

# Annual report

Summary booklet

# 2023



# FUNDACIÓN SECRETARIADO GITANO

The mission of Fundación Secretariado Gitano is the advancement of the Roma people through social promotion, recognition and the defence of their rights, with an intercultural focus.

Fundación Secretariado Gitano delivers projects and services to reduce social inequalities and to defend the rights of Roma people, mainly in the fields of employment, education, health and housing. It also aims to promote more active policies for the social inclusion of the Roma population, to fight discrimination and to achieve equality of opportunity in Spain and across Europe.

A talented and committed team of people

**1128**  
Average number of staff

**37%**  
Roma

**76%**  
Women

**528**  
Volunteers

**34%**  
Roma

**72%**  
Women



## Sara Giménez takes on the General Management of Fundación Secretariado Gitano

Sara Giménez will direct the Fundación Secretariado Gitano in the coming decades, and is the first Roma person to do so, constituting a landmark for the organisation. Together with Jesús Loza, who has been named the president of the Board of Trustees, she will lead the New Strategic Plan 2024-2030. With this new Plan begins a new period in which FSG will play an ever more important role in our society and for the Roma people.

## Jesús Loza, president of Fundación Secretariado Gitano

"As president of Fundación Secretariado Gitano, I have the pleasure of presenting you with our Annual Report 2023. We share the most noteworthy results and the impact of our work with the participants of our programmes, the public administration and institutions, the companies, the members, the volunteers, the staff of professionals and all the many people who support our mission. Thank you for your trust in us. It is what drives us and makes it possible, between us all, to construct a society in which inequalities are compensated for, rights are defended and where the most vulnerable social groups have opportunities for development". **Jesús Loza.**



## Highlighted themes...



The European commissioner of Employment and Social Rights, Nicolas Schmit, during the inauguration of the event.

## We celebrated 20 years of Acceder in Brussels

The employment programme *Acceder* is a reference for the design of initiatives and public policy around employment and social care aimed at disadvantaged groups, such as the Roma population.



The Vice-president of the Spanish Government and Minister of Labour and Social Economy, Yolanda Díaz, participated in the presentation event.

## We presented the Evaluation of the programme *Calí*, for the equality of Roma women

4676 Roma women in situations of high social vulnerability have participated in *Calí* since 2016. 92.5% of them express their satisfaction with the programme.

## We continued working to put an end to structural inequalities, with the assurance of the European Social Fund

To our existing programmes for Employment, for Education and for Equality of Roma women, we added a new programme for the Fight against Discrimination for the period 2023/2029.

## Study of the profiles and situation of people in slum and substandard housing settlements in Spain

We reveal the serious situation experienced by many Roma people and demand the eradication of segregated settlements.



## Study on the Educational Situation of Roma students

We showed the serious inequality of Roma students and requested the activation of measures to compensate for this, to support students and to provide educational reinforcement, all adapted to the needs of the students.



## *Actualiza\_TEC*, digital equality for the Roma community

With the project *Actualiza\_TEC* we call for digital equality for the Roma community and fight against the digital divide. All with the support of the Plan for Recuperation, Transformation and Resilience via the NextGenerationEU funds.



# EMPLOYMENT

We promote access to training and employment as one of the keys to inclusion and social transformation

4 102 people have found work



*Acceder*, an effective and efficient employment programme, in which 4 out of 10 participants find work



With our employment programme *Acceder*, we create individualised pathways which combine assessment, guidance, training and active job search. Our goal is to increase participants' autonomy, employability and access to the labour market, both through salaried employment and self-employment, while identifying opportunities for employment and alliances with companies.

## RESULTS 2023

**20 687**  
People assisted

**6 041**  
People trained

**3 061**  
Offers of employment

**6 595**  
Contracts signed

**3 697**  
Collaborating companies

**441**  
Collaboration agreements with companies

Collaboration with companies, the key to the success of *Acceder*.



+ INFO



## Programa TándEM



Participants in TándEM during the closing act, together with the Director of the Spanish Public Employment Service, Gerardo Gutiérrez.

With *TándEM* we promote dual training and foster access to work for young Roma men and women



## RESULTS 2023

**175**

Participants aged between 18 and 30

**15**

Training programmes

**More than 50**  
Locations



We promote the return to education among the Roma population, through secondary school graduation classrooms

**378**

Young people enrolled in compulsory secondary education

**65%**

continued in the academic year 2023/2024

**25%**

have graduated and obtained the Compulsory Secondary Education Certificate

# EMPLOYMENT

The integrated perspective of the *Acceder* programme is a decisive factor in its success

*Empleando Digital+:* digital transformation in labour market inclusion among vulnerable groups



#empleandodigital  
Innovation in labour inclusion

13

training programmes in emerging occupations

109

people trained

55% women

6

training programmes in the field of programming

73

young people

Round tables with technology and digital companies: a reflection on the role of companies in the inclusion of the most vulnerable groups

26

round tables

104

companies participating



We strengthened the processes of accompaniment towards self-employment and enhanced the development of our Work Integration Social Enterprises

With *Mercaemprende* we contribute to innovation and modernisation in street trading

