. We expect to exceed the figure of 16,000 people served and to procure over 4,500 work contracts.
- Implement the new youth initiative **Aprender Trabajando** (Learning by doing) in 16 cities. This project provides six months of practical on-the-job training. Our expectation for 2014 is for approximately 500 Roma youth in risk of social exclusion to benefit from this learning initiative.

IN EDUCATION

- Continue extending our school support and tutoring programme **Promociona** to 40 cities and exceed the threshold of 1,000 students. **Promociona** is the best instrument we have to address the dramatic school failure rate (64% of the Roma student body fails to obtain their compulsory secondary education diploma).
- Involve more private companies in the education of Roma youngsters through sustained financial support of **Promociona** classrooms. Currently six of our classrooms are operating with private funding.
- Expand the coverage of the programme to facilitate access to and staying in high school and university studies for Roma youth and procure scholarships for 380 students.
- Continue raising the awareness of Roma youth and their families as to the importance of completing secondary school. Prepare the new awareness-raising campaign for 2014-2015.

IN HOUSING

- Given that 2014 is a decisive moment in ERDF programming for the 2014-2020 period, we will try to influence the design of the operational programmes and promote seminars and meetings with key administrations to put the elimination of shanty towns at the top of the agenda for the upcoming period.

PLANNING THE FUTURE OF THE STRUCTURAL FUNDS AND INNOVATION.

- This is a key year in the planning of the Structural Funds for the 2014-2020 period. We will put a priority on making sure that the Roma community is taken into consideration for the new period with a view to making substantial headway in the areas of employment, education and housing.
- Another major challenge is the implementation of the proposals arising from the "Rethinking the FSG" process that the organisation has undergone in 2013 and which will take the form of new approaches and innovative programmes.

PLUS...

- Broaden the Social Base: We will make a concerted effort to involve the beneficiaries of our services and programmes as real participants and players. This entails accountability sessions and plans for the future with the beneficiaries.
- We will intensify our assistance work and support of victims of discrimination through our Network Offices.
- Support for this activity will come from the transfer of Acceder to Italy, our continued activity in Romania and the work of the two European networks that the FSG and the Spanish Government have promoted (EURoma and EURoma+).



 ➔ LOCATIONS WITH A HEAD OFFICE

 ➔ LOCATIONS WHERE WE WORK WITHOUT FIXED HEADQUARTERS

14 THE FSG IS PRESENT IN 14 AUTONOMOUS COMMUNITIES
54 THE FSG'S 54 WORK CENTRES
76 LOCATIONS WHERE THE FSG WORKED IN 2013

2013 IN FIGURES

419 volunteers

23% of the FSG's workforce is Roma

ROMA

ACTIVITY
TURNOVER

18,150,984 €

404 Programmes:

76 locations in

14 Autonomous Communities

105,400
beneficiaries

EDUCATION

323 scholarships for secondary and higher education

1,182 students participated in our *Promociona Programme*

88 *Promociona Classes*

EMPLOYMENT

16,274

people served through our employment offices

4,501

employment contracts signed through the *Acceder Programme*

2,961

people found a job

497

training initiatives

370

agreements signed with companies

FROM EASTERN EUROPE

1,435

Roma from Eastern Europe benefited from our specific actions

EQUAL TREATMENT

168

cases of discrimination registered

1

strategic litigation won in the Courts

SOCIAL INCLUSION

We reached

15,402

people

88

programmes

HEALTH

5,579

people benefited from our prevention programmes

CAMPAIGN "FULFIL YOUR DREAMS"

312

Roma adolescents took part in our casting

10

companies involved

40

young people fulfil their dreams in a mentoring

HOUSING

1,256

people benefited directly

667

families that have managed to leave the shanty towns

ACTIVITY REPORT

EMPLOYMENT

EDUCATION

HOUSING

SOCIAL INCLUSION

HEALTH

YOUTH

SOCIAL COMMUNITY ACTION

EQUALITY

EQUAL TREATMENT

GENDER EQUALITY

INTERNATIONAL

COMMUNICATION

PROMOTION OF CULTURE

DOCUMENTATION



EMPLOYMENT

BUDGET: EUR
12,353,784 €

PEOPLE ASSISTED:
24,379

PROGRAMMES
EXECUTED: 158

DIRECTOR OF THE
EMPLOYMENT
DEPARTMENT:
ARANTZA FERNÁNDEZ

JANUARY

THE FSG'S START-UP FIRMS TAKE PART
IN THE II INSERTION BUSINESS FAIR,
INSERTION IN GUIPUZCOA

FEBRUARY

MARCH

THROUGH ACCOMPANIMENT AND
SELF-EMPLOYMENT PATHWAYS,
ACCEDER REACHES THE FIGURE OF
150 COMPANIES FORMED

APRIL



COMMENCEMENT OF EPLEA+
ROLLOUT AT ALL ACCEDER OFFICES

MAY

UZIPEN MADRID SELECTED AS ONE OF THE 10
SOCIAL START-UPS TO PARTICIPATE IN THE THIRD
EDITION OF THE "MOMENTUM PROJECT"



JUNE

THE START-UP FIRM UZIPEN LEÓN EXPANDS
ITS ACTIVITY WITH THE OPENING OF A NEWSPAPER
KIOSK IN THE CITY CENTRE
PAMPLONA, SANTANDER, GRANADA AND PATERNA
JOIN THE INCORPORA NETWORK



THE EUROPEAN COMMISSIONER FOR EMPLOYMENT,
LASLO ANDOR CITES ACCEDER AS AN EFFECTIVE
EXAMPLE OF HOW TO FOSTER THE INCLUSION
OF THE ROMA COMMUNITY

JULY



THROUGH GENTE PROFESIONAL
(PROFESSIONAL PEOPLE), WE BROUGHT 30
FIRMS TOGETHER AT A MEETING TO DISCUSS
PROFESSIONALISM, EMPLOYMENT AND INTEGRATION.

AUGUST

SEPTEMBER



THE FSG IMPLEMENTS THE POWERFUL TOOL CALLED
"PROGRAMME PORTAL", A PLATFORM THAT MANAGES
DATA FROM ALL THE FSG'S DIFFERENT AREAS OF
INTERVENTION, INITIALLY OPERATING FOR EMPLOYMENT
AND EDUCATION PROGRAMMES.

OCTOBER

VEDELAR IS AGAIN AWARDED THE TENDER FROM THE TOWN
HALL OF AVILES FOR MAINTENANCE OF THE CITY'S PARKS

ACCEDER TAKES PART IN THE FIRST ANNIVERSARY
CELEBRATION AND THE PRESENTATION OF THE ACTIONS
CARRIED OUT UNDER THE PROJECT: JUNTOS POR EL
EMPLEO DE LOS MAS VULNERABLES (TOGETHER FOR THE
EMPLOYMENT OF THE MOST VULNERABLE)

PRESENTATION IN BRUSSELS OF THE IMPACT STUDY OF
THE MULTI-REGIONAL OPERATIONAL PROGRAMME FIGHT
AGAINST DISCRIMINATION

NOVEMBER



OPENING OF THE FIRST APRENDER
TRABAJANDO "LEARNING BY DOING"
(OF 17) IN JAEN

DECEMBER

WE PLACE TY THROUGH

Roma want to and can work, and indeed they do, even in the midst of the crisis, but they must be given the proper means and resources to accomplish this. **In 2013, 2,961 people found a job** thanks to *Acceder*, our training and employment strategy.

The crisis has continued during this past year and this has meant fewer employment opportunities and a worsening of the economic conditions of the population in general and especially affecting the most vulnerable groups including a significant proportion of Roma households. **In this context, the Fundación Secretariado Gitano has continued to work, even harder than before, on training and employment as the port of entry to inclusion** and the key to keeping the inequality gap from widening.

The FSG believes that:

1. Access to the labour market is the optimal way (but not the only one) to reach a higher degree of **personal autonomy and participation** in society.
2. Employment continues to be the best **protection against poverty**.
3. Our response has to be comprehensive because **we believe in advancement and active inclusion** and not exclusively through access to employment.



Following are the hallmarks of our employment strategy: a la carte employment, priority on training, collaboration with companies and cooperation between organisations and administrations.

A HIGH PRIORITY ON EQUALITY-TRAINING AND EMPLOYMENT

THIS IS OUR EMPLOYMENT STRATEGY

The programmes focused on labour market access for Roma are, and have always been, a priority for the FSG. Our strategy to enhance employability and foster labour market access is based on a territorial networking model with a shared methodology generating synergies. This strategy adheres to the following criteria:

→ **Adaptation to the demands** of Roma and the territory by identifying new needs, adapting responses, revising strategy and priorities and optimising and adapting training and employment services. The ability to adapt means that gene-

ralist tools can be applied in a more flexible manner allowing us to provide *a la carte* services.

- Stress **training and qualification**, earmarking more resources to training linked to employment.
- Foster **labour market intermediation with businesses**. We have decided to sign more agreements with large enterprises to collaborate in training and employment at national, regional and local level.
- Strengthen **cooperation between entities and administration**, increase networking and improve coordination. Resources need to be mobilised at different levels. The European Social Fund contribution is supplemented by local and regional administrations..

Roma want to and can work, and indeed they do, even in the midst of the crisis, but they must be given the proper means and resources to accomplish this. In 2013, 2,961 people found a job thanks to *Acceder*, our training and employment strategy, 14% more than in 2012.



> **acceder**

promoting Roma employment

2,961 PEOPLE FOUND A JOB;
14% MORE THAN IN 2012

4,501 CONTRACTS SIGNED

16,274 PUT THEIR TRUST IN OUR
EMPLOYMENT OFFICES *ACCEDER*

WE SERVED 7,029 NEW BENEFICIARIES

3,677 PEOPLE RECEIVED TRAINING
THROUGH 497 COURSES

370 COLLABORATION AGREEMENTS
WITH 173 COMPANIES

BUDGET 2013: 12.353.784€



FINANCED BY:



12 AUTONOMOUS COMMUNITIES
AND 50 LOCAL CORPORATIONS



SOME OF THE COMPANIES THAT
WORK WITH *ACCEDER*



IN THE MIDST OF THE CRISIS, 2,961 ROMA FOUND A JOB THANKS TO ACCEDER

Acceder is the umbrella under which the FSG carries out all of its employment and training actions, serving as a benchmark in Europe when it comes to combating exclusion through training and employment. Its objective: to help provide Roma access to the labour market, either as salaried workers or self-employed persons, while promoting equal opportunity.

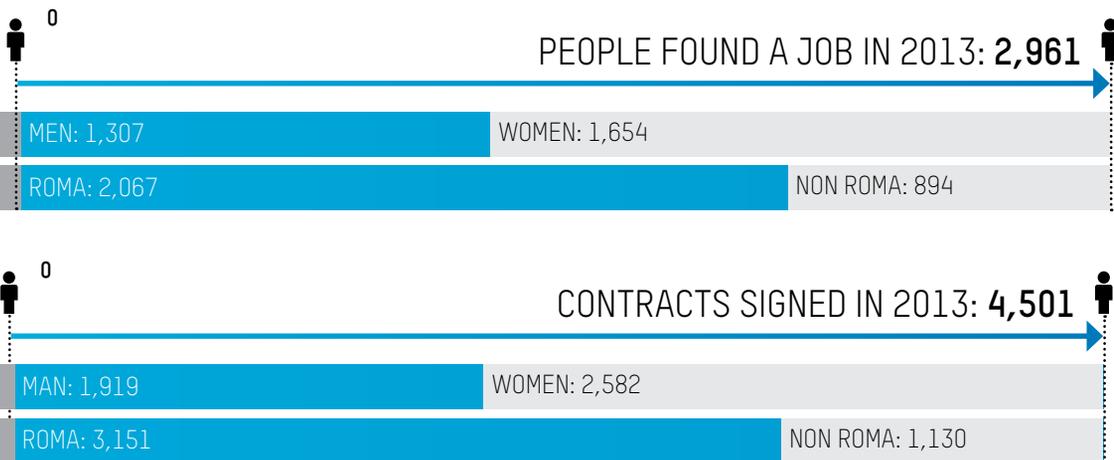
Acceder aims to:

- **Improve the professional qualifications** of Roma and facilitate their access to the labour market.
- **Tailor general vocational training and employment services** to Roma so that they can access these just as any other citizen.
- Promote **sheltered employment initiatives** and encourage the **creation of competitive solvent companies** in today's labour market.

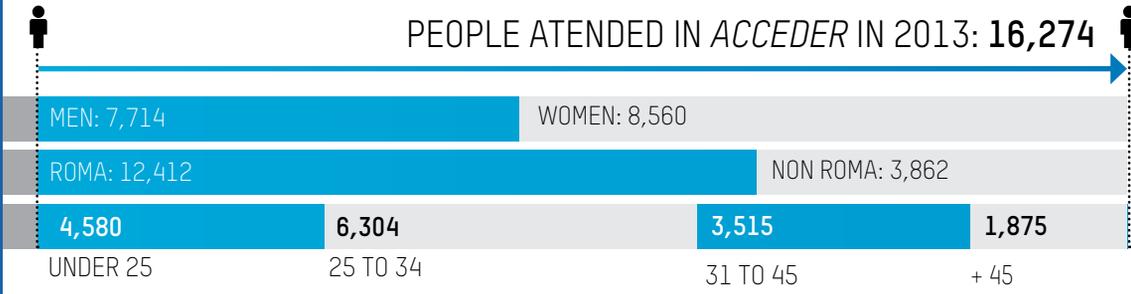
- Work on **raising awareness** about prejudice and discriminatory practices affecting the Roma community and help to gradually improve their social image.
- Foster more **pro-active policies targeting the Roma population** with a view to effectively improving living standards and **guaranteeing equal opportunities** in access to goods and services.

In 2013 we met and exceeded the following objectives: Despite the economic crisis **2,961 job seekers (70% of them Roma) found employment; 14% more than in 2012. 57,3% of the jobs went to women and 62,8% to young people under age 35.** These data prove that even in the current context of crisis, positive results are possible when the proper means and resources are provided. *Acceder* is the shining example. **Unemployed Roma are active, i.e. they want to and can work** and when they are given the necessary resources, they know how to take advantage of them. In 2013 alone, 4,501 work contracts were signed.

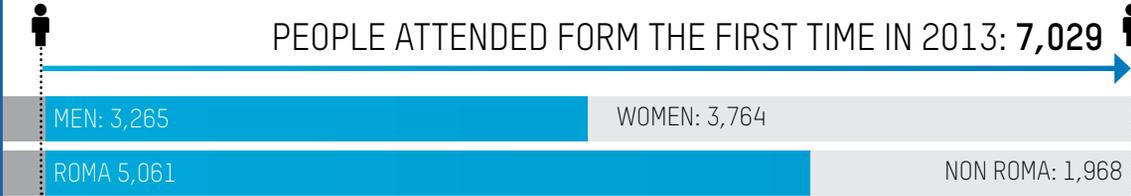
16,274 job seekers put their trust in *Acceder*.
4,501 contracts were signed



PEOPLE ATTENDED IN *ACCEDER* IN 2013: 16,274



PEOPLE ATTENDED FORM THE FIRST TIME IN 2013: 7,029



Despite the economic crisis **2,961 job seekers (70% of them Roma) found employment thanks to *Acceder*; 14% more than in 2012. 57,3% of the jobs went to women and 62,8% to young people under age 35.**



THE FSG'S FORMULA FOR SUCCESS IN EMPLOYMENT

Our objective is clear: promote access to the labour market for the Roma population thus fostering equal opportunity. **Our formula** for success contains three elements:

- **Direct intervention** with Roma through actions that have a direct impact on their employability.
- Intervention in the **institutional arena and policy-making** to encourage and promote more active social policies which foster the improvement of living and working conditions.
- **Awareness raising** targeting the society at large and actors in the labour market.

Our formula for success:
Individual employment pathways + initiatives to sharpen professional skills + labour market intermediation with firms for job placement = more employment opportunities for Roma.

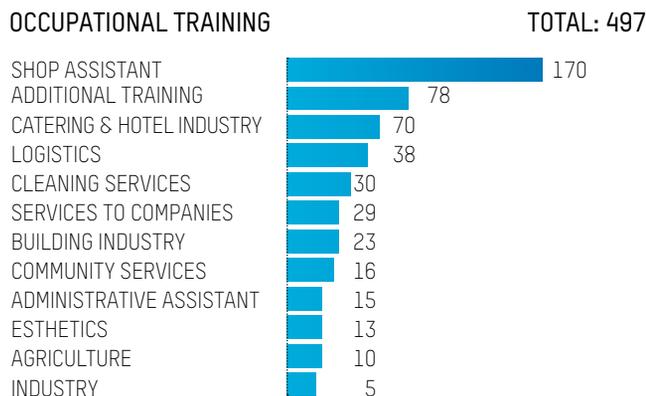
These intervention elements are realised through the following *Acceder* actions:

INDIVIDUALISED PATHWAYS

One of the keys to our work is the development of individual employment pathways based on a global concept of the person and counselling and accompaniment methodology.

In 2013, **7,029 people** approached *Acceder* for the first time, **72% of them were Roma**. In addition, this year different types and levels of action have been taken with a further 9,245 people. In 2013, a total of **16,274 job seekers put their trust in *Acceder***.

COURSES BY SPECIALITY



PEOPLE TRAINED IN 2013: **3,677**

MEN: 1,662

WOMEN: 2,015

ROMA: 2,905

NON ROMA: 772



BETTER QUALIFICATIONS

At *Acceder* we prioritise better professional qualifications through practical training at companies, internships, transversal competency training, mixed training-employment programmes, etc.

In 2013, **3,677 people participated in 497 training activities** amounting to 527,937 hours of practical training and 209,961 hours of theoretical training.

LABOUR MARKET INTERMEDIATION

Labour market intermediation is vital to incorporating Roma persons into the labour market. In fact, in 2013 *Acceder* procured **4,501 contracts, 70% of which went to Roma and 57% to women.**

Moreover in 2013, **370 collaboration agreements** were signed with **173** local, regional and national **companies** for training and labour market integration. Collaboration with companies is one of *Acceder's* **main employment strategies**, the aim being to involve companies in shared goals, meet their needs and provide the beneficiary population with enhanced qualifications which are better adapted to market realities. **58% of these were linked to training**, specifically on-the-job learning through mentoring by the company and monitoring by our professionals. In this way, the specific skills set needed for a concrete professional profile is achieved.

Along with local and regional agreements, state-wide ones are also signed with larger companies with a strong position in their sector. In 2013 we signed state-wide agreements with C&A and the Cortefiel Group.

MORE COMPANIES HAVE COME TO TRUST ACCEDER

An increasing number of firms trust and support our employment strategy as shown by the figures: In 2013 we signed *Acceder* collaboration agreements with 23,5% more companies. The main purpose of the agreements is vocational training (57%) related with trades or occupations in the company's sector of activity.

AGREEMENTS SIGNED WITH COMPANIES IN 2013:

370



Collaboration with companies is one of *Acceder's* main employment strategies. The objective is shared: we meet their needs and provide the beneficiary population with enhanced qualifications which are better adapted to market realities. In 2013 we signed 370 collaboration agreements with 173 firms.