**mercaemprende**

397

people are following a Mercaemprende pathway

14 teams:

Alicante, Avilés, Castellón, Córdoba, Granada, Madrid, Mieres, Cuenca, Málaga, Murcia, Oviedo, Pravia, Salamanca, Valladolid and Zaragoza

243

people are implementing a plan for the improvement of their stall



Pathways to self-employment, a tailored response to Roma people interested in entrepreneurship as a means of accessing employment

RESULTS 2023

101

self-employment projects set up

586

self-employment pathways

Work Integration Social Enterprises (WISEs), an opportunity for protected employment for Roma people in the most vulnerable situations

We promote the WISEs via a comprehensive model

**nabut**

Cleaning, laundry and auxiliary services. Navarra. Ecocatering: El Fogón Errante. Catering space management: Molino de San Andrés and Club de Marketing de Navarra. Navarra.

22 employees

[www.nabutnavarra.org](http://www.nabutnavarra.org)  
[www.elfogonerrante.org](http://www.elfogonerrante.org)



Gardening and forestry work. Asturias.

14 employees  
[www.vedelar.es](http://www.vedelar.es)



Auxiliary Conferencing Services.

11 locations.

23 employees

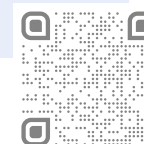
[www.ecoturazafatas.es](http://www.ecoturazafatas.es)



Information, Maintenance, Cleaning and Mediation. Madrid.

30 employees

[www.uzipen.es](http://www.uzipen.es)



+ INFO



## EDUCATION

We accompany Roma students on their paths towards educational success



### A strong commitment to improving the educational level of the Roma population

Education is key to the advancement of the Roma community. However, its education level continues to be far below the Spanish average: 62.8% of Roma students do not even successfully reach the end of their compulsory secondary education, according to our latest study. Against this backdrop, improving the educational level of the Roma population and ending this inequality are our priority.

IN 2023 WE WORKED WITH:

4981  
students

1153  
educational  
centres

3738  
families

62  
locations in  
13 regions



168 *Promociona* students graduated with the Compulsory Secondary Education Certificate

### *Promociona*: graduation of compulsory secondary education as a priority



With our educational programme *Promociona* we initiate priority actions such as personalised educational guidance for students and families, "Promociona Classrooms", which are group spaces for support and study, and actions for students' digital capacity-building. Gatherings of students and families or mentoring with companies complement these interventions. We carry them out in coordination with the students' educational centres as an essential part of the programme.

### RESULTS OF THE 2022-2023 SCHOOL YEAR

1606  
students

1287  
families

534  
educational centres

#### SECONDARY

#### PRIMARY

61 %  
of the students went on to the next year with all subjects passed

97 %  
of primary students in the 6th year of primary graduated into secondary

61 %  
moved on from primary education to secondary education with all the subjects passed

47 %  
completed the school year with all subjects passed

79 %  
of the students in the 4th year of secondary and the 2nd year of Basic Vocational Training achieved graduation

89 %  
of the students who graduated from secondary education went on to post-compulsory studies



We advance the *Kumpania* programme, based on the *Promociona* model, as a specialised resource in partnership with the Regional Government of Valencia, with the goal of improving the socio-educational and community circumstances of students and participating families.

487  
participants

288  
families  
151  
educational centres



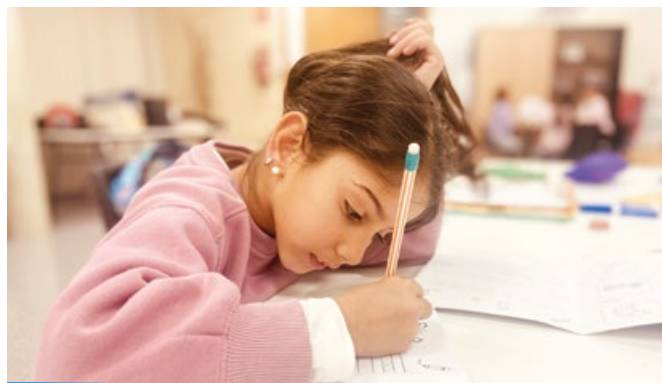
With *Promociona Digital* we foster innovation to improve digital skills

We published the comparative study *The Educational Situation of Roma Students in Spain*, which shows the serious inequality of the Roma population in the realm of education.



# EDUCATION

We promote qualification in Compulsory Secondary Education and students' continuation into post-compulsory education



**Promociona-T: we promote educational success from the early years**

With the programme *Promociona-T* we work with the youngest students and those with special difficulties in compulsory education. We promote early school enrolment and the acquisition of curricular skills, and we prevent falling behind in studies, absenteeism, and early school leaving. Study reinforcement groups, the foundation of the intervention, is complemented by individualised attention for the students and their families.

## RESULTS OF THE SCHOOL YEAR 2022-2023

**2699**  
students

**91%**  
of the students passed the year; 57% with all subjects passed

**71%**  
of the students in Secondary and Vocational Training passed the course; 37.5 % with all subjects passed.

## Pilot project pathways of inclusion for beneficiaries of the minimum income

With this project, which finished in 2023, we evaluated the impact of the educational pathways on students from families who are beneficiaries of the Minimum Income or other basic incomes. 538 students from 399 families have participated, from A Coruña, Ferrol, Gijón, Granada, León, Madrid (Cañada Real) and Murcia. The report of the results will be available in 2024.