FAMILY PHOTOGRAPH. SEMINAR CONDUCTED IN MADRID WITH COMPANIES TO SEEK EXCELLENCE IN THE ACCEDER PROGRAMME



IN 2013 WE SIGNED NATIONAL COLLABORATION AGREEMENTS WITH C&A AND CORTEFIEL

ACCEDER: 13 YEARS STRIVING FOR EQUAL OPPORTUNITY

20,936 PEOPLE FOUND A JOB

MEN: 11,093

WOMEN: 9,843

ROMA: 13,752

NON ROMA: 7,184

UNDER 35: 12,414

**UP 35:
8,522**

20,936 PEOPLE FOUND A JOB

52,369 WORK CONTRACTS SIGNED

76,437 JOB SEEKERS PUT THEIR TRUST IN ACCEDER

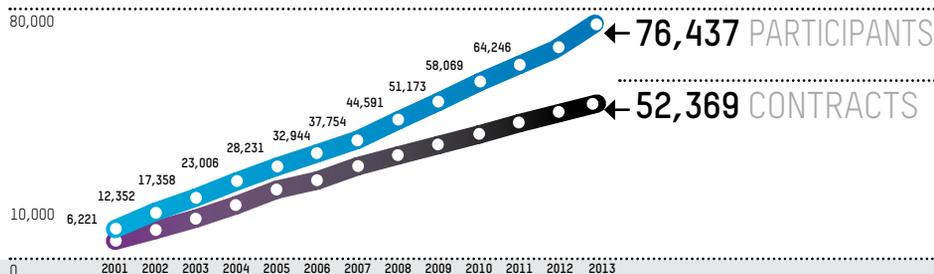
22,655 PEOPLE RECEIVED TRAINING THROUGH 2,425 COURSES.

18,270 FIRMS PUT THEIR TRUST IN ACCEDER IN TERMS OF RECRUITMENT

In its 13 years, *Acceder* has managed to get **52,369 labour contracts** for marginalized people, most of them under age 35

PEOPLE PARTICIPATING IN ACCEDER

CONTRACTS ACHIEVED



COMPANIES

20,000

10,000

0

2004

2005

2006

2007

2008

2009

2010

2011

2012

2013

0

8,534

9,051

10,325

11,742

12,991

14,073

15,094

16,159

17,109

18,270

18,270 COMPANIES ENGAGED
COMPANIES WITH WHICH AGREEMENTS HAVE BEEN SIGNED: **378**
AGREEMENTS SIGNED WITH COMPANIES: **1,020**
LOYAL COMPANIES: **1,168**

PEOPLE TRAINED

20,000

10,000

0

2001

2002

2003

2004

2005

2006

2007

2008

2009

2010

2011

2012

2013

0

394

1,041

1,869

3,633

4,891

6,100

6,987

8,412

10,354

12,734

15,802

22,655 PEOPLE TRAINED
COURSES TAUGHT: **2,425**
MEN: **9,222**
WOMEN: **13,433**
ROMA: **18,048**

PROMOTION OF SELF-EMPLOYMENT

160

100

0

2004

2005

2006

2007

2008

2009

2010

2011

2012

2013

0

1

3

11

36

50

72

96

112

147

156 PROJECTS DRAWN UP
PROMOTERS: **193**
MEN: **112** WOMEN: **81**
ROMA: **158**
JOBS CREATED: **231**



FOUR PROJECTS REINFORCE OUR PRIORIT

“APRENDER TRABAJANDO” (LEARNING BY DOING) IS LAUNCHED



In 2013 we launched *Learning by doing* in 17 cities as a novel training and employment initiative within the framework of *Acceder*. Its aim is the labour market inclusion of young people between the ages of 18 and 30 in risk of social exclusion. It features two key aspects: the combination of theoretical training with practical experience within an authentic labour environment and a training pathway allowing participants to move through different job posts and work shifts in the same sector.

The role played by the 13 trading sector companies and their distribution was vital to the development and success of the project. Their involvement went over and above offering participants a place to do their practical training. These are companies convinced that employment is the best gateway to social inclusion and they were fully committed to the project from the outset.

At this initial stage they worked with 257 youth in risk of social exclusion who received a scholarship worth €350 per month. We received support from 13 companies.

Learning by doing is a joint FSG-Spanish Red Cross initiative developed within the framework of the *European Social Fund's Multi-Regional Operational Programme Fight Against Discrimination* with the collaboration of “La Caixa” Social Fund.

Thanks to the involvement of 13 large firms, ‘Learning by doing’ has allowed 257 young people in risk of exclusion to initiate a training pathway with the aim of labour market inclusion.

- 994 YOUNG PEOPLE INFORMED

- 680 INTERVIEWS

- 316 YOUNG PEOPLE PRE-SELECTED

- 257 YOUNG PEOPLE INITIATE THEIR PATHWAY

- 13 COMPANIES ENGAGED



GROUP OF ‘LEARNING BY DOING’ PARTICIPANTS IN ALICANTE AT LEROY MERLIN

Y ON EMPLOYMENT

“GENTE PROFESIONAL” (PROFESSIONAL PEOPLE), SEEKING EXCELLENCE

In 2013 we decided to go a step further in our work on employment and implemented *Professional People*, an *Acceder* initiative designed to refresh our commitment to employment and inclusion, better tailor our services to today's socio-economic reality and more effectively meet business needs; in short, to achieve excellence in the services we render. Another aim of *Professional People* is to show society the effectiveness of our work with Roma, showcasing their professionalism and putting it at the service of companies in the most appropriate way possible.

One of the challenges of *Acceder* from the very beginning was to adapt it to the socio-economic reality of the country and the needs of companies. To meet that challenge we decided to appeal directly to companies, both those that already work with us and those that do not know us yet. Through a series of discussion and co-creation workshops we spoke with representatives from 24 major companies in different cities and sectors to listen to their points of view about *Acceder* and the difficulties faced by people in risk of social exclusion, especially Roma, in gaining access to the labour market.

Based on the workshop results we compiled a document containing a series of commitments to achieve excellence in the *Acceder* programme. We presented those results at an event in Madrid on 2 July attended by 60 companies and featuring a panel discussion of experts reflecting on professionalism. By the end of 2013 we found ourselves working with several companies to transform those commitments into instruments to improve *Acceder*.



MORE THAN 60 COMPANIES CAME TO THE CEREMONY OF GENTE PROFESIONAL IN MADRID
PRESENTED BY THE JOURNALIST ANA PASTOR

INCORPORA



The FSG collaborates in the *Incorpora* programme of “La Caixa” Social Fund with the shared goal of helping socially excluded persons to procure employment with the collaboration of the business world, participation in the *Incorpora* social organisation network and the development of joint corporate social responsibility initiatives.

Incorpora complements the objectives of *Acceder* by reinforcing labour market intermediation and collaboration with companies. The resulting synergies allow for greater presence in the business fabric, closer collaboration with other social entities, better valuation in terms of quality and efficiency and more job opportunities for the Roma population.

In 2013, Pamplona, Santander, Granada and Paterna were added to the list of places where we were already conducting the programme, i.e. Alicante, Badajoz, Barcelona, Cuenca, Madrid, Malaga, Murcia.

BUDGET: €300,000

1,194 PEOPLE SERVED, 658 OF THEM NEW

592 COMPANIES VISITED

124 COMPANIES ENGAGED

249 INSERTIONS

EMPLEA+, INNOVATING



In 2013 the FSG incorporated the *Emplea+* skills evaluation tool into the *Acceder* methodology allowing us to more accurately diagnose the situation of the people who participate in our training and employment programme, tailor our training to the needs of the labour market and improve response and efficiency with respect to companies. It also introduces e-learning through virtual awareness-raising courses.

Emplea+ is the fruit of a collaborative effort with the Accenture Foundation and another five third sector organisations: Red Cross, Caritas, the Once Foundation, FSC Inserta, the Tomillo Foundation and the Exit Foundation.

163 ACCEDER WORKERS USE EMLEA+

3,025 PARTICIPANTS ASSESSED THEIR SKILLS

6,573 ASSESSMENTS

SOCIAL ENTREPRENEURSHIP AS A PATH T

The aim of our *Acceder* start-up firms is the training and employment of Roma in situations of exclusion and is considered as a bridge towards mainstream employment through the production of goods and the provision of professional ser-

vices. The portal www.accederempresas.com is where all the details can be found.

This has been an important year for our start-up firms due to new lines of activity which increased business vol-

ume and improved competitiveness. They were all on hand at Inserciona, the 2nd fair of start-up firms held in Irun in January.

UZIPEN: CLEANING, MAINTENANCE AND REFORM



MADRID
C/ AHIJONES, S/N, 28018, MADRID
TELÉFONO: 91 507 91 40
LEÓN
C/ CARDENAL CISNEROS, 65, 24010 LEÓN
TELÉFONO: 987 27 66 00
uzipen.madrid@accederempresas.com
www.uzipen.es

Uzipen is the name given to two work integration social companies created in 2011, one in Leon and other in Madrid. They are engaged in building reform and maintenance, cleaning and ancillary services.

In 2013 Uzipen Castile-Leon broadened its activity by incorporating the management of a press kiosk located near the Cathedral of Leon. It was also a good year for Uzipen Madrid, one of 10 companies selected in the Momentum Project run by ESADE and BBVA on the basis of its social impact, sustainability and innovative nature. It was also appointed as a member of the Governing Board of the Madrid Association of Start-up Firms.

UZIPEN MADRID STAFF: 14 (8 UNDERGOING THE INSERTION PROCESS)

UZIPEN CASTILE-LEON STAFF: 8 (4 UNDERGOING THE INSERTION PROCESS)



VEDELAR: GARDENING AND FORESTRY WORK



C/ SÁNCHEZ CALVO, 2 BAJO.
33402, AVILÉS
TELÉFONO: 985 561 724
FAX: 985 565 604
vedelar@accederempresas.com
www.vedelar.es

Vedelar is a work integration social company created in 2009 in Asturias engaging in gardening and forestry activities.

In 2013 it again won the Aviles Local Corporation tender for a social-labour market integration service for the maintenance and preservation of the gardens of public schools, some municipal buildings and the Valliniello green belt.

This year it was awarded second prize in the Aviles garden design contest called “JardinEquip”.

STAFF: 11 (7 UNDERGOING THE INSERTION PROCESS)



TO INTEGRATION

ECOTUR, PROFESSIONAL CONGRESS HOSTESS SERVICE



C/AHIJONES, S/N
28018, MADRID
TEL. 91 507 03 44/ 691 364 212
ecotur@accederempresas.com
www.ecoturazafatas.es

Ecotur is a nation-wide professional hostess service with over ten years of experience. It combines training initiatives with professional services for all kinds of events.

In 2013 over 50 people worked through Ecotur participating in events such as the final act of the Momentum Project 2013, the FENAVIN National Wine Fair held in Ciudad Real and 'Summer Nights' organised by the CAI-ASC Foundation at the Joaquin Roncalla Centre in Zaragoza.



NABUT, CLEANING, LAUNDRY AND COMMERCE



C/SAN BLAS Nº2 BAJO
PAMPLONA 31014
TEL. 625.501.969
nabut@nabutnavarra.org
www.nabutnavarra.org

Nabut is the employment centre legally constituted as an undertaking in 2011 offering employment pathways for the socially excluded. The following business initiatives were carried out in 2013:

- Industrial laundry service
- Distribution and sale of office material and stationary
- Kiosk, bookstore and stationary store
- Cleaning service for offices, business premises and domestic help

Nabut's activity grew this year thus increasing the number of placements made. There were also some changes in activities: a cleaning service for business premises and private homes was launched and the clothing shop was closed.

STAFF: 25

(22 UNDERGOING THE INSERTION PROCESS)



EDUCATION

BUDGET: € 1,037,513

BENEFICIARIES: 16,105

PROGRAMMES: 69

DIRECTOR OF
THE EDUCATION
DEPARTMENT:
MÓNICA CHAMORRO

JANUARY

ESTABLISHMENT OF PROMOCIONA IN
CORUNA AND VIGO



FEBRUARY

Promociona

ESTABLISHMENT OF PROMOCIONA IN
BURGOS, BADALONA AND MERIDA.

MARCH

APRIL



PRESENTATION OF THE "HANDBOOK
FOR WORK WITH ROMA FAMILIES AND
ACADEMIC ACHIEVEMENT. A TRANSNATIONAL
METHODOLOGICAL PROPOSAL FOR
PROFESSIONALS"

MAY

JUNE

COMPLETION OF THE FOURTH EDITION OF
THE COURSE "UNIVERSITY DIPLOMA IN
SOCIAL INTERVENTION WITH THE ROMA
COMMUNITY".

JULY

AUGUST

SEPTEMBER

323 SCHOLARSHIPS AWARDED TO ROMA
STUDENTS ENGAGED IN POST-COMPULSORY STUDIES

ESTABLISHMENT OF PROMOCIONA IN HUESCA,
PUERTOLLANO AND TALAVERA.

OCTOBER



COMMENCEMENT OF THE FIFTH YEAR OF THE
COURSE "UNIVERSITY DIPLOMA IN SOCIAL
INTERVENTION WITH THE ROMA COMMUNITY"

NOVEMBER



PRESENTATION OF THE STUDY "ROMA STUDENTS IN
SECONDARY SCHOOL, A COMPARATIVE STUDY"

DECEMBER

EDUCATION TO

In this key year for education at the Fundación Secretariado Gitano, we took an in-depth look at the current educational situation of Roma students in secondary school through the report entitled "Roma students in secondary school, a comparative study" which we drafted with the support of the Ministry of Health, Social Services and Equality, the Ministry of Education and Culture and Sports, the European Social Fund and UNICEF.



CHANGE THE FUTURE OF ROMA

This pioneer study was undertaken in response to the need for current data on the educational situation of Roma students in secondary school. It was important to be able to compare these data with the existing official figures on the entire population so as to serve as a benchmark for regional, national and European institutions in determining whether their policies are truly effective. We are certain, for example, that the results will help to guide the social inclusion policies and measures envisaged in Spain's National Roma Integration Strategies passed by the government in 2012.

The study is an x-ray of sorts compiled on the basis of **1,600 interviews** of Roma individuals in all of Spain. Moreover, it delves deeper into the variables and factors influencing the educational process of Roma children, points out progress made, underscores challenges and offers a series of recommendations of how to improve the situation of Roma students at this stage of their compulsory education.

X-RAY OF THE ROMA STUDENT BODY IN SECONDARY SCHOOL

The data from the study leave no doubt: the gap between Roma and non-Roma students is huge. Simply consider that **the school failure rate is 51 percentage points higher. Education is a fundamental right that must be guaranteed** and this survey highlights that this is not happening in the case of young Roma. **It is up to the government administrations to**

Education is a fundamental right that must be guaranteed and this survey published this year highlights that this is not happening in the case of young Roma. The government administrations must provide a solution.



find a solution to this problem by implementing compensation measures and providing support and educational reinforcement tailored to the needs of Roma students.

The study also shows that more and more **Roma families value school and education** as the basic vehicle for social advancement, personal development and the opening of possibilities for the future. 95% of the Roma interviewees considers education to be very or fairly important in achieving success.

However, even though the enrolment situation of the **Roma population has been steadily improving in recent years** and advances are being made towards the educational mainstreaming of Roma students, in many cases certain difficulties are observed in the full incorporation of Roma children at school; achievements are still wanting in terms of consistent attendance, the completion of compulsory studies and access to post-compulsory and upper secondary education.

The study clearly shows how Roma youth, in general, have less education than their non-Roma counterparts; 64.4% of Roma between age 16 and 24 have failed to earn their compulsory secondary education degree compared to 13.3% of the overall population, i.e. a difference of 51.1 percentage points between their respective school failure rates.

But while it is true that the Roma population drops out of school very early (before completing compulsory studies), we should not overlook the fact that 1 out of every 4 of these early school leavers goes back at some later stage.

In 2013 we continued to run activities designed to promote the early enrolment of Roma children, prevent or reduce school absenteeism and foster positive inter-cultural relations in the classroom. However, the number one priority has been on getting young people to successfully complete their compulsory secondary education studies and continue on to post-compulsory studies through two key programmes: *Promociona* and the Programme to facilitate access to and perseverance in high school and university for Roma students.

We also implemented the awareness-raising campaign entitled “fulfil your dreams” designed to combat early school dropout. (See p. 84)

ROMA STUDENTS IN SECONDARY EDUCATION AT A GLANCE

ENROLMENT RATE

→ **Up to age 14, the enrolment rate of Roma and non-Roma children is practically identical; this is not the case as from age 16.** While 71.1% of 18-year-olds is in school, this figure is only 20.8% in the case of the Roma population.

SCHOOL LIFE EXPECTANCY

→ Statistically, 12-year-old boys will be in school until age 20.7 and girls to age 21.3 but in the case of Roma **school life expectancy drops to 17.8 for boys and 17.5 for girls.**



The failure rate for Roma youth is devastatingly high; 51 percentage points higher than the rate for the overall student body. The dropout rate for Roma students stands at 63.7%

FAILURE AT SCHOOL

- **School failure is devastatingly high among Roma students** and is one of the study's most important indicators; in the case of **Roma youth** (age 16-24) that figure is **64% compared to 13% of the overall student body.**

THOSE WHO NEITHER STUDY NOR WORK (NEETs)

- The percentage of the Roma population that **neither studies nor works** (age 15-19) is **43.3%**, over 30 percentage points above the national average which stands at **12.8%**.

EARLY SCHOOL LEAVING

- The study establishes the **dropout rate among Roma youth at 63.7%** (young Roma between the ages of 18 and 24 who have left school or training programmes before completing their non-compulsory secondary education)..

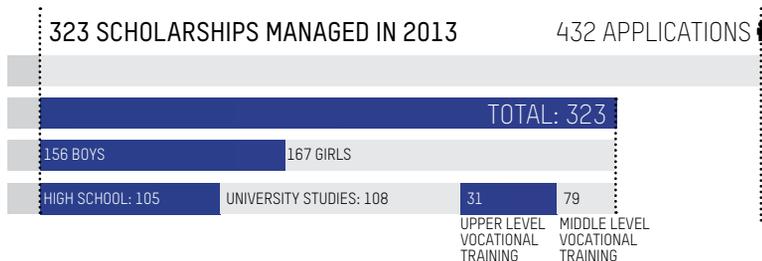
AT UNIVERSITY

2013 was the fifth year running that the University Diploma in Intervention with the Roma community was offered. This is a degree programme offered by the Public University of Navarre and developed in collaboration with the FSG and the Ministry of Health, Social Services and Equality with subsidies from the income tax scheme.

The objective is to offer specialised university training for the management of programmes developed to eliminate discrimination and reduce inequality affecting the Roma community. 30 Roma completed the course in 2013 thanks to economic support from the Foundation.

OVER 300 "FSG SCHOLARSHIPS"

For 19 years the FSG has been managing the Ministry of Health, Social Services and Equality's *Programme to facilitate access to and perseverance in high school and university for young Roma students*. The programme is built around two main pillars: economic support for students (the so-called "FSG scholarships") and educational and psycho-social support for students and their families, mainly through regional student meetings. A total of 323 scholarships were managed this year and 18 meetings were organised bringing together 1,886 people including students, families and education professionals.



BUDGET 2013: € 133,000

FINANCED BY:



OVER 1,800 PEOPLE PARTICIPATED THIS YEAR IN THE 18 MEETINGS WE ORGANISED FOR STUDENTS AND THEIR FAMILIES.



Promociona

To the academic success
of the Roma community



STUDENTS INVOLVED: 1,182

BUDGET: €1,600,000

PROMOCIONA, IN 40 CITIES

IN 2013 *PROMOCIONA* WAS PRESENT IN 40 CITIES IN
13 DIFFERENT REGIONS

88 *PROMOCIONA* CLASSROOMS WERE UP AND RUNNING



PROMOCIONA, FOSTERING THE ACADEMIC SUCCESS OF ROMA STUDENTS

Promociona is our main educational support and guidance programme for Roma youth and their families. It aims to **raise the academic success rate** among Roma students during the last two years of primary school and during compulsory secondary school, prevent early school leaving and promote perseverance in post-compulsory studies. To that end it works with the different education professionals, **students** themselves, **families, schools** and other educators and social workers.

The main priority is **individualised educational counselling** through personalised and intensive accompaniment of students and their families with a view to improving skills.

During the 2012-2013 school year we worked with **1,023 families** and **1,182 Roma students** (249 more than last school year) who were monitored and provided with ongoing support through individualised tutoring and counselling sessions.

We had **88 Promociona classrooms** up and running to carry out this one-on-one work where support and tutoring were provided along with help in acquiring study habits. **975 students** benefited from this ongoing support and also participated in cultural and recreational field trips.

Collaboration with the schools is another key factor. In 2013 we worked hand-in-hand with **353 schools**. We would further note that focus is placed on the environment and on social agents close to students and their families as elements which have an ex-official influence on their educational process and the achievement of the Promociona Programme's objectives.



FINANCED BY:



REGIONAL AND LOCAL GOVERNMENT AND PRIVATE ENTITIES



In 2013 we had 88 *Promociona* classrooms up and running providing quality support and tutoring in small groups.

PROMOCIONA, IN FIGURES SCHOOL YEAR 2012-2013

Promociona fosters academic success among Roma students and to that end works with students, their families and schools

STUDENTS

TOTAL: 1,182 ♣

BOYS: 518

GIRLS: 664

PRIMARY: 348

GIRLS: 120

BOYS: 134

SECONDARY SCHOOL: 834

GIRLS: 391

BOYS: 288

FAMILIES

1.023

SCHOOLS

TOTAL: 353 ♣

PRIMARY: 111

SECONDARY SCHOOLS: 166

BOTH: 76

91.7% OF *PROMOCIONA* STUDENTS IN THE LAST YEAR OF PRIMARY SCHOOL WENT ON TO SECONDARY SCHOOL AND 75.7% OF THEM PASSED ALL OF THEIR CLASSES.

73.5 % OF *PROMOCIONA* STUDENTS IN THEIR FOURTH (LAST) YEAR OF COMPULSORY SECONDARY EDUCATION OR INITIAL VOCATIONAL QUALIFICATION (PCPI) EARNED THEIR DIPLOMA AND 96% OF THESE CONTINUED ON TO POST-COMPULSORY STUDIES.

SINCE *PROMOCIONA* WAS LAUNCHED IN 2009, A TOTAL OF 366 STUDENTS HAVE EARNED THEIR SECONDARY SCHOOL DIPLOMA AND 90% OF THESE HAVE CONTINUED STUDYING.



HOUSING

BUDGET: € 481,888

BENEFICIARIES: 1,256

PROGRAMMES: 7

JANUARY

THE FUNDACIÓN SECRETARIADO GITANO CELEBRATES THE ANNOUNCEMENT OF THE STOPPAGE OF DEMOLITION IN CAÑADA REAL



FEBRUARY

MARCH

FORMATION OF THE HOUSING WORKING GROUP OF THE NATIONAL COUNCIL OF THE ROMA PEOPLE ON 14 MARCH.

APRIL

THE GALICIA OMBUDSMAN PROMISES THE FSG TO ENGAGE IN AN EX OFFICIO STUDY OF THE SUB-STANDARD HOUSING PROBLEM AFFECTING PART OF THE ROMA POPULATION.

MAY



STATE SEMINAR ON ROMA POPULATION RELOCATION POLICIES, FINANCE MECHANISMS AND OPPORTUNITIES HELD IN MALAGA

JUNE

JULY

AUGUST

SEPTEMBER

OCTOBER

NOVEMBER



THE FSG NAVARRRE'S SOCIAL INTEGRATION HOUSING PROJECT RECEIVES THE "SOCIAL COMMITMENT" SEAL FROM THE GOVERNMENT OF NAVARRRE

DECEMBER

THE CRISIS ENDANGER RESIDENTIAL

“Vigo. A family participating in one of our programmes (mother, father and two children age 3 and 5) lost their home because they could not make payments. The family had to move in with the grandparents where 11 people already reside”. This is just one example taken from our report “The impact of the crisis on the Roma community” published in 2013 describing situations which, unfortunately, are only too common in all the provinces of Spain. **The fundamental right to dignified housing is in clear risk of erosion in the case of many Roma families** due to the social and economic difficulties the country is undergoing and which especially affect vulnerable groups.

The crisis and cutbacks are endangering the progress made in the area of housing. Housing aid and social benefits have been cut and, in some cases, eliminated. There is still a huge number of Roma families who, unable to make mortgage or rental payments, are evicted or their property seized and many are forced to return to the home of their grandparents or other relatives leading to problems of overcrowding, while others turn to sub-standard housing or shanty towns as a last resort.

Not only do Roma families encounter difficulties finding a home on the open market due to high rental prices, stricter requirements such as guarantees, etc., **recurring factors such as prejudice and discrimination** also continue to affect many Roma.



SUB-STANDARD HOUSING IN CANADA REAL GALIANA WITH THE CITY OF MADRID BEHIND

AND BUDGET CUTS THE PROGRESS MADE IN INCLUSION

POLITICAL ACTION TO COMBAT SUB-STANDARD HOUSING

In 2013 the Area of Housing put a priority on **fostering access to dignified housing in an inclusive and normalised context**. In this connection, it is very important to **make policy makers more aware** of the situation of many Roma families when it comes to housing so that they can contribute to and influence the implementation of policies and action plans based on the accumulation of knowledge and whose ultimate goal is to solve the problem of residential exclusion still faced by an important percentage of the Roma population.

Our political and institutional efforts have focused on stimulating the role played by the national and regional administrations in policy design and the use of European funds. In this connection, on 6 May in Malaga we organised a **national seminar called “Roma population relocation policies, finance mechanisms and opportunities”, with over 60 participants** from several

A fundamental right such as access to dignified housing is in clear danger of erosion for many families.

municipalities in Andalusia, public authorities and technical personnel from local and regional administrations and representatives from social organisations. The aim was to foster the efficient use of ERDF funds in this new programming period in order to enhance equal opportunity for the Roma population concerning access to dignified housing and the eradication of shanty towns and substandard housing.

We have also contributed to legislative and political initiatives in the form of reports and our participation in working groups with other organisations. For example, we are deeply involved in the Housing Working Group of the State Council of the Roma People which has contributed to the *2013-2016 National scheme to foster rental housing and urban rehabilitation, regeneration and renovation*, in addition to participating in the drafting of the group’s work plan for the next several years.

We have also engaged in conversations with different political parties to make them aware of the housing needs of the Roma population and have contributed to the *2013-2016 National Action Plans for Social Inclusion* in connection with housing and vulnerable groups.



STATE SEMINAR ON ‘ROMA POPULATION RELOCATION POLICIES, FINANCE MECHANISMS AND OPPORTUNITIES’ HELD IN MALAGA.

WE SUPPORT ROMA FAMILIES IN THEIR QUEST FOR HOUSING

This year the FSG carried out 17 direct interventions within the sphere of sub-standard housing **servicing 667 families** in accompaniment and counselling processes in their quest for a new home, neighbourhood upkeep and community living. We also worked on neighbourly relations with a view to contributing to the development of neighbourhood communities.

To that end we engaged in the following actions with families:

- Information, counselling and the processing of aid applications with the administrations for the purchase, rental or rehabilitation of housing.
- Support and accompaniment in relocation processes and counselling and accompaniment actions to access and properly maintain neighbourhoods and their services.
- Foster co-existence and good neighbourly relations.
- Technical assistance targeting administrations and professionals involving the diagnosis of situations of sub-standard housing and strategies and lines of action.

We accompanied 667 people in relocation processes to their new home and also provided counselling regarding the use and upkeep of home and neighbourhood, living in community and also fostered neighbourly co-existence

THREE STORIES IN THE AFTERMATH OF THE ERADICATION OF THE PENAMOA SHANTY TOWN, THE FOCUS NOW TURNS TO EMPLOYMENT AND EDUCATION (CORUÑA)

Once the Penamoa shanty town was finally eradicated in 2011, the City Hall of Coruña and the FSG in Galicia collaborated during a full year to provide support for relocated families in their social inclusion process which can take several years and which must be approached in an integrated and individualised manner in order to achieve positive results.

Actions implemented include support in accessing standard housing for each Roma family taking part in the programme; implementation of comprehensive social inclusion programmes through social, educational and labour integration pathways and family education and social accompaniment initiatives providing access to citizen rights and duties. After the elimination of the shanty towns, we focused on access to employment and education through our 'Acceder' and 'Promociona' programmes.

BENEFICIARIES: 80 FAMILIES

400 PEOPLE RELOCATED

BUDGET: € 330,000

FINANCED BY:



A FAMILY FROM ZARAGOZA RECEIVE THE KEYS FROM THEIR NEW HOUSE



A CHILD FROM ONE OF THE RELOCATED PENAMOA FAMILIES IN A PROMOCIONA SUPPORT AND TUTORING CLASSROOM

THE ELIMINATION OF SHANTY TOWNS

RESOURCE COORDINATION FOR HOUSING ACCESS (NAVARRRE)

The Social Integration Housing Programme is geared towards helping socially excluded families and those in risk with problems such as overcrowding or sub-standard housing to gain access to housing. It supplements and maximises all social resources with a direct bearing on the social inclusion process, i.e. basic social services, schools, social organisations, health-care resources, etc.

The FSG, together with other social organisations taking part in the programme, has been put in charge of the social accompaniment of the beneficiary families and the processing of paperwork having to do with the social incorporation process, a process taking several years after having acquired a new home, and includes a subsidy to help with rental or mortgage payments adjusted to the income of the family unit. The involvement and coordination with the social policy and development departments of the Government of Navarre is crucial to the programme.

BENEFICIARIES: 36 FAMILIES, 147 PEOPLE.

BUDGET: € 39,622

SEGOVIA, AN EXAMPLE OF THE KEY IMPORTANCE OF ACCOMPANIMENT IN THE RESETTLEMENT PROCESS

The Social Accompaniment Programme targeting families in situations of residential exclusion in Segovia has been under way since 2006 in close collaboration with the Town Hall of Segovia. This year it has focused on providing families coming from shanty towns and relocated in previous years with the necessary accompaniment and support for their social inclusion in the town.

The supplementary actions implemented include specific actions focusing on family intervention and social accompaniment for mainstream access to services and resources in close collaboration with municipal social services (school enrolment, labour market integration, social-health care monitoring and social participation) and community action in the neighbourhoods where relocated families live, facilitating their inclusion in their host environments.

BENEFICIARIES: 290 PEOPLE

BUDGET: € 51,765

FINANCED BY:



FINANCED BY:



ACCOMPANIMENT AND COUNSELLING WHEN ACCESSING A NEW HOME ARE KEY TO THE SUCCESS OF THE RESETTLEMENT PROCESS

SOCIAL INCLUSION

BUDGET: € 2,871,085

BENEFICIARIES: 28,642

PROGRAMMES: 131

DIRECTOR OF THE
SOCIAL INCLUSION
DEPARTMENT: MAITE
ANDRÉS

JANUARY

FEBRUARY

MARCH

APRIL

MAY

PARTICIPATION AS THE CONTACT POINT IN SPAIN IN THE PROJECT OF DG SANCO AND THE EXECUTIVE AGENCY FOR HEALTH AND CONSUMERS (EAHC) OF THE EUROPEAN COMMISSION TO ASSESS THE DEGREE OF HEALTH EQUALITY WITH REGARD TO THE ROMA POPULATION IN 11 EUROPEAN COUNTRIES
TRAINING OF HEALTH-CARE PROVIDERS AT MEIXOEIRO HOSPITAL IN THE CITY OF VIGO ON ADDICTION PREVENTION

JUNE

PUBLICATION OF THE REPORT: "THE IMPACT OF THE CRISIS ON THE ROMA COMMUNITY"
CONCLUSION OF THE EUROPEAN PROJECT ENTITLED ADDICTION PREVENTION WITHIN ROMA AND SINTI COMMUNITIES (SRAP, 2010-2013) COINCIDING WITH THE PUBLICATION OF THE MANUAL "HEALTH, ADDICTION PREVENTION AND ROMA YOUTH IN EUROPE: MANUAL AND PRACTICAL APPLICATION TARGETING HEALTH-CARE PROVIDERS"

JULY

AUGUST

SEPTEMBER

TECHNICAL MEETING ON SOCIAL INCLUSION AND SOCIAL-COMMUNITY INTERVENTION PROGRAMMES IN RUN-DOWN NEIGHBORHOODS FOCUSING ON URBAN PLANNING AND SOCIAL ASPECTS.



OCTOBER

EL MUNDO NEWSPAPER PUBLISHES AN ARTICLE ENTITLED "CHILD POVERTY CALLS FOR A STATE-WIDE PACT" SIGNED BY UNICEF, FSG AND OTHER ORGANISATIONS..

PARTICIPATION OF A ROMA YOUTH REPRESENTATIVE AT THE SEMINAR OF THE COUNCIL OF EUROPE'S INTERNET CAMPAIGN AGAINST INTOLERANCE "NO HATE SPEECH MOVEMENT" HELD IN MALAGA



NOVEMBER

DECEMBER

PUBLICATION OF THE "HANDBOOK TO PROMOTE THE SOCIAL PARTICIPATION OF ROMA YOUTH AND THEIR EUROPEAN CITIZENSHIP"

SOCIAL CRISIS: FAMILIES MOST

For several years now the Spanish economy has been encountering difficulties that affect the entire population and have sparked a social crisis which has heightened the vulnerability of many families and pushed many people into situations of poverty and social exclusion, including many Roma.

"The crisis has hit those who were already in vulnerable situations of poverty or social exclusion, such as more than two thirds of the Roma community, earlier, more harshly, for a longer period of time and with more devastating and lasting effects." This fact is made very clear in the report entitled *The impact of the crisis on the Roma community*, published by the FSG in June thanks to the collaboration of all of our offices. The aim of the report was to gain insight into the impact the crisis is having on the current situation of the Roma families we serve and to determine the degree to which their rights are being trampled. It also sought to **identify the effect of cuts to the social protection system**—fundamental pillar of a just society—and hear the opinion of those affected regarding the current situation and the measures adopted in response to it.

The report shows that over the last several years, requests for aid from Roma families has grown significantly, including requests for urgent relief, indicating that **many Roma families that had achieved a standard degree of social inclusion are once again immersed in exclusion and poverty.** The need is generalised and the situation has deteriorated in all spheres causing stagnation in some cases and a step backwards in many others vis-à-vis the advances made by the Roma community over the last three decades.

The crisis has hit those who were already in vulnerable situations of poverty or social exclusion, such as a large number of Roma families, more harshly, for a longer period of time and with more devastating and lasting effects

SIDE BY SIDE WITH THE ROMA VULNERABLE AND EXCLUDED

Therefore, a **large percentage of the actions implemented by the FSG in 2013** and which will remain a priority over the following years, **focus on stepping up support for Roma families** through our services in all areas and in collaboration with other organisations and resources, and on **working hard to change policy and raise awareness** with a view to showing public authorities that the crisis

and austerity measures adopted are taking a very heavy toll on the most disadvantaged (including a large percentage of the Roma community) and that **their impact is compromising not only their present but also their future**. They also need to be reminded that it is the duty of the State to guarantee the fundamental rights of all citizens and protect the most vulnerable individuals and families.



THE COVER OF THE REPORT "THE IMPACT OF THE CRISIS ON THE ROMA COMMUNITY"

15,402 PEOPLE BENEFITED DIRECTLY FROM OUR 86 COMMUNITY SOCIAL ACTION PROGRAMMES

THANKS TO OUR 16 HEALTH PROGRAMMES, WE REACHED 5,579 INDIVIDUALS, MOSTLY YOUNG PEOPLE.

WE HAVE WORKED WITH 1,435 ROMA FROM EASTERN EUROPE THROUGH 15 SPECIFIC PROGRAMMES.

ACTION TARGETING ROMA YOUTH HAVE TOUCHED OVER 5,000 YOUNG PEOPLE.



In a context of generalised social and economic crisis, the progress made in the social inclusion of a large part of the Roma community is at significant risk

PHOTOGRAPH TAKEN DURING A HOME VISIT TO ONE OF THE FAMILIES RELOCATED IN SEGOVIA

SOCIAL
INCLUSION:

HEALTH

BUDGET: € 182,048

BENEFICIARIES: 5,579

PROGRAMMES: 11

SEEKING HEALTH EQUALITY

Generally speaking, Roma health is inferior to that of the rest of the population. This should come as no surprise: the social conditions of the Roma community have generally been worse than those of the majority population with shortcomings in education, access to employment, housing and income. However, these inequalities are not caused by socioeconomic variables alone but are also due to access to health-care services and their effective use. Furthermore, the current situation of crisis and social cuts across the board contribute to health deficits.

PREVENTION, PROMOTION AND AWARENESS-RAISING: KEY POINTS

In 2013 the FSG worked to help reduce these inequalities through prevention, promotion and awareness-raising programmes.

To that end, the intervention teams in the Area of Health at the different FSG offices implemented several nationwide actions designed basically to facilitate access to social-health-care resources, prevention and health promotion. We worked with individuals, families and in the neighbourhoods providing

tailored services to key groups such as Roma women and youth.

Also, at national and European level, we focused on the training and capacity building of social workers and health-care providers, provided technical assistance and awareness-raising, developed materials and coordinated direct action. In this regard, as part of our collaboration with the public administrations, we participated in the drafting of a report on the health status of the Roma community in the European Union by providing updated

information on the situation in Spain, an initiative headed by the Directorate-General for Health and Consumers and the Executive Agency for Health and Consumers (EAHC).

The goals for the upcoming years are to continue contributing to a reduction in the health inequalities facing the Roma community by taking stock of and assessing our work with a view to improving our intervention and continue to enhance effectiveness and efficiency when managing financial resources which are increasingly scarce.



GIRLS AND BOYS FROM THE DRUG PREVENTION GROUP CALLED 'ACAIS', WHICH IS PART OF THE FSG'S PROMOCIONA PROGRAMME IN VIGO, VISIT THE CITY AND THEIR SURROUNDINGS

We intend to achieve health equality through prevention, promotion and awareness-raising

'ROMANO SASTIPEN', A PREVENTION MODEL

The Fundación Secretariado Gitano's *Romano Sastipen* programme ("health of the Roma population in Romanes") has been in operation for over 15 years targeting Roma children and youth in risk of or in a situation of social exclusion addressing addiction prevention in different environments such as neighbourhoods, FSG offices, schools and social centres and with families in their homes.

After all of these years of experience, in 2013 an external evaluation of the programme was conducted in order to create an evaluation model and enhance the effectiveness and efficiency of a programme with a proven track record in improving the health habits of Roma children and youth. According to the evaluation, the programme improves expectations of the future, helps with decision taking, develops values, fosters personal growth, generates positive attitudes, enhances academic performance, encourages more constructive free-time activities and decreases risk behaviour and alcohol and tobacco consumption. However, we are still waiting to find out what other results could be achieved by broadening the theoretical framework of implementation.

Thanks to this evaluation, made available to the National Drugs Plan and other programmes, the FSG put together a knowledge management group formed by professionals linked to the development of the programme with a view to developing a battery of proposals over the next several months to improve programme results and adapt it to today's reality.