**Promociona+: personalised support for students in post-compulsory studies**

*Promociona+* is the programme whose goal is that Roma students in post-compulsory studies complete their studies successfully, thus obtaining a qualification. The main activity is individual educational guidance to promote autonomy, achievement and proactivity, among other skills related to academic success.

## RESULTS OF THE SCHOOL YEAR 2022-2023

**148**  
in post-compulsory secondary studies

**284**  
in Intermediate Vocational Training

**117**  
in Advanced Vocational Training

**127**  
in University Studies (degrees, specialised courses, post-graduate degrees and doctorates)

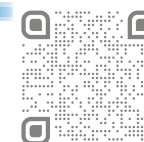


## Scholarships and assistance for university studies

- ♦ **30 Scholarships** to study the University Diploma in Social Intervention with the Roma Community. Delivered by the Public University of Navarre in partnership with the FSG.
- ♦ **5 Scholarships** Fundación Secretariado Gitano-Luis Sáez Scholarships for Roma women in postgraduate education, approved in 2023. In collaboration with the Ministry for Social Rights, Consumer Affairs and Agenda 2030, the FUESCYL and the Directorate-General for Women of the Government of Castile and Leon.

We also **facilitate access for Roma students to scholarships** and grants awarded by other organisations.

**185 students from Promociona+ obtained a certificate in post-compulsory studies**





# THE FIGHT AGAINST POVERTY AND SOCIAL EXCLUSION

We accompany Roma people to achieve their social advancement



We fight against poverty among the most vulnerable Roma families

We accompany people and we have strengthened our support for the Roma families facing the greatest levels of exclusion in order to guarantee that their basic needs, including those of access to the Minimum Income and healthcare, are met. We work to improve access to decent housing in inclusive environments, and for equality of opportunities for Roma women in the most vulnerable situations, all alongside the pursuit of active, participative and constructive citizenship.

15646

participants in social inclusion programmes

12964

people in the Support Service for basic needs

3615

families with Comprehensive Intervention Plans

797

families supported in their access to Minimum Income



We work to break the generational cycle of poverty and social exclusion by offering high-quality socio-educational opportunities

CaixaProinfancia

2189

Roma children in 32 locations



We assist families to facilitate their access to social rights in conditions of equality

1452

participants in health promotion programmes

699

families supported to access decent housing



We support the personal and social advancement and the employability of Roma women with our programmes *Calí* and *Sara Romí*

We foster the social inclusion of Roma women and we accompany them in their process of empowerment so that they can become an active part of society. We promote gender equality to progress towards equal opportunities for Roma men and women.



1291

women on socio-personal skills and employability training pathways

2282 women and 1267 men in awareness-raising activities about gender equality

435

outreach activities about gender equality

Pilot project pathways of social inclusion for beneficiaries of the Minimum Income

This project seeks to break the cycle of poverty via socio-educational pathways with Roma children, via comprehensive social support for their families with the aim of improving their living circumstances, and via activities about technological access for the development of digital skills.

399

families participating

538

children and teenagers

7

locations

6

regions





# EQUALITY AND NON-DISCRIMINATION

We combat discrimination and antigypsyism and we defend their victims, including in the courts



We report cases of anti-Roma discrimination and we defend the victims of discrimination

We support and advise victims of hate crimes and discrimination. We combat hoaxes, fake news and acts of discrimination and pay particular attention to the implementation of the new Comprehensive Law on Equal Treatment.



779

cases of discrimination registered and attended to

777

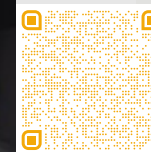
victims assisted

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

34

cases of strategic litigation in progress in cases of discrimination and antigypsyism

Anti-Roma collective persecution was the main theme of our 19th Annual Report on Discrimination and the Roma Community, in which are gathered details of 532 cases of discrimination



+ INFO

We defend the victims

Service of Assistance and Guidance for Victims of Racial Ethnic Discrimination



CONSEJO PARA LA ELIMINACIÓN DE LA DISCRIMINACIÓN RACIAL O ÉTNICA

From the FSG we coordinate the *Service of Assistance and Guidance for Victims of Racial or Ethnic Discrimination*, under the remit of the Ministry for Equality. A further 7 organisations participate: ACCEM, CEAR, the Spanish Red Cross, Fundación Cepaim, MPDL, Red Acoge and Rumiñahui.

Telephone assistance at 021, 365 days of the year, from 9am to 9pm



IgualaT



Our team of 8 people provides specialised attention via the **IgualaT Service of Assistance for Victims of Discrimination**, under a collaborative agreement with the Department for Equality and Inclusion Policies in the Valencian Community.

106

cases attended to

SARX

We coordinate the *Service of Assistance against Racism and Xenophobia (SARX)*, under the remit of the Department of Housing, Youth and Migratory Policies of the Government of Navarre.