**BENEFICIARIES: 1,837 YOUNG PEOPLE,
1,074 GIRLS**

**628 ACTIVITIES IN 20 LOCATIONS IN 11
AUTONOMOUS COMMUNITIES**

BUDGET 2013: € 92,000

FINANCED BY:



A EUROPEAN PROJECT FOR THE HEALTH OF THE ROMA YOUTH

2013 marked the conclusion of the three-year European project called *Addiction Prevention within Roma and Sinti Communities* funded by the European Commission's Executive Agency for Health and Consumers and co-funded in Spain by the National Drugs Plan. The goal of this project, led by the city council of Bologna (Italy) with the participation of 11 organisations and institutions from eight countries, was to help prevent drug addiction among Roma youth.

The project produced the following results:

- Better understanding of addiction patterns and risk factors among Roma youth.
- Development of a shared methodology for drug abuse prevention targeting Roma youth.
- Greater awareness on the part of the public health sector and the civil society to increase the impact of local initiatives.

The FSG was responsible for compiling the *Manual on health, drug prevention and Roma youth in Europe* targeting health-care providers and providing action proposals designed to correct inequalities concerning the Roma population's access to the public health system and addiction. The tool developed by the FSG at Meixoeiro Hospital in Vigo where 27 professionals from the health service in Galicia and health-related social organisations were trained, has served as a model for the training of health-care providers in the different participating countries.

BUDGET 2013: € 21,100

FINANCED BY:



COFINANCED BY:



FOR OVER 15 YEARS THE ROMANO SASTIPEN PROGRAMME HAS BEEN ENGAGED IN ACTIVITIES DESIGNED TO DECREASE DRUG USE AND FOSTER HEALTHY FREE-TIME ACTIVITIES SUCH AS THIS GARDENING WORKSHOP.



SOCIAL
INCLUSION:
YOUTH

BUDGET: € 44,505

BENEFICIARIES: 3,724

PROGRAMMES: 11

ROMA YOUTH IN THE SOCIAL PLAY

The overarching objective of the initiatives implemented by the Area of Youth in 2013 was to **promote and facilitate the social participation and empowerment of Roma Youth**, beginning by acknowledging their cultural identity within the framework of full active Spanish and European citizenship. To that end, actions have been carried out to promote entertainment and free time activities through social interest, artistic and cultural centres and, in many cases, participation in social networks as a communication tool.

We also wanted to put Roma youth in closer contact with Europe by fostering active

citizenship and knowledge of the institutions and the different opportunities available to Roma youth with information on tools and strategies promoting encounters of Roma youth from across Europe.

This year we also renewed our arrangement with the Spanish **Youth Council**, took part in its activities and attended the *Debate on the status of youth: employment, education and citizen participation* as part of the 30th anniversary celebration.

In October we participated in the seminar on the Council of Europe campaign against intolerance on the Internet

called *No Hate Speech Movement. Youth for Human Rights Online* held in Mollina (Malaga). This is an awareness-raising campaign encouraging young people to combat hate speech on the Internet from a positive and pro-active perspective.

The IX Roma Youth Encounter in Asturias, held in Aviles with the participation of over 80 young people, was especially relevant this year. The aim of this event is to provide a venue and the opportunity for Roma youth to come together and share their concerns and interests. The meeting was co-funded by the Youth Institute of Asturias.

We promoted the social participation of Roma youth in Europe through the publication of a handbook with a view to encouraging social participation and the exercise of rights as full-fledged citizens.



THE 'CHAVÓS NEBÓ' NETWORK: CITIZENSHIP, PARTICIPATION AND DIVERSITY



14 years ago the FSG initiated the programme called “*Citizenship, participation and diversity among Roma youth - the Chavós Nebó Network*” which seeks to empower Roma youth, foster social participation, achieve equal opportunity and raise awareness regarding the importance of non-discrimination. Work is conducted through more than 25 contact points for young people staffed with mediators and facilitators.

Network activities in 2013 focused on:

- **Emotional-sexual education training workshops** in Almería, Linares and Jerez de la Frontera.
- **Health habit workshops, social resources for youth and educational outings** in Vigo, Cangas and Lugo.
- **Creative confectionery workshops and awareness and recovery of the Aldea Moret neighbourhood** in Merida and Cáceres.
- **Cultural and study outings to companies, cinema forum, social skills, tolerance through sport and interculturalism** in Oviedo, Gijón, Castrillon, Aviles, Gozon and Corvera.
- **Computer use and repair workshops** in Santa Coloma de Gramenet.

We also promoted the social participation of Roma youth and their European citizenship through the publication of a handbook **designed** to provide Roma youth with useful resources in different fields to enhance their social participation and the exercise of their rights as full-fledged and equal citizens **with a special focus on the European dimension** and the fight on discrimination. The handbook is a compilation of activities and real cases of youth facilitators from Cáceres, Linares, Oviedo, Barcelona, A Coruña, Vigo and Lugo.

BENEFICIARIES: 250 ROMA YOUTH

BUDGET: € 29,315

FINANCED BY:



Our goal is to get young people involved in society by organising activities conducive to social participation, that contribute to their personal development and that provide them with the tools needed to exercise active citizenship.



ROMA YOUTH FROM THE ADMINISTRATIVE ASSISTANT PROFESSIONAL QUALIFICATION GROUP AFFILIATED WITH THE FSG'S VALLECAS OFFICE VISIT THE HEADQUARTERS OF "ENDESA" TO WITNESS THE OPERATION OF A MAJOR FIRM.

SOCIAL
INCLUSION:
SOCIAL
COMMUNITY
ACTION

BUDGET: € 2,508,914
BENEFICIARIES: 15,402
PROGRAMMES: 28

AN INTEGRATED RESPON THE VICIOUS CIRCLE OF EXCLUSION

The difficult situation faced by a large part of the Roma community continued in 2013. Difficulties encountered in finding or keeping a job, in gaining access to social benefits and aid (due to a rise in requests and cutbacks in public funding), in meeting basic needs for housing maintenance, food and health care, among other essentials, are responsible for **rising levels of poverty and exclusion among Roma families.**

The FSG has continued to lend its support to slow down or reverse these difficulties wherever possible as they pose a major risk to the progress made over the last several decades by Spain's Roma community. To accomplish this, it has implemented specific programmes in certain municipalities and has increased its impact and awareness-raising efforts at political level through participation in different platforms and networks.

Responding to the rising number of requests by vulnerable Roma families continues to pose a major challenge as does maintaining social support programmes and services due to the economic difficulties that Spain is under-

going which have significantly affected third sector NGOs.

We are particularly concerned that the situation of exclusion, poverty and social disadvantage faced by certain groups or individuals not only has a direct effect on the exercise of their fundamental rights but is also **being passed on to the next generation.**

“CAIXA PROINFANCIA”, COMBATING CHILD POVERTY **CaixaProinfancia**

“La Caixa” Social Fund has been funding a consolidated network of social organisations (including the Fundación Secretariado Gitano) for a number of years now allowing them to implement this programme to combat child poverty which is **providing vital support for families and children in serious situations of poverty and social exclusion.**



SE TO BREAK POVERTY AND

It aims to: help develop the skills of children and their families with a view to enhancing social inclusion processes and personal autonomy; promote the social and educational development of children and adolescents in the context of family, school and social life; develop and implement an integrated social and educational action model designed to provide children and their families with greater opportunities for social and educational development; and to raise awareness and mobilise society as to the importance of eliminating child poverty.

Two types of actions are envisaged:

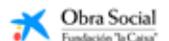
- Foster the development of children by facilitating access to positive learning environments providing them with solid role models to look up to (after school tutoring and school supplies, open schools and summer camps and activities).
- Support families in order to ensure that their children have the proper level of physical well-being and an optimal mindset (child nutrition and hygiene, eyeglasses and hearing aids, psychological support).

In 2013 the FSG continued implementing this programme in Valencia (where it manages the funds directly) and in Barcelona, Zaragoza, Murcia, Madrid, Seville and Malaga .



BENEFICIARIES: 2,750 CHILDREN AND THEIR FAMILIES
BUDGET: € 1,738,000

FINANCED BY:



Thanks to 'Caixa ProInfancia' we are able to offer intense support to families and children facing serious poverty and social exclusion.



TRAINING ON HEALTH AT THE CENTER OPENED BY CAIXA PROINFANCIA OF FSG VALENCIA

BREAKING THE VICIOUS CIRCLE OF EXCLUSION IN THE CAÑADA (MADRID)

In 2013 the FSG continued with its *Social Intervention Project* in the Cañada Real in Madrid, fulfilling its role as the recognised social undertaking dealing with minors and their families, mostly Roma but also immigrants.

The programme boasts a multi-disciplinary team to carry out its educational and free-time initiatives with children, primary care service, health promotion actions (especially drug prevention with minors) and social-labour market integration pathways.

It operates in coordination with existing public and private resources and its methodology includes capacity-building targeting families with a view to seeking solutions to situations of exclusion, especially in the area of housing where extra support has been provided to families in defending their rights in the face of evictions and demolition.

The FSG and other social organisations are having a difficult time dealing with the rising needs of families due to the heavy toll that the crisis is taking on the Third Sector.

BENEFICIARIES: 140 FAMILIES, 560 PEOPLE

BUDGET: € 110,000

FINANCED BY:



FOSTERING CO-EXISTENCE THROUGH FOCUS ON DIVERSITY IN PATERNA (VALENCIA)

The aims of the Intercultural Community Intervention Programme (ICI) in the La Coma de Paterna neighbourhood (Valencia) that we are carrying out thanks to a “la Caixa” Foundation initiative are to boost local development processes, build capacity in the society in general and prevent social conflict.

The FSG carries out this project through a multi-disciplinary team that seeks to foster collaboration among the social agents contributing to intercultural co-existence among citizens in a culturally diverse environment with clear signs of social disadvantage. The aim is to favour citizen participation while encouraging and guaranteeing co-existence and supporting the adaptation of community services to neighbourhood needs.

In 2013 we continued to stress networking among organisations and professionals already active in the neighbourhood, mainly in the areas of education, social services, healthcare and participation, with a special focus on families, children and youth. We have also come up with new initiatives allowing for an efficient response to cultural diversity.

BENEFICIARIES: 200 PEOPLE
BUDGET: € 136,000

FINANCED BY:  Obra Social
Fundación "la Caixa"

WORKING WITH INDIVIDUALS AND THEIR SURROUNDING COMMUNITY (GALICIA)

The social intervention programme in Naron has been in operation since 2007 with the goal of **implementing social intervention schemes with families** in close collaboration with primary care social services. The aim is to get Roma to use mainstream services, particularly in the areas of education, social affairs, housing and employment, using an integrated and coordinated intervention approach.

The FSG's efforts focus on the individual advancement of each Roma person participating in the programme and his or her surroundings and it therefore pays particular attention to both **individualised work**, taking account of the characteristics and realities of each family, and to the **surrounding community** which is especially important in many cases where families are living in shanty towns such as the Freixeiro settlement.

BENEFICIARIES: 76 FAMILIES, 278 PEOPLE
BUDGET: € 30,000

FINANCED BY: CONCELLO DE NARÓN



Work focuses on the individual advancement of each person but also on the latter's surroundings



ACTIVITIES WITH FAMILIES AND CHILDREN IN THE LA COMA NEIGHBOURHOOD



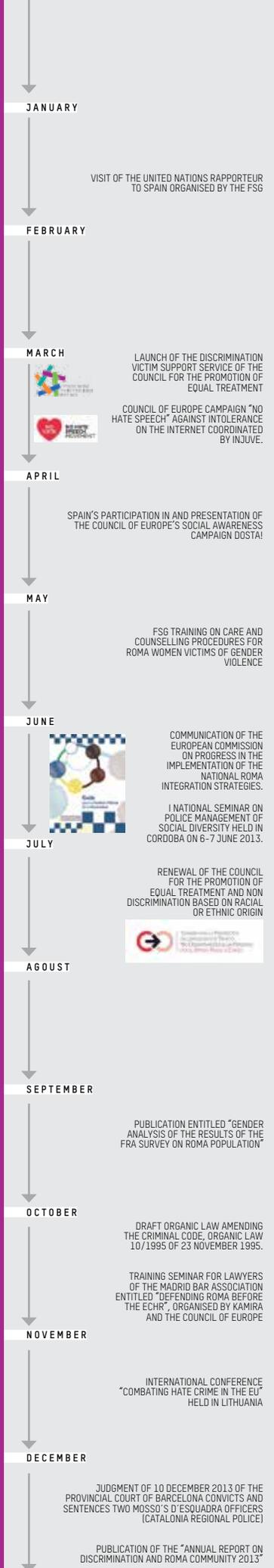
GROUP OF MOTHERS DURING AN INTERCULTURAL ENCOUNTER

EQUALITY

BUDGET: 525.717

BENEFICIARIES: 7.427

PROGRAMMES: 21



THE RISE IN A RESOUNDING

When one approaches the topic of equality and the Roma community, the first thing to bear in mind is that **the current economic crisis is widening the inequality gap**, especially in terms of equal opportunity in gaining access to and enjoying basic social rights such as employment, housing, education and health-care. Spain has been traditionally recognised at European level for its inclusion policies targeting the Roma community which is why it is now more important than ever to continue this same trend by **reinforcing Roma community inclusion policies** in accordance with the Roma Community Inclusion Strategy leading to progress in equal opportunity for the Roma people.

It is worth mentioning the **serious problems this minority is facing in Europe such as increasing discrimination and anti-gypsism** taking the form of forced evictions, acts of violence, segregated schools, mass expulsions, limits on the right to free movement, etc. We are even witnessing speeches and actions on the part of some political leaders in Europe which have encouraged the discrimination and stigmatisation of the Roma community. Extreme right-wing parties are gaining momentum and the message they are spreading poses a threat to social cohesion and one of Europe's fundamental values, equality.

Attention must be paid to **Roma women who are especially vulnerable** insofar as they face the barrier of multiple discrimination owing to their ethnic group and for belonging to a patriarchal society that assigns a role to women which hinders their social advancement. Therefore, greater work needs to be done to promote Roma women while taking their uniqueness into account.

Data gleaned from several different eurobarometers on discrimination, the studies conducted by the Sociological Research Centre, the nine "Discrimination and Roma Community" reports published by the FSG, the studies conducted by the Council for the advancement of equal treatment and non-discrimination on the basis of racial or ethnic origin, among others, shed light on **an important problem affecting this ethnic minority which has yet to be resolved: social rejection and discrimination**.

A forceful effort must be made in stating "enough is enough" and put an end to the constant discrimination suffered by this community in employment, housing, education, health-care, the media and Internet and in accessing all of the other goods and services required for the advancement and inclusion of the Roma people. It is vital to make progress in enforcing anti-discrimination laws and offering information and comprehensive assistance to victims of discrimination given that today they still feel defenceless.

A forceful effort must be made in saying "enough is enough" with regard to the everyday discrimination suffered by the Roma minority and the racism, xenophobia and incitement to hate that are increasingly present at institutional level in many European countries.

ANTI-GYPSYISM CALLS FOR “ENOUGH IS ENOUGH”

EQUALITY AS A CHALLENGE

- Therefore, the aim of the Area of Equality is to foster equal treatment and non-discrimination of the Roma community through different lines of work with a special focus on gender issues and Roma women and actions stressing non-discrimination and the integral advancement of this minority. The Area boasts a number of achievements at national and European level in 2013 but many challenges remain. The following are on the agenda for 2014:
- Combat discrimination and anti-gypsyism faced by the Roma community at national and European level.
- Make a concerted effort to fiercely defend equality during these times of economic crisis characterised by outbreaks of racism and intolerance through our different lines of work; assistance for victims of discrimination, training, awareness-raising and political and institutional action.
- Monitor anti-discrimination legislation and its practical enforcement.
- Encourage strategic litigation before the courts in cases of ethnic discrimination.
- Consolidate and disseminate the assistance service for victims of discrimination by reason of racial or ethnic origin in Spain.
- Publish the X Annual Report on Discrimination and the Roma Community 2014.
- Continue training and raising the awareness of key professionals in this area (lawyers, citizen security, administration, media, etc.).
- Encourage the continued active participation and work of the Council for the Advancement of Equal Treatment for Reason of Racial or Ethnic Origin.
- Consolidate the work of the Foundation's Roma Women's Group (Spanish acronym GMG).
- Implement the FSG's Equality Plan.
- Foster effective equality between men and women.
- Develop capacity-building and advancement initiatives targeting Roma women.
- Continue with in-house training on the care and referral protocol for Roma women who have suffered gender-based violence.



TAKING A STAND AGAINST DISCRIMI- NATION, PROMOTING EQUALITY

In 2013 the FSG's Area of Equality continued working to combat the everyday discrimination faced by the Roma community by providing assistance to victims, monitoring regulations, training key agents and raising social awareness.

In these times of crisis and rising inequality, vulnerable families have focused on seeking solutions that will allow them to lead a dignified life but they continue facing the **social rejection and discrimination barrier** when they attempt to gain access to employment, housing, goods and services, education, etc.

It troubles us to see that 2013 was highlighted by **numerous cases of anti-gypsyism such as acts of discrimination and even hatred towards the Roma community in Europe**: forced evictions, mass expulsions, violent acts, institutional declarations and the consolidation of political parties across Europe that employ the sort of discourse that incites social rejection and discrimination. This context has produced flagrant violations of fundamental rights but the response from Europe with regard to guaranteeing their defence has been lukewarm at best.

While many laws in this connection have been passed in Spain and Europe, practical enforcement is seriously lacking and therefore the **victims of racial and ethnic discrimination find themselves in a situation of defencelessness which must be rectified** and this can only be accomplished through networking.

We are deeply concerned about the significant widening of the inequality gap and outbreaks of racism and discrimination in Europe leading to flagrant violations of fundamental rights which have been met by a lukewarm response in Europe; it is vital for the public authorities to guarantee equality for all, especially the most vulnerable.



SIDE BY SIDE WITH THE VICTIMS OF DISCRIMINATION

Through our *Programme to Combat Discrimination* we have continued to provide assistance to victims of ethnic discrimination in coordination with the FSG's territorial offices. As from March, this work has been bolstered by joining forces with the Assistance Service for Victims of Discrimination of the Council for the Advancement of Equal Treatment.

In 2013 we recorded **168 cases of discrimination** against the Roma community and in more than 70% of them we took action in the form of dialogue, mediation, counselling or letters of complaint. There has been a rise in the number of cases compared with 2012 (an additional 39); the area of employment experienced a 10% increase in 2012 and a 17% rise in 2013.

We would note that in these times of economic crisis, social rejection is just one more stumbling block in the path to labour market integration.

IN THE COURTS

In the context of assistance to victims, we put a high priority on strategic litigation and this year we were party to the prosecution of a suit against two Mossos d'Esquadra (Catalonia regional police), which resulted in a judgment from the Provincial Court of Barcelona on 10 December 2013 in which the two officers were sentenced to two years imprisonment and payment of compensation in the amount of €12,000 for falsely accusing a Roma woman from Romania of mistreating her 2-month old baby at the entrance to a supermarket in Barcelona. Justice was achieved with the judgment but the damage done by separating during eight months this woman and her husband from their infant child is irreparable.

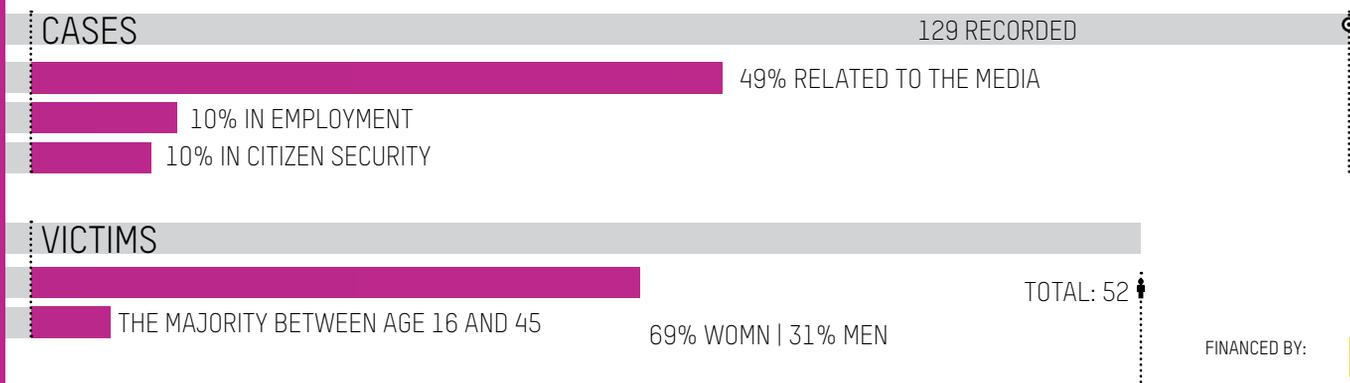
IX ANNUAL REPORT 'DISCRIMINATION AND THE ROMA COMMUNITY'

With a view to making Roma victims more visible, we published our Annual Report *Discrimination and the Roma Community* for the 9th straight year. In addition to the 129 cases we analysed this year and other material of interest, we included specialised articles and an analysis of a key sector in combating discrimination —the police forces.



A Roma woman from Romania falsely accused by two Mossos (Catalonia regional police) of mistreating her baby received justice from a judgment delivered by the Barcelona Provincial Court; the FSG was party to the prosecution in this lawsuit

DISCRIMINATION IN NUMBERS



PRIORITY PLACED ON THE TRAINING OF KEY AGENTS

In the view of the FSG, one of the key strategic elements in the fight against discrimination is training and awareness-raising targeting key agents. This year over 1,100 people took part in the different courses conducted; most of them jurists, law enforcement officials, workers at public and private social organisations and university students. Highlights:

Law enforcement officials

- “Conference on equal treatment and non-discrimination: taking stock of diverse realities” with the collaboration of the City Council of Don Benito and the Government Delegation of Extremadura.
- Speakers at the “II National Meeting of Heads of Local Security” in Cordoba.

Workers at public institutions and entities working with underprivileged groups giving them insight into the situation of the Roma community and the work done by the FSG. Participation as speakers at:

- Seminar held in Madrid on best practices in equality and non-discrimination, “Progress Project” of the Ministry of Health, Social Services and Equality.
- Thirty-third session of the “Conference of Teachers of Roma Students” (Valencia).

- Technical seminar on academic success and the Roma community, City Council of Alcobendas (Madrid).

Jurists: lawyers from different parts of Spain, mainly Madrid.

- Speakers at the training seminar “Defending Roma before the ECHR” at the Madrid Bar Association. Activity organised by Kamira and the Council of Europe.

We also took part in **events at European level** such as:

- Conference on Anti-racism in Europe, held in Lisbon. European project Tolerance.
- Panel discussion anti-gypsyism in Europe organised by the Swedish government and the Council of Europe.
- Presentation in Brussels of the 2012 edition of the “Discrimination and the Roma Community” report at the Congress “Protecting Roma Against Discrimination” organised by ERIO and the European Commission.
- FRA conference entitled “Combating Hate Crime in the EU” held in Vilnius (Lithuania).

SOCIAL AWARENESS-RAISING, KEY TO THE FIGHT ON DISCRIMINATION

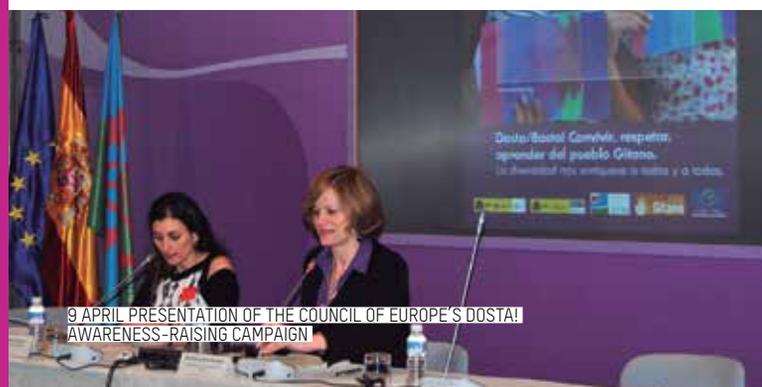
Roma are still one of the groups held in lowest social esteem in Europe which means that they are victims of discriminatory practices which hinder the exercise of their rights as citizens. Social awareness-raising is key to the fight on discrimination.

This year our work in this field focused on a number of issues including the *Dosta! Enough, Go beyond prejudice, discover the Roma* campaign run by the Council of Europe; a joint effort with the Ministry of Foreign Affairs, the Ministry of Health, Social Services and Equality and the State Council of the Roma People.

The aim is to raise the awareness of the general population as to the need to combat the stereotypes and prejudices affecting the Roma population. To that end, a Spanish version of the different materials was published including a leaflet, posters and a tool kit.



SARA GIMÉNEZ, HEAD OF THE AREA OF EQUALITY, DURING A CONFERENCE AT THE XXXIII CONFERENCE OF TEACHERS OF ROMA STUDENTS



9 APRIL PRESENTATION OF THE COUNCIL OF EUROPE'S DOSTA! AWARENESS-RAISING CAMPAIGN

POLITICAL IMPACT TO PROMOTE EQUALITY

Another of the pillars of our work is the promotion of policies in favour of equal treatment. In this connection we should note that the FSG:

- Is still a member of the Council for the advancement of equal treatment and non-discrimination of persons for reasons of racial or ethnic origin following that body's renewal and actively participates in the working groups and coordinates the Victim Assistance group.
- Participates in the Platform for the Policing of Diversity (composed of the National Union of Local Police Chiefs and Directors and 10 NGOs). Two main actions were carried out in 2013: the Handbook for the Policing of Diversity and the PIPE Programme which promotes effective police identification programmes that are respectful of equal treatment.
- Worked in coordination with the Hate and Discrimination Crime Service of the Barcelona Provincial Public Prosecutor.
- Tabled proposals on the situation of discrimination of the Roma community in Spain at the meeting with the United Nations Rapporteur and 100 experts from social organisations held at FSG headquarters in Madrid.
- Forms part of the Platform of the European Union's Fundamental Rights Agency (FRA) and sits on its Advisory Panel.
- Is implementing the European Net-Kard Project "Cooperation and networking among key stakeholders to combat discrimination against the Roma community", part of the EU's Fundamental Rights and Citizenship Programme. There are six European partners in this project which seeks to enhance the transfer of existing methodologies in the fight against discrimination.



WORKING GROUP OF THE EUROPEAN NET-KARD PROJECT.

VICTIM SUPPORT NETWORK



The Assistance Service for Victims of Discrimination is a free state-wide service offered by the Council for the advancement of equal treatment attached to the Ministry of Health, Social Services and Equality. It is coordinated by the Fundación Secretariado Gitano which lends assistance services to a network of specialised social entities (ACCEM, Red Cross, CEPAIM, Movement against Intolerance, MPDL, Acoge Network).

The service has 21 offices throughout 17 Autonomous Communities and Melilla. It offers assistance in person, by phone and through the Internet. Work focuses on: assistance to victims of racial or ethnic discrimination, training, information and awareness-raising. It has a free-of-charge telephone number (900 203 041), information leaflets and a web page.

www.asistenciavictimasdiscriminacion.org
www.igualdadynodiscriminacion.org/red_oficinas.

The service also offers training for people working at social organisations devoted to providing assistance to victims. Classes are held at the service's offices in two specialised sessions. A total of 96 people received training.

ONE YEAR, 376 CASES

376 cases of discrimination were registered through this service. In addition to the fundamental right of equality, those most frequently violated are: the right to privacy (47%), the right to work (18%), the right to education (8%) and the right to housing (9%).

Xenophobic attitudes were detected in 59% of the individual cases and in 95% of the group ones.

Roma are the most discriminated group (26%), followed by sub-Saharan Africans (22%) and North-Africans (20%). Victims range in age from 26 to 45.



PRESENTATION OF THE ASSISTANCE SERVICE FOR VICTIMS OF DISCRIMINATION OF THE COUNCIL FOR EQUALITY, COORDINATED BY THE FSG

GENDER EQUALITY

BUDGET: € 89,793

BENEFICIARIES: 2,174

PROGRAMMES: 16

STRIVING TOWARDS EQUALITY BETWEEN MEN AND WOMEN

FSG actions focus on the integral advancement of the Roma community and equal opportunity between women and men is a cross-cutting theme. When we speak of equality in the context of Roma women, we must first consider the uniqueness of gender and culture which means taking account of those issues which **diminish their opportunities vis-à-vis the general population and the men of their own community.**

In this connection, European and Spanish policies seek to address these inequalities. The social inclusion of the Roma population is envisaged in the *National Roma Integration Strategy*. This document contains a series of measures dealing with Roma women, especially with regard to

work opportunities and citizen participation which we believe must be stressed **in these times of economic crisis in which we are running the risk of losing ground after all the progress made in terms of personal and labour autonomy achieved by many Roma women.**

We would also highlight that there are positive role models of empowered, educated Roma women with different professions who have taken on important and often unrecognised responsibilities in advancing along the path to equality; women who embody Roma identity and show the world that Roma women are not all alike but have different backgrounds, ages, concerns and lifestyles.



FINANCED BY



It is essential to foster labour market integration and citizen participation in the case of Roma women in these times of economic crisis in which we are running the risk of losing ground in progress made in terms of personal and labour autonomy achieved by many Roma women



CELEBRATION OF THE INTERNATIONAL DAY FOR THE ELIMINATION OF VIOLENCE AGAINST WOMEN IN SESTAO

SOCIAL AND LABOUR MARKET INTEGRATION OF ROMA WOMEN



For another year running, the *Programme for the social and labour market integration of Roma women* has allowed us to work for the advancement of equal opportunity and gender in the Roma community, stressing women's skills and their decision making autonomy in public and private spheres and serving as a role model for the entire community, and to incorporate the gender perspective into all of the FSG's programmes. Highlights:

ROMA WOMEN'S GROUP

The Roma Women's Group is composed of FSG workers. Their duty is to act as an advisory body in analysing the needs and interests of Roma women and to propose strategies for gender equality. The group was formed in 2003 at the request of the women themselves and the number of members varies.

AWARENESS-RAISING AND POLITICAL IMPACT

This year we also focused on different awareness-raising and political impact actions such as the following:

- **Commemoration of 8 March, Women's Day.** 8 March is particularly important in helping to raise awareness about the situation of women and to insist on being heard and treated equally in all spheres of life. To that end, it was celebrated throughout the regions and a state-wide manifesto was disseminated.
- **Handbook for social intervention with the Roma population from a gender perspective.** This material facilitates intervention with Roma women insofar as it focuses on their uniqueness. It has been distributed to equality organisations, FSG offices and other interested NGOs.
- **International day for the elimination of violence against women - 25 November.** The FSG commemorated the 45 women and 5 children who were mortal victims of gender-based violence so far this year. A state-wide communiqué was released stating our firm commitment against gender-based violence.
- **Political and institutional impact.** We would stress the contributions made to Spain's CEDAW report highlighting the inequality faced by Roma women in Spain and the progress and actions carried out and participation as members of the Gender Working Group of the State Council of Social Action NGOs.

COMBATING GENDER-BASED VIOLENCE

In 2010 we created a working group on gender-based violence composed of Roma and non-Roma FSG workers for the purpose of engaging in prevention work and helping Roma women who are victims of gender violence. In 2013 we monitored the application of the service protocol for women victims, analysed cases of gender-based violence in which the victims were Roma women and stressed the uniqueness of Roma women in this context and their access to specialised care services. In this sphere, we would also draw attention to:

- **Prevention training in social networks, "Virtually equal?" workshop.** The aim of the workshop was to draw attention to the size of the socialisation gap in today's context of Information Technology and Communication and offer the tools needed for prevention, detection and intervention in cases of cyber-harassment.
- **Care and accompaniment of victims.** A training session was held on 8 May to standardise the care and accompaniment procedures for Roma women who are victims of gender-based violence. We addressed topics such as jurisdictional defence procedures and recommendations for an action protocol.



INTERNATIONAL

BUDGET: € 285,913

BENEFICIARIES: 1,025

PROGRAMMES: 6

DIRECTOR OF THE
INTERNATIONAL
DEPARTMENT:
CAROLINA FERNÁNDEZ

JANUARY

FSG TAKES OVER THE SIX-MONTH ROTATING PRESIDENCY OF THE EUROPEAN ROMA POLICY COALITION (ERPC)



FEBRUARY

PRESENTATION OF EUROMA'S WORK AT THE MEETING OF THE DECADE OF ROMA INCLUSION HELD IN ZAGREB, CROATIA

PARTICIPATION OF THE FSG IN THE STRUCTURED DIALOGUE GROUP OF THE EUROPEAN COMMISSION IN THE COHESION POLICY PARTNERSHIP

MARCH



NATIONAL WORKSHOP AND FINAL CONFERENCE OF THE PROJECT "ROMA FAMILIES GET INVOLVED"

PRESENTATION OF EUROMA LEARNINGS IN BRUSSELS AT THE MEETING OF THE EUROPEAN COMMISSION WITH THE NATIONAL ROMA CONTACT POINTS

CONFERENCE IN MANCHESTER ON THE EUROPEAN PROJECT "WHAT'S WORKING?"

APRIL



PARTICIPATION OF THE FSG IN BRUSSELS, TOGETHER WITH AMNESTY INTERNATIONAL, IN AN 8TH OF APRIL CELEBRATION DEMANDING RESPECT FOR ROMA RIGHTS

PARTICIPATION OF THE FSG IN BRUSSELS IN THE LAUNCH OF THE ESF NETWORKS PROJECTS, INCLUDING EUROMA+

PRESENTATION OF EUROMA WORK AT THE EAPN CONFERENCE IN OPORTO

MAY

LAUNCH OF THE EUROMA+ NETWORK IN BRUSSELS

PUBLICATION OF THE EUROMA GUIDE ON THE PLANNING PROCESS UNDER THE 2014-2020 STRUCTURAL FUND PROGRAMMING PERIOD

JUNE

START OF THE WORKING SESSIONS OF THE TRANSNATIONALITY AXIS OF THE O.P. FIGHT AGAINST DISCRIMINATION FROM AN INTEGRATED APPROACH

PARTICIPATION OF THE FSG IN THE DECADE OF ROMA INCLUSION MEETING IN ZAGREB

PARTICIPATION OF THE FSG IN A MEETING OF NGOs AND THE UNITED NATIONS HIGH COMMISSIONER FOR HUMAN RIGHTS

JULY



INSTITUTIONAL VISIT BY DAMIAN DRAGHICI, ROMA AFFAIRS ADVISOR TO THE PRIME MINISTER OF ROMANIA, TO FSG HEADQUARTERS

AUGUST

START OF THE TRAINING SESSIONS TARGETING THE ROMANIAN TEAMS WORKING IN THE TRANSFER PROJECT OF THE EDUCATIONAL PROGRAMME PROMOCIONA TO ROMANIA

SEPTEMBER

PARTNERS OF THE EUROMA NETWORK MEET IN SOFIA

PARTICIPATION OF THE FSG IN THE EUROPEAN COMMISSION'S STRUCTURED DIALOGUE MEETING ON THE CODE OF CONDUCT ON PARTNERSHIP

PARTICIPATION OF THE FSG IN AN INTERNAL TRAINING SESSION FOR TECHNICAL PERSONNEL OF THE EUROPEAN INVESTMENT BANK (EIB)

OCTOBER

VISITS TO EUROMA+ NETWORK COUNTRIES

SECOND PHASE OF THE WORKING SESSIONS OF THE TRANSNATIONALITY AXIS OF THE O.P. FIGHT AGAINST DISCRIMINATION FROM AN INTEGRATED APPROACH

PARTICIPATION OF THE FSG IN THE EUROPEAN COMMISSION'S CIVIL SOCIETY CONSULTING GROUP (DG JUSTICE)

NOVEMBER

PARTICIPATION OF THE FSG AS AN INVITED GUEST AT A WORKSHOP ON HOUSING AND ROMA POPULATION ORGANISED BY THE COUNCIL OF EUROPE (CAHROM) IN SERBIA

THE FSG ATTENDS THE BI-ANNUAL MEETING IN BRUSSELS OF THE FORUM FOR ROMA INCLUSION HOSTED BY THE EUROPEAN FOUNDATION CENTER AND THE WORLD BANK

DECEMBER

PARTICIPATION OF THE FSG IN A WORKSHOP IN PARIS ON ROMA MIGRANT POPULATION RIGHTS ORGANISED BY THE EUROPEAN ASSOCIATION FOR HUMAN RIGHTS

ROMA INCLUSION, IN A YEAR MAR

Unfortunately, in 2013 the Roma community once again stood out in the media throughout Europe because of cases which contributed to a biased image. France continued with the expulsion of Roma to their countries of origin, a noteworthy case being that of the young student by the name of Leonarda Dibrani who came to symbolise the drama of so many Roma families and triggered a wave of reactions in favour and against. But the case of Leonardo also sparked institutional declarations bearing witness to the deeply rooted rejection of the Roma population in all of Europe and supporting the stance taken by populist, racist and xenophobic parties in France that are growing in number and are ever more present in the public arena.

On the other side we have the European Union institutions trying to combat these rights violations. First of all, the **European Parliament passed two resolutions**: one energetically condemning discrimination, incitement to hate and racism perpetrated against the Roma population and the other demanding that the issue of multiple discrimination against Roma women be addressed. **The EU Council also adopted the first legal instrument for the inclusion of the Roma population** whereby Member States commit to implement a set of recommendations to foster the economic and social inclusion of the Roma population.

The European Commission published its annual report tracking the implementation of the National Roma Integration Strategies and stressed the need to make an effort to move forward in the socio-economic inclusion of the Roma population. The impact that the current crisis is having on budgets often serves as an excuse to justify the scant investment being made in programmes and actions designed to improve the living conditions of Europe's ten million Roma. Furthermore, at the end of 2013 the **2014-2020 Structural and Investment Fund regulations were approved**. This is a key financial instrument with a strong social component which can clearly contribute to much needed social investment.