67

cases attended to

We collaborate with Facebook, X and Google-Youtube in the reporting of hate speech as a "trusted flagger"

105

cases reported

We empower Roma people in the exercise of their rights in the face of discrimination

1060

Roma women

438

Roma men



We involve key agents and the whole of society in the promotion of equality for the Roma community

1343

key agents trained



+ INFO

## EMPLOYMENT



**20 687**  
Participants

**4102**  
People who found a job

**6041**  
People trained

**378**  
Participants return to  
Compulsory  
Secondary Education

**3693**  
Collaborating companies

**64**  
Acceder teams

Since 2000:

**161 561**  
Participants

**42 950**  
People have found a job

**586**  
self-employment  
pathways

**4**  
Work Integration  
Social  
Enterprises



**175**  
Participants

**15**  
Training  
programmes

More than  
**50**  
locations

## EDUCATION



**3738**  
Families

**1153**  
Educational centres

Implemented in **62**  
locations (13 regions)

**168**  
young people graduated  
from Compulsory  
Secondary Education

**89%**  
of the students who graduated  
from Compulsory Secondary  
Education enrolled in  
post-compulsory studies

**185**  
students in the Promociona+  
programme obtain a  
qualification in  
post-obligatory studies

**4981**  
Students  
(54% female students)



**487**  
Students

**288**  
Families

**151**  
Educational  
centres

## EQUALITY AND NON-DISCRIMINATION



**34**  
Cases of strategic  
litigation in progress in  
cases of discrimination  
and antigypsyism

**1343**  
Professional  
agents trained

**1060**  
Roma women

**438**  
Roma men

Participate in  
awareness-  
raising  
activities

**777**  
Victims of  
discrimination  
assisted

## POLITICAL IMPACT AND ACTION IN EUROPE

We defend the  
rights of Roma  
people before  
Spanish and  
European  
institutions and  
international  
organisations

- We are members of  
European Commission  
Advisory Groups

- We coordinate the  
EURoma Network made  
up of 15 countries and  
the European  
Commission



## SOCIAL IMPACT



**95 000**  
Followers on social media

Public impact activity  
#EquityInEducation

**274 000**  
Unique visitors  
to the website



Communication about the  
#Actualiza\_TEC project and  
social awareness-raising  
about the digital divide

## SOCIAL INCLUSION

**15 646**  
Participants

**12 964**  
People receiving  
basic assistance

**797**  
Families assisted  
in their Minimum  
Income  
applications

**699**  
Families to  
access decent  
housing

**1452**  
Participants in  
health programmes



**2189** **32**  
Minors Cities



**2282** **1267**  
Women Men

**1291**  
Women on  
socio-personal skills  
and employability  
pathways (Calí y Sara  
Romí programmes)

In 435 awareness-  
raising activities on  
gender equality

SOCIAL PROMOTION

DEFENCE OF RIGHTS



# FSG in figures

## PARTICIPATION

**1373**

People in activities to promote participation

**87**

Young Roma people in the Network of participation facilitators

**45**

Roma children and adolescents in the Participation Group for Roma Childhood and Adolescence

INTERCULTURAL DAYS

6th edition

Diálogos por la  
interculturalidad

CULTURAL BLOG

Bitácora  
Gitana Recorridos culturales  
por la diversidad

## INCOME FISCAL YEAR

### SOURCES OF FUNDING

**31.57%**  
Regional

**23.80%**  
European

**22.27%**  
State

**13.18%**  
Private and  
own funds

**9.19%**  
Local

Expenditure fiscal year:

**93.52%**  
Programme costs

**6.48%**  
Administrative costs

### EXPENDITURE BY FIELD OF OPERATION

**45.88%**  
Employment

**27.30%**  
Education

**20.60%**  
Social Inclusion

**4.48%**  
Equality

**0.76%**  
Awareness-raising

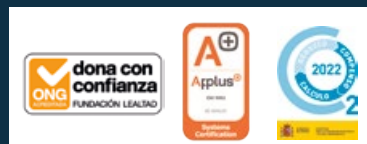
**0.54%**  
International

**0.44%**  
Housing

### ETHICAL AND TRANSPARENT MANAGEMENT

**More than 1000**  
Members and donors

Our accounts are audited and we have received accreditations for quality, transparency and best practices.



## PARTICIPATION

## SUSTAINABILITY

**137 347**

Participants

**37 671**

Beneficiaries

**40 481 779€**

Volume of activity

**82**

Offices

**14**

Regions

**90**

Locations

**59%** women

**757**

Programmes

**528**

Volunteers

**34%**

Roma

**72%**

Women

**1 128**

average  
number of staff

**37%**

Roma

**76%**

Women

**132**

People in internships

\* We distinguish between individuals benefiting from our actions and programmes (beneficiaries) and the total number of occasions on which they participate in them (participants). This distinction is made on the basis that, as a person may require different kinds of assistance, they may participate in several different activities within our various lines of action related to employment, education or housing. Data relating to the people we reach through our awareness-raising activities are not included in these figures.