Europe's commitment to Roma inclusion must go further than well meaning words and translate into concrete action that actually changes the living conditions of the 10 million Roma in Europe whose rights as citizens are still being questioned

A PENDING ISSUE FOR EUROPE KED BY ANTI-GYPSYISM

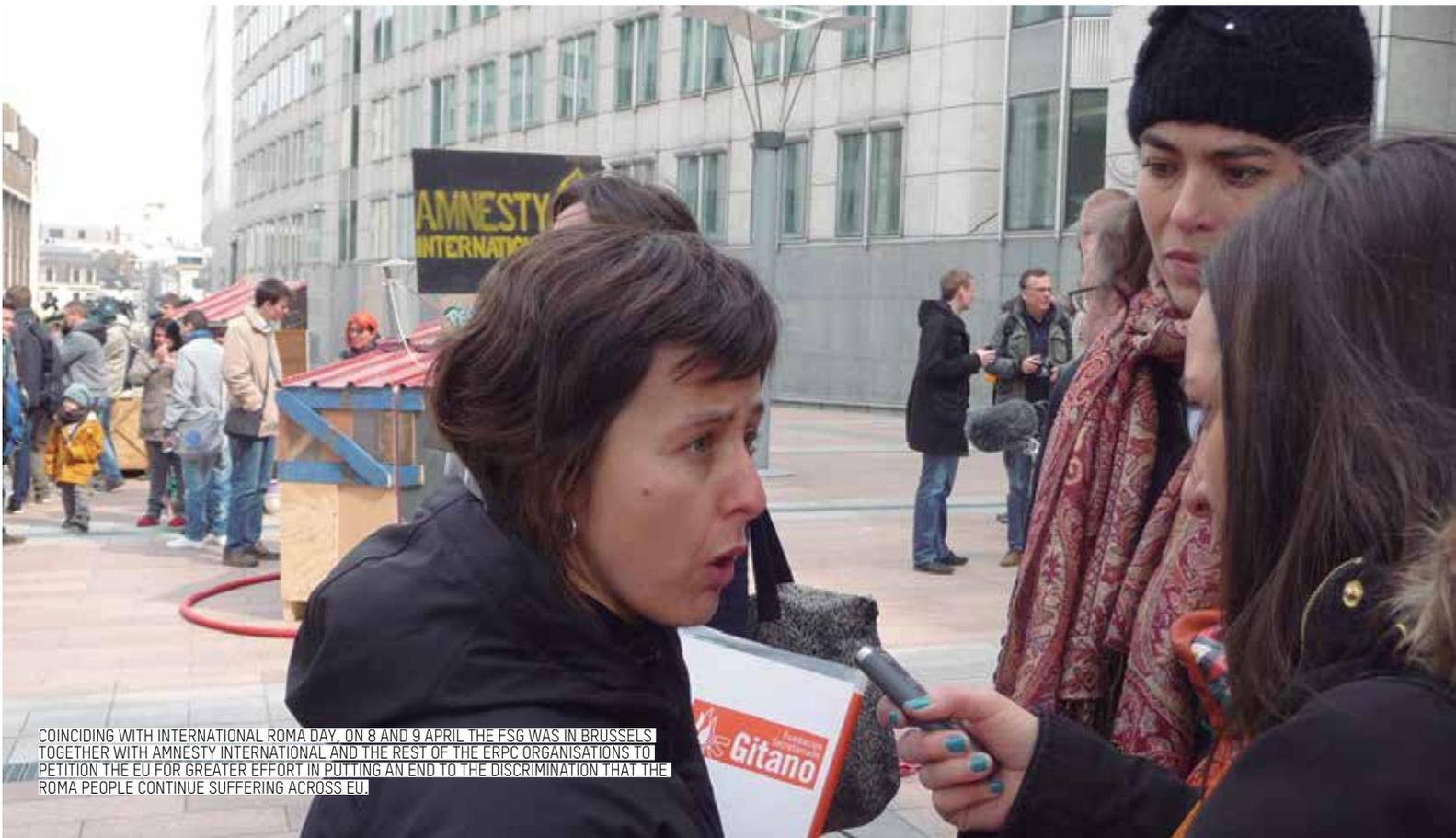
THE FSG INCREASINGLY PRESENT IN EUROPE

The FSG's international activity revolved around four priority areas:

- **Through the EURoma and EURoma+ networks**, the FSG was able to contribute to enhancing the planning and design of the 2014-2020 Structural and Investment Funds making them more inclusive of the Roma population.
- The FSG led the consortium entrusted with Spain's compiling of the *Civil Society Monitoring Report on the implementation of the National Roma Integration Strategy and Decade Action Plan in 2012*.
- Through the **development of European projects with partners from other countries**, the FSG contributed to the generation of know-how, experience-sharing and promoted mutual learning, the overarching objective being to enhance the effectiveness of actions targeting the inclusion of the Roma population with a special focus on Romania where the FSG is engaged in intensive work (see p. 128).

- **Political and institutional action was enhanced** by being actively present in decisions and debates to ensure that the Roma issue continues to be given priority on the political agenda and that the fundamental rights of the Roma community are fully guaranteed.

With its sights clearly and firmly set on defending the rights of the Roma population, the FSG's institutional action in Europe has been an important part of the Foundation's international activity. It participates on a regular basis in the activities of the European Roma Policy Coalition (ERPC) under the guidance of the FSG which assumed the rotating presidency in 2013, takes part in the European Commission's EU Platform for Roma Inclusion, the EU Fundamental Rights Platform, the European Commission's consultation group on cohesion policy and Roma issues, the Roma Forum of the European Foundation Centre, etc.



COINCIDING WITH INTERNATIONAL ROMA DAY, ON 8 AND 9 APRIL THE FSG WAS IN BRUSSELS TOGETHER WITH AMNESTY INTERNATIONAL AND THE REST OF THE ERPC ORGANISATIONS TO PETITION THE EU FOR GREATER EFFORT IN PUTTING AN END TO THE DISCRIMINATION THAT THE ROMA PEOPLE CONTINUE SUFFERING ACROSS EU.



THE EUROMA NETWORK, A BENCHMARK FOR THE SOCIAL INCLUSION OF THE ROMA POPULATION AND STRUCTURAL FUNDS

EUroma is a European Network made up of representatives of twelve Member States, determined to promote the use of Structural Funds (SF) to enhance the effectiveness of policies targeting Roma people and to promote their social inclusion (ESF Managing Authorities and those responsible for Roma policies). The FSG manages the Technical Secretariat of this Network that was created in 2007 at the behest of the Administrative Unit of the European Social Fund (ESF) in Spain and the FSG.

After six years of operation, the Network has established itself as a benchmark for Roma inclusion and Structural

Fund issues in Europe. In 2013 EUroma turned its attention to future challenges and began preparing for the new 2014-2020 Structural Fund programming period.

With these objectives in mind, in May the Network published the handbook entitled **Tackling Roma Needs in the 2014-2020 Structural Funds Programming Period; Guide to improve the planning process**. This publication offers Member States a tool with proposals and recommendations of how to incorporate the Roma population both in Association Agreements and in future 2014-2020 Operational Programmes in a more efficient manner and with greater impact, based on lessons learned during the current 2007-2013 period.



After six years of work, the EUroma Network, whose technical secretariat is run by the FSG, has been recognised as a role model at European level when it comes to the social inclusion of the Roma population and Structural Funds

The EUroma network is led by Spain and formed by 12 Member States: Bulgaria, Slovakia, Spain, Finland, Greece, Hungary, Italy, Poland, Portugal, Czech Republic, Romania and Sweden



EUROMA MEETING IN SOFIA, WITH MORE THAN 60 PARTICIPANTS

The European Commissioner for Employment, Social Affairs and Inclusion, Laszlo Andor, was on hand for the presentation of the handbook. It is available on the Network's web page and a wide-ranging dissemination and outreach process was carried out during the year. One thousand English version copies were distributed to the different European Union stakeholders (Member States, EU institutions, international organisations, NGOs, etc.) and it was translated into Spanish.

The meeting of Network partners was held in September in Sophia (Bulgaria) and was attended by over 60 participants representing the managing authorities of the Structural Funds and National Contact Points for Roma Inclusion Strategies in the 12 EU states belonging to the Network and other invitees (Belgium, Croatia, Switzerland and Turkey). The agenda focused on **how to build effective partnerships for the inclusion of the Roma population in the framework of Structural and Investment Funds**, a key issue for the upcoming 2014-2020 programming period, coinciding with the European Commission's drafting of the European Code of Conduct on Partnership setting up the framework for the participation of different key stakeholders in Association Agreements and Operational Programmes.

The website (www.euromanet.eu) has again proven to be a useful and effective tool where professionals working with Structural Funds and social inclusion targeting the Roma population can find resources, the latest strategies and key events on topics of their interest.

The FSG has managed the Technical Secretariat of EURoma since its creation in 2007

EUROMA +, ROMA INCLUSION AT THE HIGHEST POLITICAL LEVEL

As a way to supplement the work performed by the EURoma Network, the European Commission approved the creation of **EURoma+**, a high-level political initiative (in contrast with EURoma where participants are technicians), assigned the task of preparing for the upcoming 2014-2020 Structural and Investment Fund programming period. The aim of the EURoma+ Network is to make operational programmes **more inclusive of the Roma population during the upcoming Structural Fund programming period** by incorporating the learning gained from the current 2007-2013 period.

This new European Network is led by the Administrative Unit of the European Social Fund in Spain (AUESF) and the **FSG is responsible for the Technical Secretariat**. The Network was launched on 28 May in Brussels and was inaugurated by the European Commissioner for Employment, Social Affairs and Inclusion, Laszlo Andor. The heads of the

ESF managing authorities and representatives of the National Contact Points for Roma Inclusion Strategies from eight EU Member States were in attendance to confirm their political commitment to make more efficient use of Structural Funds for the inclusion of the Roma population.

With this political commitment in mind, the Network's first activity is to draw up an **analysis report of lessons learned by Member States with proposals** for the upcoming programming period. To that end, the Network's Technical Secretariat organised a round of meetings in each of the eight Network countries to gather information and assessments from the different stakeholders. The report will be made public at the beginning of 2014 at the same time the Association Agreements are presented in Brussels.

FUNDED BY



The EURoma+ Network brings together the officials of the Structural Fund Management Units of Bulgaria, Slovakia, Spain, Greece, Hungary, Italy, Czech Republic and Romania



EUROPEAN COMMISSIONER FOR EMPLOYMENT, SOCIAL AFFAIRS AND INCLUSION, LASZLO ANDOR, ON HAND IN SUPPORT OF THE LAUNCH OF THE EUROMA+ INITIATIVE



“ROMA FAMILIES GET INVOLVED” IN SUPPORT OF THEIR CHILDREN’S SUCCESS AT SCHOOL

Since April 2012 the FSG has been leading the project called Roma families get involved: transnational methodology towards their children’s success in education funded by the European Commission, DG Education and Culture, within the framework of the Lifelong Learning programme that concluded in 2013.

The objective is the promotion and participation of Roma mothers and fathers in the education of their children to favour their children’s success in education. To that end, a methodological tool was conceived targeting the professionals who work with Roma families. Following the preliminary group work with national and transnational experts from Bulgaria, Hungary, Romania

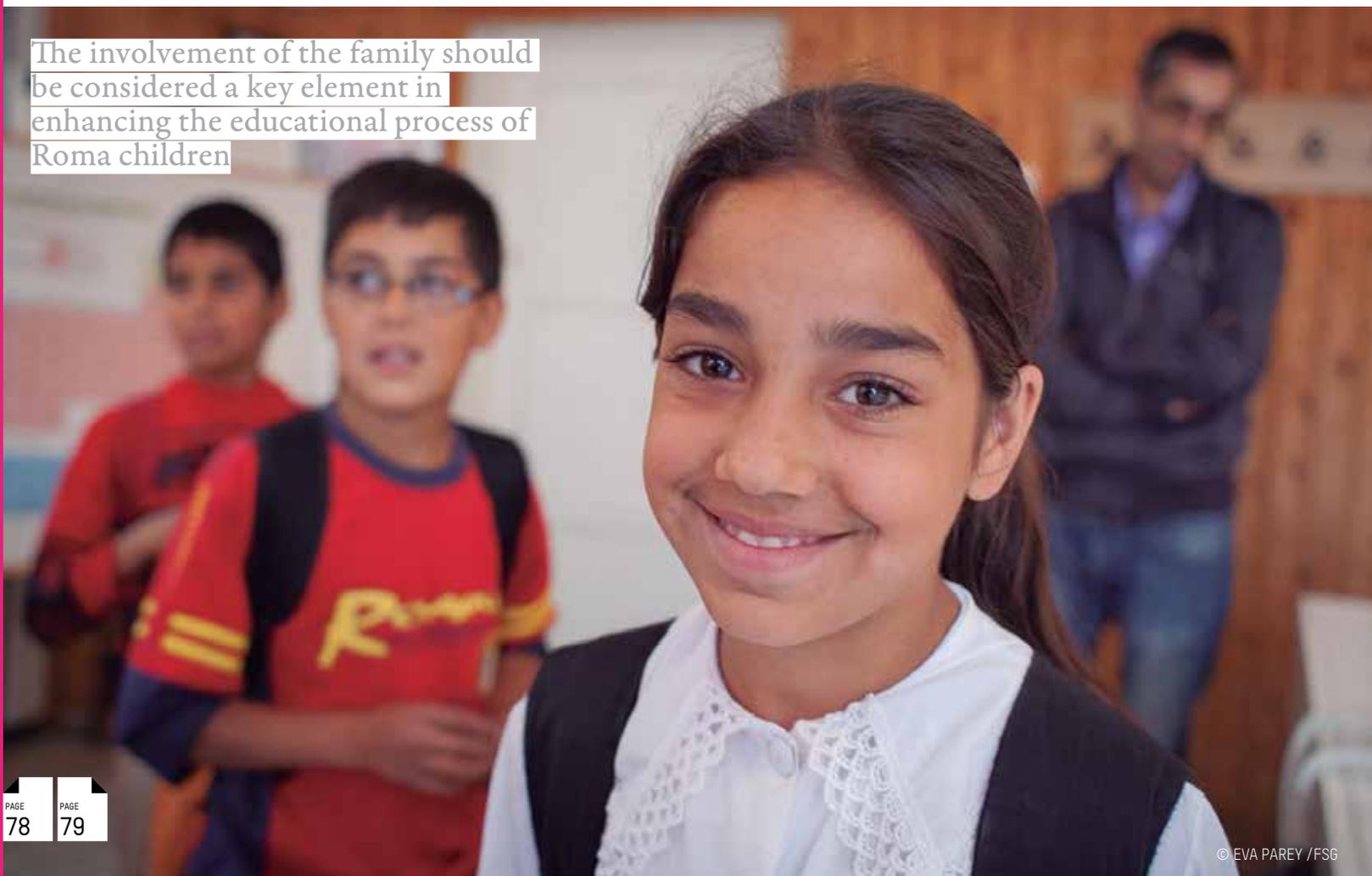
and Spain, the identification of best practices and the organisation of national seminars, the group published **the Guide for working with Roma families towards achieving the success of their children in school; a transnational methodological proposal for professionals**. Public presentations were then made at national level in the four partner countries and a final presentation was made at the closing event in Brussels on 21 March attended by representatives of the European Commission, all project partners and education professionals.

The project and the guide were very well received due to their relevance and usefulness as they included tools and methodological processes for work with Roma families. The involvement of

the family should be considered a key element in enhancing the educational process of Roma children. The guide was published in Spanish, Bulgarian, Romanian, English and Hungarian.

The project partners are: Fundación Secretariado Gitano (coordinator), Spain; Roma Education Fund, Switzerland; Roma Oktatási Alap (Roma Education Fund), Hungary; Roma Education Fund Foundation, Romania; Fundația Secretariatul Romilor, Romania; Ministry of Education, Culture and Sport, Spain; Ministry of Education, Youth and Science, Bulgaria; National Ministry of Education, Romania; and the City Council of Ács, Hungary.

The involvement of the family should be considered a key element in enhancing the educational process of Roma children



INTEGRATED APPROACH: VALUE-ADDED FOR SOCIAL INCLUSION

The *Multi-regional Operational Programme Fight Against Discrimination* (OP) managed by the FSG includes inter-regional and transnational actions conceived to add value to the actions implemented through the programme taking advantage of inter-regional and transnational cooperation. Following the standardisation and planning work of the inter-regional and transnational activities carried out in 2012 in accordance with an Action Plan, in 2013 some of the actions envisaged in the plan were carried out to **improve efficiency, incorporate innovative aspects and adapt actions to new contexts and needs.**

Within the framework of the four priority work areas envisaged in the Action Plan, in 2013 a major focus was placed on the integrated approach of Operational Programme actions targeting the Roma population.

In light of the complexity and the different dimensions of social inclusion processes, and based on our experience in intervention, it was obvious that **an integrated approach to actions would offer the best results.** However, generally speaking there is no clear concept of exactly what an “integrated approach” actually is despite the fact that this is vital in defining the types of intervention to achieve the most efficient and effective social inclusion.

That is why in 2013 the FSG initiated a joint work process in the framework of inter-regional cooperation, the purpose being to think about how to migrate the intervention processes used in the OP towards an integrated approach so that this can subsequently be standardised and incorporated into transnational cooperation in 2014. Two work sessions (June and October) were organised for professionals from different territories and departments where OP actions are implemented and experts from other organisations working in the same field were incorporated to contribute to the planning and standardisation of actions based on an integrated approach. We compiled questionnaires and base documents to facilitate the process.

OTHER INITIATIVES

→ **Implementation of national strategies**

At the close of 2012 we began work on a project funded by the Secretariat of the Decade of Roma Inclusion through which the FSG, together with the Public University of Navarre and the Association of Teachers of Roma, compiled a shadow report on the implementation of Spain's National Roma Integration Strategy. The report, published in May 2013 and updated in November 2013, used documentary analysis and structured interviews to give an overview and assessment of the impact that the Strategy is having in Spain. The project is being carried out in eight countries.

→ **¿What's working with Roma?**

What's working? is an initiative financed by the European Commission (DG Education, call under Lifelong Learning) and is led by the British organisation from Manchester called BHA in collaboration with the FSG and the Dutch organisation PHAROS.

The aim of the project is to **exchange intervention methodologies in work with Roma, mostly from Eastern European countries** in the sphere of education and social inclusion through study visits and by compiling relevant information. The partners worked on a practical joint document focusing on these lessons learned and conducted a short study on the factors conditioning the social inclusion of this population group in the host countries (United Kingdom, the Netherlands and Spain). In 2013 the final meeting was held in Manchester.



COMMUNICATION

BUDGET: 390,000 €

BENEFICIARIES:
25,000

DIRECTOR OF THE
COMMUNICATION
DEPARTMENT:
BENJAMÍN CABALEIRO

SEEKING A MORE ACCU IMAGE OF THE ROMA

The crisis, always needing a “scapegoat” to blame when things go wrong, and certain television programmes that are anything but respectful of the image of the Roma community, are responsible for several steps backwards after the gains made in recent years in the building and dissemination of a more accurate and authentic image of Roma people.

It is an uphill battle for organisations such as the FSG that have been working through communication and awareness-raising actions targeting different sectors of the population to establish a new image to replace the stereotypes, caricatures and prejudices that remain in many people’s minds at all levels of society.

For another year running, the FSG has focused its efforts on online communication with the advantage of the recently remodelled corporate website up and running (www.gitanos.org). We also use social networks, reinforcing the channels already available in Facebook, YouTube and Twitter which continue to grow exponentially.

In 2013 we continued renewing our communication instruments with the redesign of two of our e-bulletins and our magazine Gitanos, Pensamiento y Cultura (Roma Thought and Culture) which has been redefined and redesigned to convert it to electronic format; as from 2014 it will no longer be available in paper.

Another important element in our e-communication is the dissemination of all the Foundation’s publications in PDF format on the website.

We have a growing and increasingly active digital community in social networks. Our networks are growing by 3% per month



The FSG worked harder than ever this year to consolidate a new social image for Roma with a view to doing away with the stereotypes, caricatures and prejudices that remain in people’s minds in all strata of society

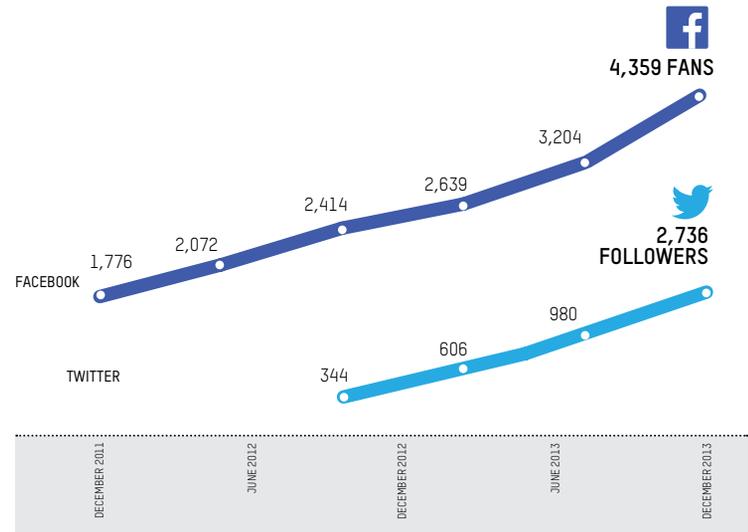
RATE SOCIAL COMMUNITY

EDUCATION, A KEY ISSUE

In 2013, education was one of the priorities of our communication awareness-raising efforts; we continued with the institutional campaign *Gitanos con estudios, Gitanos con futuro* (Roma with studies, Roma with a future) initiated in 2010, together with the *Promociona* education programme which this year adopted the slogan “Fulfil your dreams through education” (see p.84). The campaign will continue into 2014.

We also disseminated the comparative study entitled *Roma students in secondary school* which furnished new information on the situation of disadvantage and inequality affecting a large percentage of Roma youngsters. Moreover, we engaged in other important initiatives in this field such as those carried out in the transnational programme “Roma families get involved” presented at national and European level.

-
- 190,000 UNIQUE VISITORS
-
- 48 ISSUES OF 3 ELECTRONIC NEWSLETTERS
-
- 3,500 COPIES PER ISSUE OF THE MAGAZINE
-
- 1,600 POSTERS Y 3,000 BOOKMARKS
-
- COMMEMORATING THE “8TH OF APRIL”
-
- OVER 800 IMPACTS IN THE MEDIA
-
- 1,400,000 PAGES VISITED
-
- 4,300 “LIKES” IN FACEBOOK AND 2,700 FOLLOWERS ON TWITTER
-
- TECHNICAL ASSISTANCE PROVIDED TO OVER 300 ORGANISATIONS
-



INTERNET TAKING ON INCREASING IMPORTANCE

The corporate web page design change in 2012 spelled a complete renovation, over and above cosmetic improvements. We enhanced its net-surfing capabilities, enlarged sections and placed a higher priority on information from the territorial offices.

One of the main novelties was the linking of content to social networks (Facebook, Twitter, YouTube) which are now more active and have more followers. We commissioned an external report on these new tools in order to gauge the impact of communication on the FSG’s social networks which, among other conclusions, indicated an increase of over 3% each month in the number of followers.

The 2013 yearly page views number over a million with a total of 190,000 unique visitors



RECORDING IN GRANADA A VIDEO TO ENCOURAGE ROMA YOUNGSTERS TO PARTICIPATE IN THE CAMPAIGN

MAGAZINE *GITANOS*

The magazine *Gitanos, Pensamiento y Cultura (Roma, Thought and Culture)* published two new double issues in 2013. This year it was also revamped to make it an e-publication. This change was publicised through a leaflet called “Follow us on Internet” which includes a QR code to facilitate web access to the magazine through mobile devices.

- Issue No. 64-65. “The FSG with the Roma community for 30 years” featuring a special edition on the advances made during these three decades as part of the Secretariado Gitano’s anniversary celebration (1982-2012) last year.
- Issue No. 66-67. Education. A new 100-page double issue focusing mostly on the secondary education study presented by the FSG and also the “farewell issue” (last one in hard copy format).
- Leaflet “Follow us on Internet” featuring the covers of the 68 issues published since 1999 and information on the change to e-format as from 2014.

The magazine has a circulation of 3,500 and is sent throughout all of Spain to schools, libraries, third sector undertakings, institutions, public sector decision makers, individuals, etc.

As from 2014, the magazine *Gitanos* will be published in e-format (with its own web page and available for mobile devices)



PRESS OFFICE

Journalists receive professional and personalised attention during the whole year through a large database of contacts. We also have an alert system and daily monitoring of the press (which we have been doing for decades now) to stay abreast of what is happening in real time so as to be able to respond swiftly, when needed, in coordination with the Area of Equality.

In 2013 the FSG was mentioned in approximately 800 press stories, some of which were widely-disseminated, high-impact reports such as those published by El Pais newspaper (“750,000 ways to be Roma”) and in its Sunday magazine insert (“Roma in the 21st century”).



NETWORKING

The FSG takes part in several communication and awareness-raising initiatives with other organisations. These include the well-known “Solidarity tick” campaign (encouraging people to tick the solidarity box on their income tax returns) together with the Social Action NGO Platform; the communication group of the European Anti Poverty Network; the Information and Advertising Group of the Operational Programme to Combat Discrimination; and for the second year, the “SOMOS” (“we are”) campaign with 24 important Spanish NGOs which is an initiative promoting the culture of solidarity and paying tribute to partners and collaborators.

The FSG takes part in several communication awareness-raising initiatives together with other social organisations such as “Solidarity Tick” and the “SOMOS” campaign



MOREOVER...

The FSG also engages in important communication and awareness-raising work through its territorial offices either through events (such as the 8th April International Roma Day celebration and other important dates such as the Holocaust remembrance, Anti-racism Day, Women’s Day, etc.), the dissemination of press notes and ongoing contact with local media, active participation in awareness raising campaigns and a host of other initiatives such as the coordination of radio programmes on the Roma community (in Jaen and Valladolid), our own pages in social networks and other awareness-raising projects.



The Area of Communication also teaches on the University course to train Roma community social intervention experts run by the FSG and the Public University of Navarre (class called “Image of the Roma community and social awareness-raising”) and likewise takes part in other academic fora working with students, teachers and other professionals on aspects related with the social image of the Roma community.

In 2013 we also continued our interesting collaboration with the El Pais newspaper blog called ‘3,500 million’ with two entries: “This is not the Roma word of honour” and “How the crisis is affecting Roma families”.

The Area of Communication also coordinates the main corporate publications such as this Annual Activities Report published in hard copy and e-format (PDF) and a summary version of the Report which came out for the first time in 2013.

AWARENESS RAISING AND TECHNICAL ASSISTANCE



Many of the initiatives described in this Report come under the “Awareness-raising, information and technical consultation programme for the social inclusion of the Roma population” through the Ministry of Health, Social Services and Equality’s call for proposals funded by income tax funds earmarked for “other social services”.

The aim of this programme is to promote change to improve the situation of the Roma population. It also seeks to influence social policy to make it more efficient in resolving the Roma community’s problems and needs, removing obstacles blocking social inclusion and mobilising other players to collaborate in this task and to enhance solidarity and sensitivity towards the situation faced by the Roma Community. It furnishes information and advisory support to public authorities, administration specialists, NGOs, etc. at national level in 14 Autonomous Communities.

Its main lines of action are:

- Communication and awareness-raising
- Advisory support and technical assistance
- Training, study and research initiatives

BUDGET: € 250,000

BENEFICIARIES: 25,000

FINANCED BY



OVER 300 ROMA YOUNGSTERS GET A GLIMPSE OF THEIR DREAMS IN A CAMPAIGN TO STOP EARLY SCHOOL LEAVING

In 2013 the Fundación Secretariado Gitano launched the awareness-raising campaign called “Asómate a tus sueños” (“With studies your dreams come true”) as a way to **combat early school leaving which affects a large part of the Roma student body**. According to the comparative study *Roma students in Secondary School* (FSG, 2013), 63% of Roma young people drop out of school before completing their compulsory studies. This has a negative effect on their chances for a brighter personal and professional future.

“Asómate a tus sueños” (“With studies your dreams come true”) is the Foundation’s third education campaign targeting the Roma community. Roma students between the ages of 12 and 16 are the target population in this case and they also played a main role in the development of the campaign.

Several different slogans were used: “Asómate a tus sueños” (“With studies your dreams come true”) and the one paired with awareness-raising actions in education “Gitanos con estudios, Gitanos con futuro” (“**Roma with studies, Roma with a future**”).

It is funded by the European Social Fund through the Multi-regional Operational Programme Fight Against Discrimination and co-funded by the Ministry of Health, Social Services and Equality through the income tax scheme earmarking funds for “other social interest purposes”. The Campaign also received support from the Ministry of Education and private enterprise.

The principal aim of the campaign was to encourage Roma youngsters between ages 12 and 16 to complete their compulsory secondary education studies and continue with further training.

Moreover, the FSG addressed the educational community for support and to raise awareness about this serious situation, i.e. involve public administrations and other stakeholders with a view to boosting educational policies targeting the Roma population and to attract some media attention and get this discussion onto the political agenda.



AT LEAST FOR ONE DAY, A GROUP OF ROMA YOUNGSTERS FULFIL THEIR DREAM OF BEING CHEFS AT A FAMOUS RESTAURANT, LUCY BOMBÓN

WITH STUDIES YOUR DREAMS COME TRUE



JUAN JOSÉ MORENO, ALICANTE, 17-YEAR-OLD ROMA STUDENT TAKES PART IN THE MENTORING PROGRAMME OF THE CAMPAIGN CALLED "ASÓMATE A TUS SUEÑOS" ("WITH STUDIES YOUR DREAMS COME TRUE") AT THE FIRM IBERDROLA

"I believe that it is important to study in order to get a good job in the future and show society that Roma can also excel in their studies." "We participate in these activities so that others can see that this programme exists and can get involved and to show that studying is for Roma too."



WALKING IN THE SHOES OF AN EMERGENCY ROOM DOCTOR

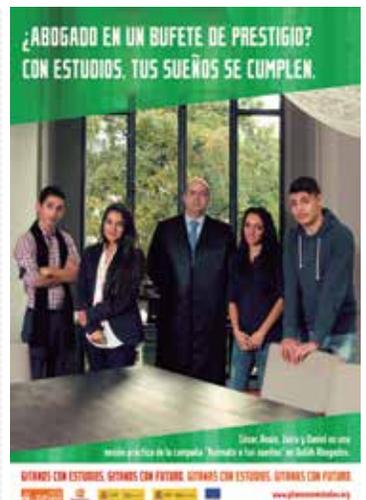


PART OF A TELEVISION SERIES TEAM



ANAÍ GARCÍA, ROMA STUDENT AGE 12 STUDYING IN GIJÓN, PARTICIPATED IN THE MENTORING CAMPAIGN "ASÓMATE A TUS SUEÑOS" ("WITH STUDIES YOUR DREAMS COME TRUE") AT THE DUTILH LAW FIRM.

"I would like to be a judge. This experience was a real eye-opener for me and I'm excited about continuing. I just might make it"



ARCHITECTS FOR A DAY



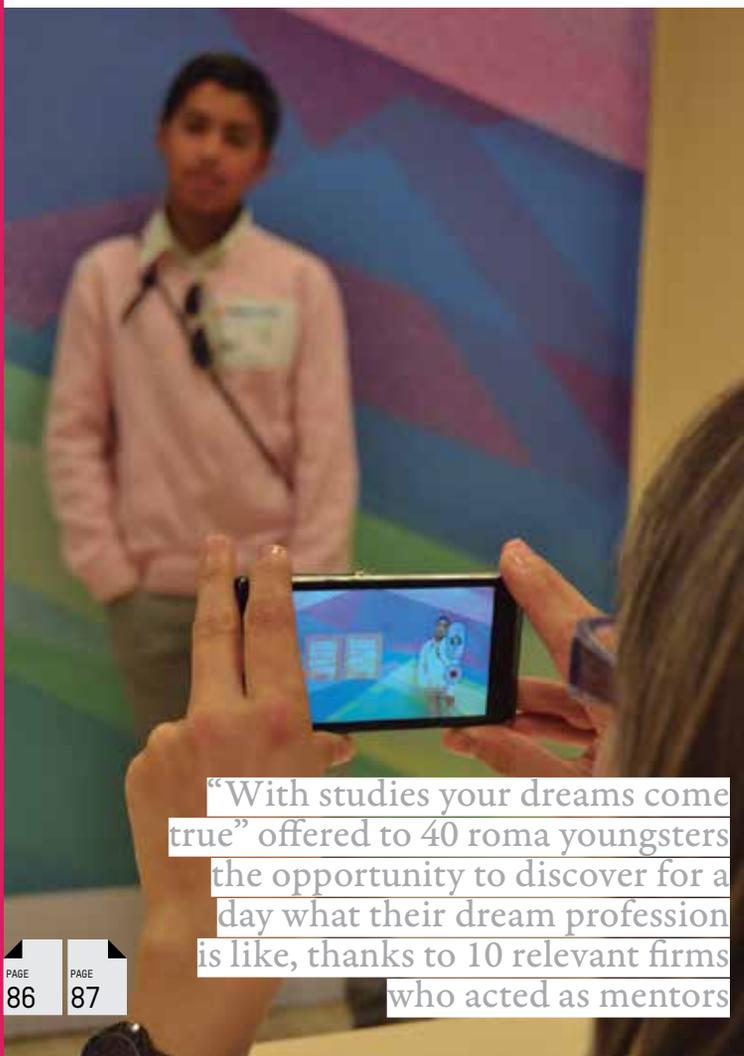
LEARNING TO BE A MAKE-UP ARTIST

THIS WAS “ASÓMATE A TUS SUEÑOS” (“WITH STUDIES YOUR DREAMS COME TRUE”)

“Asómate a tus sueños” (“With studies your dreams come true”) was an integrated campaign carried out simultaneously in several Spanish cities. A total of 312 young people, professionals and Foundation volunteers participated directly in 24 cities. The campaign was implemented in four stages:

INVITATION TO PARTICIPATE: YOUTH CALL ON THEIR PEERS TO PARTICIPATE

Twelve Roma youngsters, students from Valencia and Granada who participated in the previous awareness-raising campaign, recorded a video-invitation in September of 2013 encouraging their peers to take part in the casting. This video was uploaded to the campaign’s microsite and disseminated through FSG channels and social networks. The casting call was done directly through the different FSG offices. The campaign was further publicised by distributing 1,200 leaflets and 350 posters were put up at schools, social centres and Foundation offices. The video invitation was also played in the FSG’s Promociona after-school tutoring classrooms



“With studies your dreams come true” offered to 40 roma youngsters the opportunity to discover for a day what their dream profession is like, thanks to 10 relevant firms who acted as mentors

CASTING: RECORDING DREAMS

312 young Roma from 24 different cities participated in the October casting held in 21 Spanish cities. FSG workers and volunteers organised the castings held at different Foundation offices or at social centres which were turned into recording studios for the day. The aim was to record the students with mobile telephones as they talked about their dreams and expectations for the future.



DORANTES, MUSICIAN AND COMPOSER, AT THE PRESENTATION OF THE CAMPAIGN “ASÓMATE A TUS SUEÑOS” (“WITH STUDIES YOUR DREAMS COME TRUE”).

“Education and knowledge are all we have to give back to the world more than what we give to ourselves. This is what having a future means”

MENTORING: TEN MAJOR FIRMS GOT INVOLVED

40 of the casting candidates from 24 cities were selected and given the opportunity to discover for a day what their dream profession was like thanks to ten major firms and the professionals working there who acted as mentors: Radio Televisión Española, the multinational energy company Iberdrola, automobile manufacturer Ford, legal firm Dutilh Abogados, architectural studio Emilio Tuñón, multinational cosmetics company Clarins, restaurant Luzi Bombón, Madrid civil protection service Samur, fictional TV series Amar es para siempre and the radio programme A vivir que son dos días of the Cadena SER radio station. These in-situ experiences took place between 12 November and 4 December in Madrid and Valencia. Video recordings and photographs were taken. This recorded material was then used to put together a documentary video and ten short videos (one corresponding to each session) for subsequent dissemination as part of the campaign. Nine different posters were printed documenting the experience, in addition to a leaflet for outreach purposes.

PRESENTATION: PRO EDUCATION CONCERT

The campaign was presented nationally on 1 February 2014 at a concert attended by 500 people, including 150 Roma secondary school students. The event took place at Madrid’s emblematic *Circulo de Bellas Artes* (Fine Arts Centre) where the documentary was played showing young Roma focusing on their studies. The concert included performances by Dorantes, Montse Cortés, Antonio Remache and his group, Frasquito and Ángela Bautista. The urban dance troupe called *Salabailar* also took part. Video testimonials of Roma performers encouraging young Roma to stay in school were projected: Tomatito, Niña Pastori, Josemi Carmona, Alba Flores, Pitingo and India Martínez. The event was hosted by Teo Sánchez, director and presenter of the Radio 3 Flamenco programme called *Duendeando*.



AN INNOVATIVE AND PARTICIPATORY CAMPAIGN

The FSG set its sights on an innovative campaign both in terms of the use of audiovisual tools and resources and the strategic design and implementation of the different stages, concurrently with neighbourhood events, audiovisual pieces and publicity strategies to achieve its objectives. It employed the services of the advertising agency Ogilvy & Mather to ensure the campaign's superior artistic and technical quality. Different videos were produced (11 minute documentary in Spanish and English and 9 videos corresponding to each of the days spent at the mentoring companies; 6 testimonial videos of the artists); graphics (posters and leaflets); and merchandising articles (tee-shirts) and other decorative material (photo-calls and banners).

Not only was the campaign innovative, it also stressed participation both in the initial strategic design (including different work groups, internal testing sessions, conferences with companies to prepare the mentoring sessions) and the implementation of the actions themselves. The involvement of FSG professionals was vital, especially the educational counsellors who liaised directly with students and their families. The awareness raising and encouragement work done with the Roma community helped make the campaign a success allowing us to deliver the message throughout an extensive geographical area.

Also, the participation of ten major firms not traditionally linked with the Roma cause was not only an example of corporate social responsibility but also of the need to continue to link different agents to get everyone involved in the advancement of the Roma community.

CAMPAIGN OUTREACH, STEP BY STEP

The campaign had its own microsite: www.gitanosconestudios.org, and was also disseminated through the Foundation's website and social networks (Facebook and Twitter) as well as YouTube. There was also a blog with daily updates on the campaign.

The campaign had an impact in national and local media with about fifty reports in the printed press with an audience of over three million readers; seven national television and radio appearances with a gross accumulated audience of 5 million; and regional and local television as well. Google recorded approximately 48,000 references to the search "Asómate a tus sueños" ("With studies your dreams come true") + Roma.

THE CAMPAIGN IN NUMBERS

DIRECT IMPACT

312 youngsters showed up for the casting
in **24** cities

40 young people fulfilled their professional dreams

BUDGET: € 140,000

DISSEMINATION OF THE CAMPAIGN

10 firms became involved in the mentoring sessions

+ 500 people attended the concert/presentation of the campaign

50 impacts in the media with a total cumulative audience of 5 million

FUNDED BY



POR SOCIALIZAR OTROS FINES DE INTERÉS SOCIAL

THE INFLUENCE OF ROMA CULTURE ON MAINSTREAM CULTURE

Spanish society is a mosaic of historic and cultural realities with its own idiosyncrasies, languages and peoples. In this multi-cultural context, people need to know that Roma history in Spain dates back six centuries and is very diverse. Therefore, the FSG's main goal in promoting culture is to make Roma culture more visible and known and hence improve the image of the Roma people and combat the stereotypes and prejudices that still persist.

CELEBRATING ROMA CULTURE

Our cultural promotion activities contribute to making Roma culture more visible and promote its incorporation as cultural heritage. We would draw attention to a series of intercultural meetings, conferences, talks, training sessions, etc. all seeking to disseminate the Roma culture. Examples include our participation in the Cañada Real (Madrid) Carnival and the Pajarillos Cultural Week in Valladolid; intercultural training sessions at the University of Leon and at the Faculty for teacher training in Caceres and the training of future primary school teachers at the University of Navarre; workshops on the social image of the Roma community in Salamanca; and radio programmes on Roma culture such as Romis en el Aire (FSG Valladolid) and I Romani Balval (FSG Jaen).