## ADVOCACY

We are active in speaking up in Spain and Europe to achieve an impact on inclusion policies



We influence the political agenda, in Spain and in Europe, to defend the rights of Roma people

- ♦ We participate in the monitoring of the implementation of the **National Strategy for the Roma Population**, as a member of the State Council of the Roma people.
- ♦ With the **Recovery, Transformation and Resilience Plan**, we focus on the areas of housing, eradicating slums, combating school failure, active employment policies and the digital agenda.
- ♦ We are present in the development of legislative initiatives with a direct impact on the Roma population: the **Law for the Right to Housing, the Employment Law and the State Pact against Antigypsyism and for the Inclusion of the Roma People**.
- ♦ We have worked closely with the Spanish Presidency of the EU on Roma educational segregation and slums. The conclusions of the EU Council urge the Member States to combat segregated settlements, agreeing on a definition of segregated settlements at the EU level.
- ♦ We form part of various European Commission **advisory groups** about the Roma population, about European funds, about racism and xenophobia, as well as consultation spaces in the EU Agency for Fundamental Rights (FRA).
- ♦ We collaborate with various **European institutions and organisations**, including the European Parliament, the European Commission (DG Justice, DG Employment, Social Affairs and Inclusion, DG Regional Policy), the European Economic and Social Committee, the EU Agency for Fundamental Rights (FRA), and **international organisations** such as the UN and the **CEDAW**.



+ INFO

We work in partnership



- ♦ We lead the European **EU Roma** Network which brings together the public authorities of 15 Member States and the European Commission to improve the use of European Cohesion Policy Funds in order to promote equality and inclusion for the Roma population.



- ♦ Together with Andalucía Acoge, the Cepaim Foundation and Provivienda, we work for the development of a **State Strategy for the eradication of slums and substandard housing settlements with a human rights focus**.



- ♦ We participate in the development and monitoring of the **2030 Agenda** through the **Future in Common Platform**, together with more than 50 organisation and platforms.
- ♦ With the **Alliance for the Law on Equal Treatment** we worked, along with another 13 NGOs, for the creation of the Independent Authority for Equal Treatment.
- ♦ We work to **defend the economic, social and cultural rights of Roma people** through the platform DESC España.

We share our work and experience, also in Europe

- ♦ We presented the report of the results and impact of the **Acceder Programme** in Brussels, with the attendance of the European Commissioner for Employment and Social Rights **Nicolas Schmit** and other representatives of the European Commission and the Spanish administration.
- ♦ We participate in the **European Platform for Roma Inclusion** and in the organisation of the **Roma Week** in the European Parliament.
- ♦ We form part of the coordinating team for the European **Roma Civil Monitor** Project to train NGOs in 27 countries in the monitoring of the National Strategies for Roma Equality, Inclusion and Participation.



We are also part of:

The European Anti-Poverty Network (EAPN); the Council for the Elimination of Racial or Ethnic Discrimination; State Council of NGOs for Social Action (POAS); Monitoring Committee for POISES (Operational Programme for Social Inclusion and Social Economy); Monitoring Committee for POEJ (Operational Programme for Youth Employment); Social Inclusion Network of Spain; Platform of Childhood Organisations (POI); EU Roma Coalition, with European-level Roma NGOs. Youth Council of Spain; Platform of the Third Sector (PTS); Platform of Volunteers in Spain (PVE); AEF (Spanish Association of Foundations); Group of Private Operators of the Operational Programme, FIARE – Ethical Banking.



# SOCIAL IMPACT

We work to improve the social image and knowledge of the Roma people in wider society



## Actualiza\_TEC

We publicised the FSG's digital transformation project, we presented the new Digital Classrooms in our offices and we fight against the digital divide which affects many Roma people.

## We collaborate with communications media

We contribute to a greater knowledge of the Roma people, presenting a more realistic and diverse image.

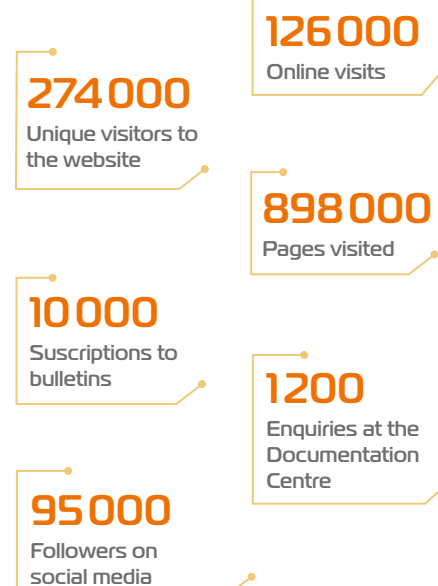


We denounce the educational inequality of Roma students and call for **#EquityInEducation**

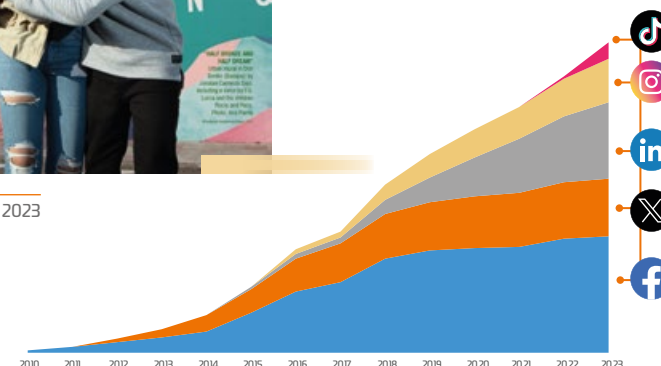


Poster 8 April - International Roma Day 2023

## IMPACTS



## DEVELOPMENT 2010-2023



# PARTICIPATION

We promote participation of the Roma population as a key factor for full citizenship



We promote the social participation and citizenship of Roma children and young people, making an impact on the issues that affect them by amplifying their voices and interests so they are considered in public institutions

**1373**  
Participants

**1241**  
Participants in regional participation activities

**87**

Young Roma make up the Network of Participation Facilitators

**45**

Roma children and adolescents in the Participation Group for Roma Childhood and Adolescence



We promote internal participation: **GPG** and **GMG**

The **GPG** (Roma Participation Group) and the **GMG** (Roma Women's Group) are internal consultation groups which boost the participation of Roma people who are part of the organisation and advise on matters of equality of opportunity, with a focus on intersectionality and interculturality.

**21**

Participants in the GMG

**35**

Participants in the GPG



**6<sup>th</sup> Day of debate and dialogue. Dialogues for interculturality**

We open up spaces for public debate, in partnership with the Office of the Club of Rome and "la Caixa", around the value of interculturality and cultural diversity as factors in development within a Human Rights framework.



Volunteers contribute to improving the situation, both for project participants and for the volunteers themselves, which fosters mutual understanding

**528**  
Volunteers

**34%**  
Roma

**72%**  
Women

We promote Roma culture as a component of wealth, pride and interculturality

We celebrated the World Day of Romani Language, the International Roma Day, encounters with Roma writers and the Flamenco Day in the Factoría Cultural in Seville. Together with the Thyssen Bornemisza Museum, we organised the conference and concert "Picasso and the Roma".

**Bitácora Gitana**

Recorridos culturales por la diversidad





## CORPORATE ALLIANCES AND SOCIAL SUPPORT

We promote the commitment of companies to equality of opportunity for Roma people



We strengthen alliances with companies by developing innovative programmes in response to the new challenges of our society

Social challenges and the rapid progress of the society we live in further complicate the advancement of people in the most vulnerable contexts, as they are exposed to greater equality gaps. This is the case for a large part of the Roma community. In Fundación Secretariado Gitano we know that to bridge these gaps, we need the collaboration of all actors, and also that of companies, who are one of the engines of change in achieving more inclusive societies.

They can be one of the best allies to work together for the socio-laboral inclusion of people with the greatest difficulties, by giving them resources and training so that nobody is left behind. It is essential to continue collaborating with companies that opt for inclusion and diversity to advance towards a more just and egalitarian society.



Almost **3500 companies** collaborate with our employment and education programmes

### Strategic allied companies



### Collaborating companies



In 2023 we reached **13.18%** of our revenue from private sources



## CORPORATE ALLIANCES AND SOCIAL SUPPORT

The support of our social base contributes to improving the lives of thousands of Roma people



How can you collaborate?  
Your commitment has an  
impact on people's lives

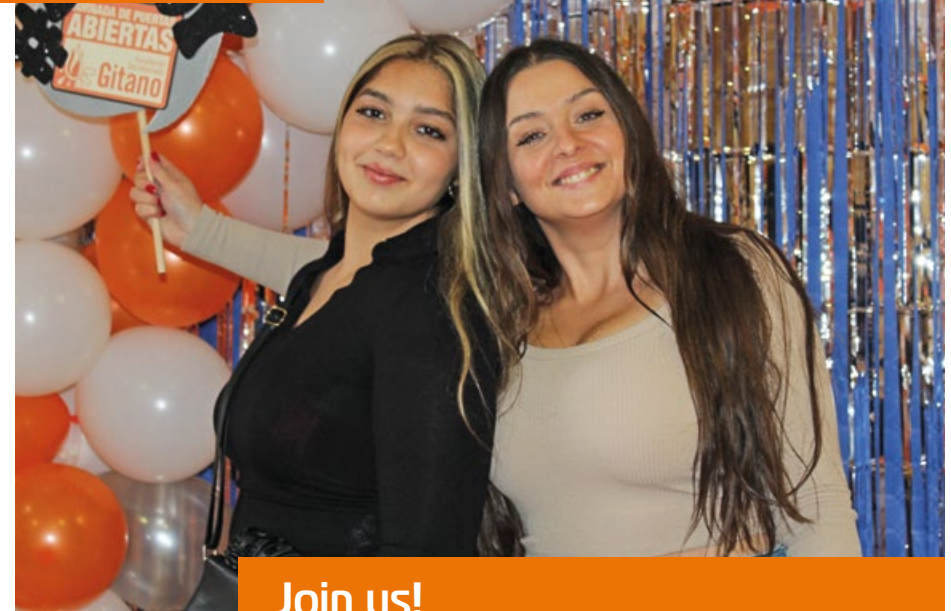
### ♦ Become a member

Become a member and help us to continue working for equality of opportunity and the end of discrimination for Roma people.