We also continue to support and disseminate

other Roma celebrations such as the local Roma days in the Autonomous Communities where events such as Roma Christmas are celebrated. In this connection, we organised a Roma Christmas carol competition in Albacete, celebrated Roma Day in Andalusia and showed the documentary film "Antonia" as part of the "Gitanos con Palabra" ("Roma word of honour") project in which the FSG Almeria office lent its support.

We also engaged in awareness-raising activities and participated in important commemorations such as International Holocaust Remembrance Day with our presence at the Senate and the Courts of Aragon where the death of more than half a million Roma at the hands of the Nazis was commemorated.

A total of over 100 activities were conducted touching nearly 20,000 people.



MOBILE CULTURE

The FSG has two instructional exhibits which are an important resource: "Culturas para compartir. Gitanos hoy" ("Sharing cultures. Roma today") and "Mujeres gitanas participando" ("Roma Women Participating"). These exhibits come with additional audiovisual material such as the documentaries "Itinerancias. El Viaje Rom" (The Roma Travel), "Romnia" and "Mujeres Gitanas de Castilla y León" (Roma women of Castile-Leon)." In addition to viewing the information panels directly, they allow for the organisation of cinema-fora to educate the public about the history, identity and culture of the Roma community in Spain and throughout the rest of Europe.

In 2013 our exhibits formed part of 14 activities and were visited by over 2,000 people. They were the centerpiece for some celebrations such as International Roma Day or Roma Day in Andalusia (Cordoba). They have also been lent out to schools such as the San Idelfonso Public School in Talavera de la Reina (Toledo) and the Torrente Ballester Secondary School in Pontevedra. They were also put on exhibit in the central foyer of the Granada Town Hall where they were very well received by the public.

OVER 100 ACTIVITIES UNDERTAKEN IN
30 MUNICIPALITIES

20,000 BENEFICIARIES

2,000 PEOPLE VISITED OUR EXHIBITS



OUR EXHIBITS WERE VISITED BY OVER 2000 PEOPLE



8TH APRIL, INTERNATIONAL ROMA DAY

Each year an increasing number of Roma and other people and organisations supporting the Roma cause become involved in the celebration of International Roma Day. In 2013 the FSG participated in numerous institutional events and collaborated with other Roma organisations marking this date as a day calling for the recognition and equality of the Roma people and to draw attention to the situation of those who have suffered and continue to suffer discrimination.

At European level, on 8-9 April the FSG jointed Amnesty International and the other organisations of the European Roma Policy Coalition (ERPC) in Brussels to petition the EU to make a more concerted effort to put an end to discrimination that the Roma people continue to suffer in the 27 Member States.

In Spain we took part in the institutional event of the Rio Ceremony organised by the State Council of the Roma People. We were also present at the awards ceremony of the Roma Cultural Institute.

Apart from the different activities conducted throughout Spain, as an organisation the FSG published a bookmark and poster created by the Roma artist Montse Motos. 2013 was the "European Year of Citizens" and that was the motive of the poster illustration which seeks to underscore and claim citizenship for all Spanish Roma, both as full-fledged Spanish and EU citizens.

People need to realise that Roma history in Spain dates back six centuries and is very diverse



DOCUMENTATION

THE FSG
DOCUMENTATION
CENTRE
IN 2013

MORE THAN 500
CONSULTATIONS

37% EXTERNAL
CONSULTATIONS

THE FSG DOCUMENTATION CENTRE THE AUTHORITY ON ROMA ISSUES

The Fundación Secretariado Gitano houses the main Documentation and Bibliographical Centre on the Roma community in Spain and it is one of the most important in all of Europe. Its objectives are as follows:

- To promote the preservation, knowledge and dissemination of the culture and history of the Roma people.
- To serve as a documentary point of reference for research work on the Roma community.

To that end it offers the following services:

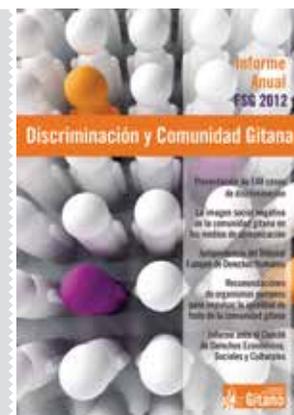
- **Library:** consultation service with a wealth of information specialising on the Roma community.
- **Mediatheque:** containing abundant audiovisual material on the Roma people which can be viewed and listened to at the Documentation Centre itself.
- **Newspaper library:** depository of news clippings about the Roma people in hard and digital format going back to 1967 and used in the publication of our bulletin Roma in the Press whose number of digital subscriptions has grown to 4,253.
- **Teacher's resources:** selection of materials designed for use by schools, associations, institutions and public and private organisations to teach values, interculturalism and to increase awareness of the Roma community.
- **Website:** provides access to on-line versions of our publications and magazines as well as a toolbox and a selection of key documents on specific subjects relating to the Roma community.

FSG PUBLICATIONS IN 2013

TECHNICAL PAPERS SERIES

**DISCRIMINATION AND THE ROMA
COMMUNITY ANNUAL REPORT 2012**
FSG MADRID, 2013.

Report on cases of discrimination recorded
by the FSG in 2012.



TECHNICAL PAPERS SERIES (CONTINUATION)

IMPACT OF THE CRISIS ON THE ROMA COMMUNITY

FSG. MADRID, 2013

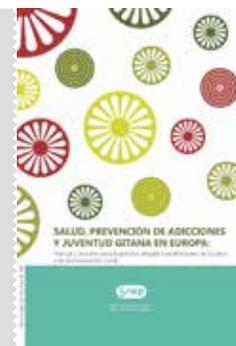
Analysis of the effects that the crisis and austerity measures have on Spain's Roma community



HEALTH, ADDICTION PREVENTION AND ROMA YOUTH IN EUROPE

FSG. MADRID, 2013

Manual and practical application targeting health-care providers and social workers



NEEDS STUDY IN THE MUNICIPALITY OF CORVERA IN ASTURIAS

ASTURIAS, 2013.

Analysis of the training-labour interests of recipients of the basic social salary and labour market intermediation with local enterprise established in Corvera.



PROFESSIONAL PEOPLE. DIALOGUE TO CONTINUE MOVING FORWARD.

FSG MADRID, 2013

Conclusions of the dialogue the FSG has had with undertakings in the search for excellence in the Acceder programme adapted to the new socio-economic reality of the country and its companies



WORKING MATERIALS SERIES

GUIDE FOR WORKING WITH ROMA FAMILIES TOWARDS ACHIEVING SUCCESS FOR THEIR CHILDREN AT SCHOOL. A TRANSNATIONAL METHODOLOGICAL PROPOSAL FOR PROFESSIONALS

FSG. MADRID, 2013

Guide to enhance the educational situation of the Roma student body in Europe fostering greater participation on the part of fathers and mothers.



HANDBOOK FOR SOCIAL INTERVENTION WITH THE ROMA POPULATION FROM A GENDER PERSPECTIVE

FSG. MADRID, 2013

Tool to help social workers to incorporate the gender perspective into the planning, execution and evaluation of intervention projects.



COLLABORATIONS, PARTICIPATIONS AND CO-PUBLICATIONS

→ EMPLOYMENT OF VULNERABLE PERSONS, A PROFITABLE SOCIAL INVESTMENT IMPACT ASSESSMENT OF THE MULTI-REGIONAL OPERATIONAL PROGRAMME TO COMBAT DISCRIMINATION (OP). MADRID 2013

Final evaluation of the impact achieved between 2006 and 2011 by the four private operators working jointly with the Ministry of Employment and Social Security and the European Social Fund.

→ WHAT'S WORKING. REPORT 2013. MANCHESTER, 2013

Analysis of the factors having an impact on the academic opportunities of Roma children residing in Spain, the Netherlands and the United Kingdom.

→ ROMA STUDENTS IN SECONDARY EDUCATION; A COMPARATIVE STUDY.

Study on the educational situation of Roma students in secondary school in Spain, including a comparison with the official figures for the entire population.

→ DOSTA! GUIDE TO COMBAT STEREOTYPES AFFECTING THE ROMA COMMUNITY. MADRID, 2013

Guide for the analysis of stereotypes affecting the Roma community.

→ CIVIL SOCIETY REPORT ON THE IMPLEMENTATION OF THE NATIONAL STRATEGY FOR THE SOCIAL INCLUSION OF THE ROMA POPULATION AND THE ACTION PLAN FOR THE DECADE OF ROMA INCLUSION IN 2012. BUDAPEST, 2013

Report on progress made in Spain since the end of the 1970's regarding improvement of living standards and the promotion of the social inclusion of the Roma population.

→ HOW TO ADDRESS THE NEEDS OF THE ROMA POPULATION IN THE 2014-2020 STRUCTURAL FUND PROGRAMMING PERIOD HANDBOOK TO IMPROVE THE IMPLEMENTATION PROCESS. MADRID, 2013

→ GUIDE FOR THE POLICING OF DIVERSITY. COLLABORATION PROGRAMME BETWEEN THE OPEN SOCIETY FOUNDATIONS AND THE PLATFORM FOR THE POLICING OF DIVERSITY. MADRID, 2013

Handbook designed to improve the training and capacity building of law enforcement officials in rendering a quality public service to an increasingly diverse group of citizens in terms of their origins, cultures, religious beliefs, sexual orientation and identity and functional diversity.



ANNEXES

ECONOMIC DATA AND AUDIT

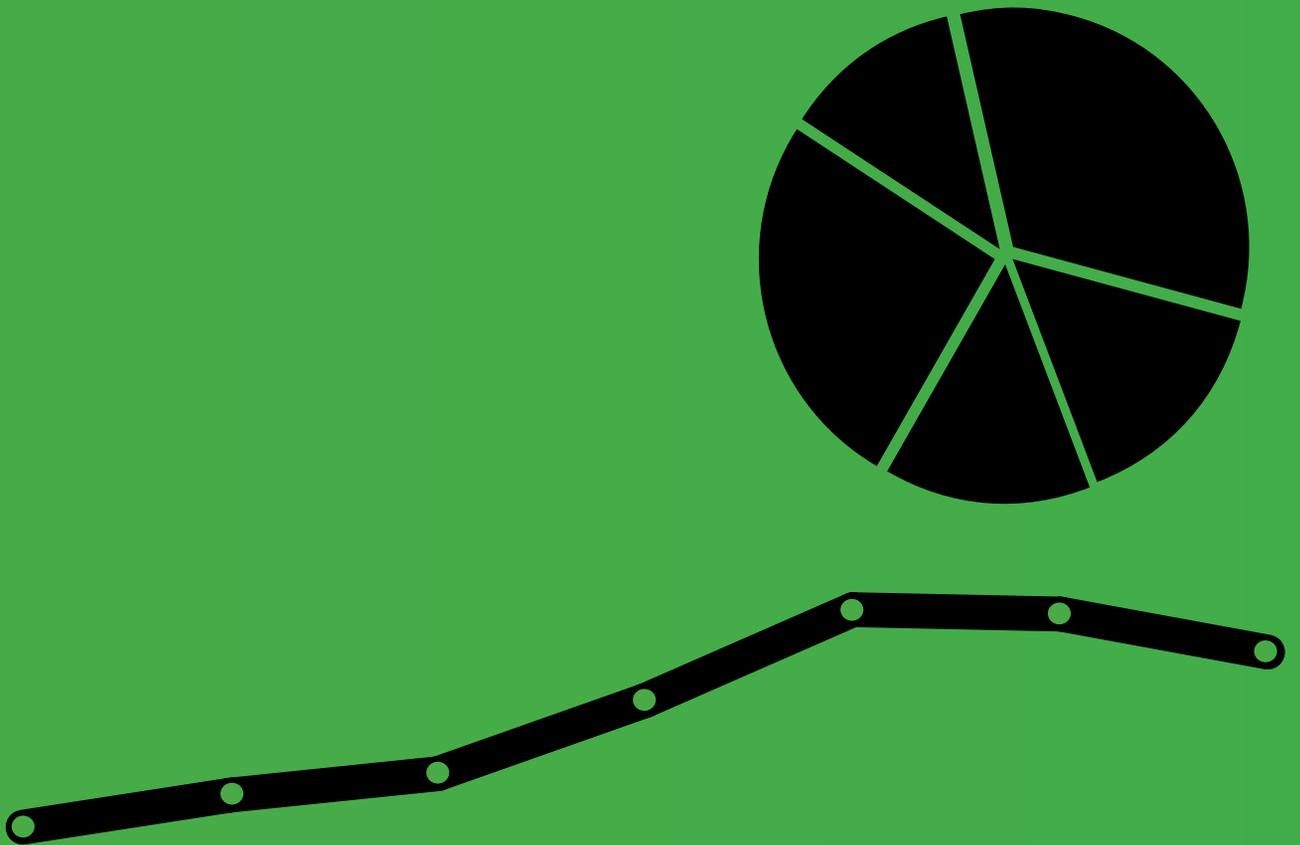
EVOLUTION OF THE ECONOMIC RESOURCES

EVOLUTION OF INCOME AND EXPENSES (IN €)

REVENUES AND INCOME IN 2013 (IN €)

FUNDING FINANCING SOURCES

REVENUES INCOME BY WORK AREA



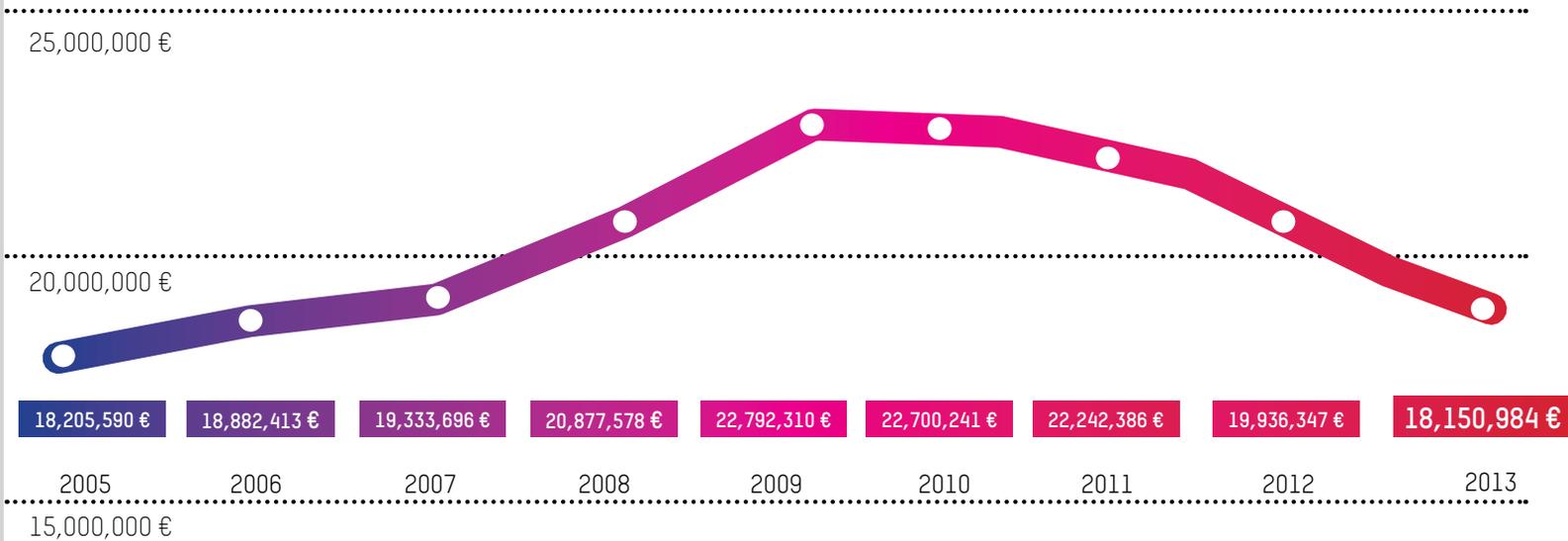
ECONOMIC DATA AND AUDIT

The Fundación Secretariado Gitano (FSG) annual accounts, which include the balance sheet at 31 December 2013, the profit and loss account and the yearly fiscal report ending on that date, are audited by EY, formerly Ernst & Young.

The full audit of the annual accounts issued by EY is available on our web page: www.gitanos.org/memoria13/auditoria



EVOLUTION OF THE ECONOMIC RESOURCES



REVENUES AND EXPENDITURE 2013 & BUDGET 2014

REVENUES AND EXPENDITURE 2013

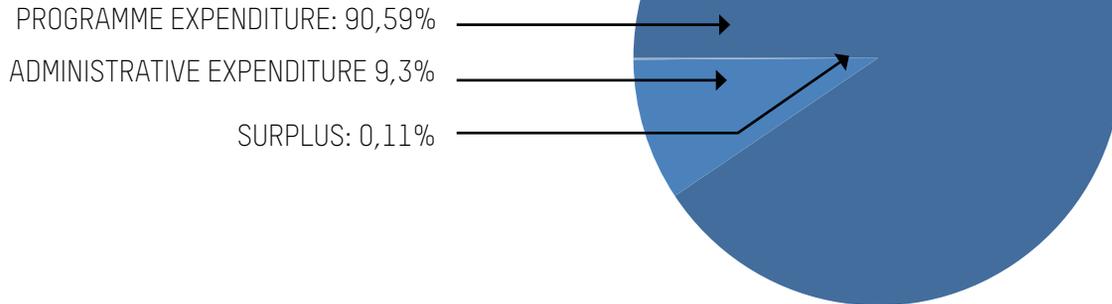


BUDGET 2014

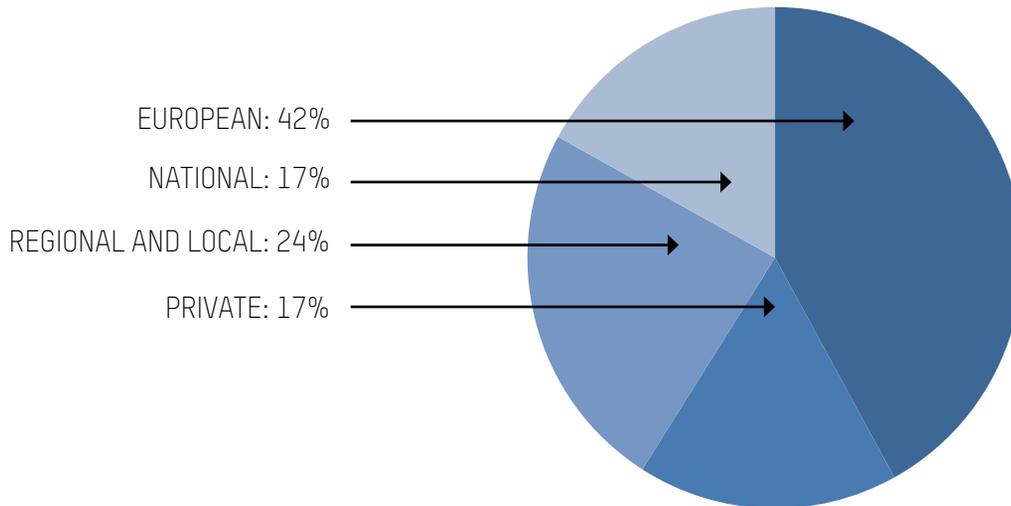


EXPENDITURE 2013

TOTAL: 18,150,984 €



FUNDING SOURCES 2013



EXPENDITURE BY WORK AREA IN 2013