### ♦ Make a donation

Donate and help us to develop our programmes, centred on equality of opportunity and defending the rights of the Roma people.

### ♦ Participate as a volunteer



**Join us!**

**Support and defend equality of opportunity.**

More than 1000 members and donors accompany us in our work.

### Are you a company?

### ♦ Make your company a member

The commitment and the economic contribution of companies and institutions that become members translate into real changes in the lives of thousands of Roma people who need it.

### ♦ Help us to finance our projects

We believe in our new projects; we know that they work. To guarantee their continuity and stability, we seek strategic alliances to collaborate in the development of specific existing projects, which we know are transformative and produce real, measurable change in the lives and situations of thousands of Roma.

### The commitment of our members: a further advance in the equality of Roma people

Educational success among Roma children and youth, the continued advancement in the incorporation of Roma people into the labour market, and seeing more and more Roma women participating actively in the labour market or the digital world, constitute a real success story for an organisation like ours. We could not have achieved this without the support of committed people such as our members and donors. Roma people continue to need your help to put an end to inequalities, and we need to accompany many more people in this process.

Go to [www.gitanos.org](http://www.gitanos.org)

Or call us on +34914220960.

**We're waiting for you!**

I want to be a member



+ INFO



# FINANCES

We manage the funding we receive ethically, transparently and efficiently

Quality, transparency and good governance:  
our hallmarks



The Fundación Secretariado Gitano's annual accounts, comprising the balance sheet at 31st December 2023, the income statement and the report for the tax year ending on that date, are audited by EY, formerly Ernst & Young.

The full audit report for the annual accounts produced by EY, along with all other financial information, is available in Spanish at:



"Our accounts are audited and we have received accreditations for quality, transparency and good practice."

- » Good Governance Code
- » Code of Conduct
- » Policy for the Protection of Children and Adolescents
- » Strategic Plan 2017-2023
- » Volunteering Plan
- » Training Plan
- » Equality Plan
- » Communication Plan
- » Board Commission for Audit and Internal Control
- » Fundación Secretariado Gitano 3rd Collective Bargaining Agreement (2016)
- » Digital Agreement for the Protection of People
- » Environmental Policy

## VOLUME OF ACTIVITY 40 481 779€

### SOURCES OF FUNDING

- 31.57%  
Regional
- 23.80%  
European
- 22.27%  
National
- 13.18%  
Private and own funds
- 9.19%  
Local

### EXPENDITURE PER FIELD OF ACTIVITY

- 45.88 %  
Employment
- 27.30%  
Education
- 20.60%  
Social Inclusion
- 4.48%  
Equality
- 0.76%  
Awareness-raising
- 0.54%  
International
- 0.44%  
Housing

### EXPENDITURE FISCAL YEAR

- 93.52%  
Programme costs
- 6.48%  
Administrative costs

### Main sources of funding

- ♦ 13.18% of our revenue comes from the support of organisations, companies and members.
- ♦ 12.36% of our funding derives from the Activities of Social Interest checkbox in tax declarations.
- ♦ 23.53% of our funding comes from Operational Programmes of the European Social Fund.



# MILESTONES IN 2023

We received prizes and acknowledgements



The **Emilia Pardo Bazán Prize** from the Government of Galicia for our work to promote the equality of Roma women



The **Government of Castilla-La Mancha** awarded our work for the promotion and furthering of educational programmes

We received visits from senior officials of the European Commission to learn about the impact and results of our work



The vice-president of the European Commission, **Margaritis Schinas**, alongside students from one of the groups of the TándEM course that alternates training with employment.



The **Director General of Justice of the European Commission** visited us to learn about the programme **Calí, for the equality of Roma women**



We co-organised the **6th edition of Dialogues for Interculturality** alongside La Caixa and the Club of Rome



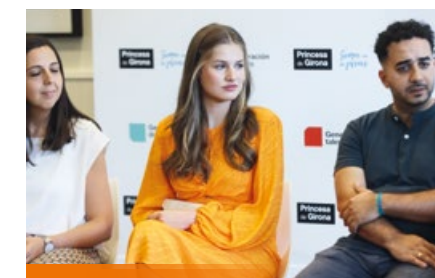
We participated in the Spain review session by the United Nation's **CEDAW Committee**, in Geneva



We presented the Study on the Educational Situation of Roma Students, in the Spanish **Congress of Deputies**



We held the **FSG institutional conference** in Valencia



We participated in the meeting of the **Princess of Girona** with young people



We rewarded commitment to Roma people

The Platform of Organisations for Childhood, the company TENDAM, Pastora Filigrana, Gonzalo Fanjul and Ricardo Borrull received the **Fundación Secretariado Gitano Awards 2022**



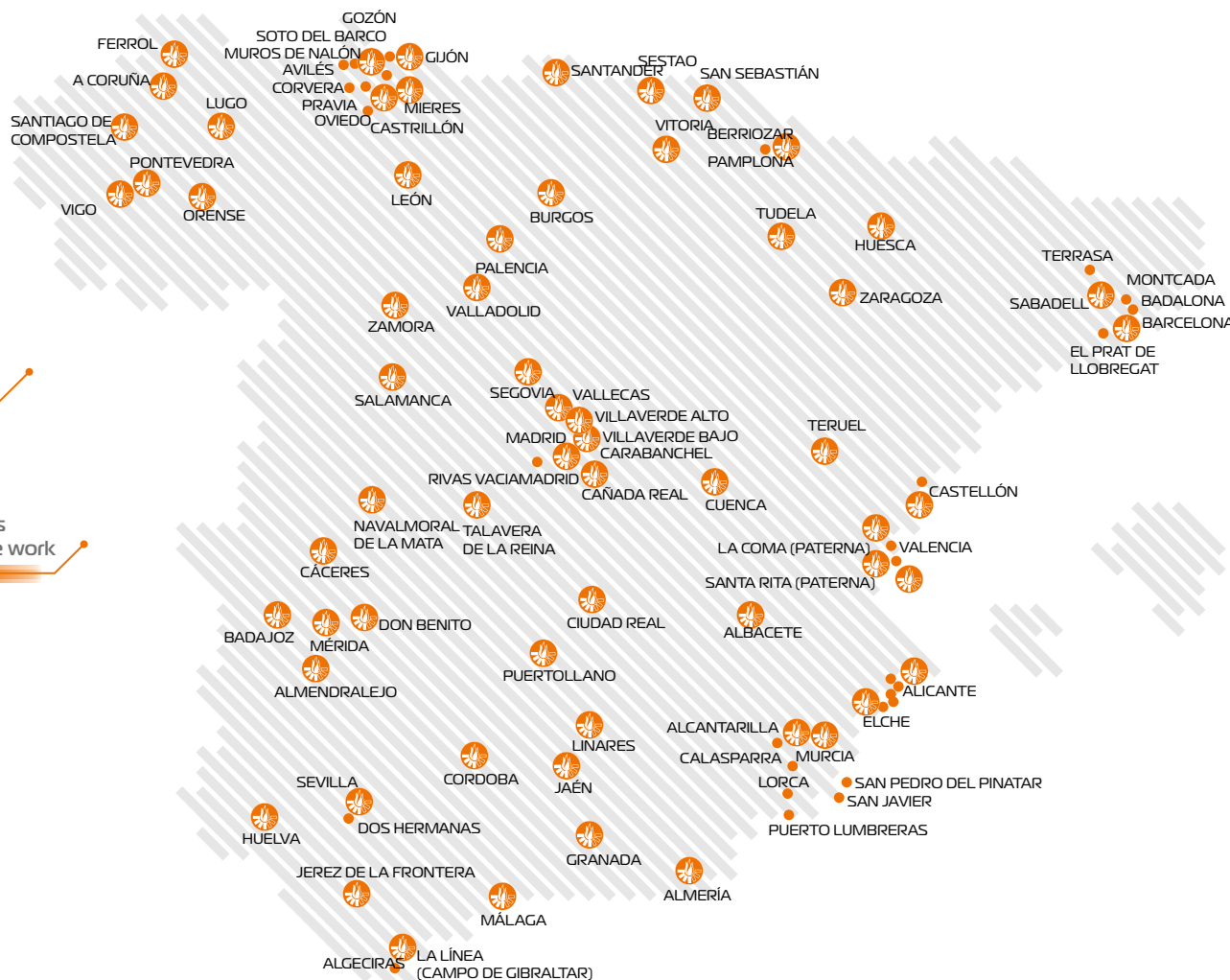


# GEOGRAPHICAL NETWORK

14  
Regions

82  
Offices

90  
Locations  
where we work



**ANDALUSIA**  
Budget: €4 235 901  
Participants: 6 535

**ARAGON**  
Budget: €875 215  
Participants: 1 260

**CANTABRIA**  
Budget: €339 327  
Participants: 608

**CASTILLA-LA MANCHA**  
Budget: €167 617  
Participants: 2742

**CASTILE AND LEON**  
Budget: €317 237  
Participants: 3 882

**CATALONIA**  
Budget: €1 252 881  
Participants: 13 600

**COMMUNITY OF MADRID**  
Budget: €2 622 817  
Participants: 3 201

**VALENCIAN COMMUNITY**  
Budget: €770 534  
Participants: 5 924

**EXTREMADURA**  
Budget: €168 320  
Participants: 2 639

**GALICIA**  
Budget: €240 193  
Participants: 2 503

**NAVARRE**  
Budget: €109 512  
Participants: 1 457

**BASQUE COUNTRY**  
Budget: €494 886  
Participants: 792

**PRINCIPALITY OF ASTURIAS**  
Budget: €158 761  
Participants: 2 313

**REGION OF MURCIA**  
Budget: €198 026  
Participants: 2 191





"This booklet has been printed on recyclable paper made from wood fibre from ecologically and sustainably managed forests".

If you wish to know everything that we have done in 2023, go to:



[www.gitanos.org/informeanual/](http://www.gitanos.org/informeanual/)  
#AnnualReportFSG



Follow us on:



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OTROS FINES DE INTERÉS SOCIAL