

ANNUAL REPORT 2011



Fundación Secretariado **Gitano**



112,881
DIRECT
BENEFICIARIES

527 PROGRAMMES PERFORMED

4,042 EMPLOYMENT CONTRACTS ACHIEVED
BY THE *ACCEDER* PROGRAMME

19,574 PERSONS RECEIVED ASSISTANCE FROM OUR
EMPLOYMENT SERVICES

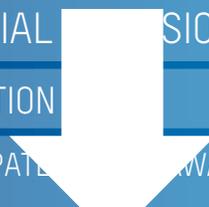
300 STUDY SCHOLARSHIPS ADMINISTERED BY THE FSG

207 FAMILIES ASSISTED IN LEAVING SLUM DWELLINGS

19,622 BENEFICIARIES OF THE SOCIAL REINTEGRATION PROGRAMMES

155 REGISTERED CASES OF DISCRIMINATION

2,000 CHILDREN AND THEIR FAMILIES PARTICIPATED IN THE AWARENESS CAMPAIGN OF THE "PHOTO-VAN"



FSG ANNUAL REPORT 2011

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PRESENTATION



PEDRO PUENTE.
PRESIDENT OF THE FUNDACIÓN SECRETARIADO GITANO.

“

Our Foundation has been striving to create a social fabric that, in these difficult times, would offer support and strength against the hardships brought about by the crisis, to a community that, after decades of progress towards inclusion and full citizenship, may now be once again led astray to severe exclusion.

”

The Fundación Secretariado Gitano, which will celebrate its 30th year of activity in 2012, has known better and worse moments. The general assessment as regards the promotion of the Roma community during these decades is undoubtedly positive; however, it is also our obligation to be alert in especially difficult times, when people with few resources have little say and when, as we usually call it, urgency trumps importance.

Due to the severe crisis that has been for years now seriously affecting many countries, including Spain, the spiral trapping thousands of families into poverty and exclusion is getting ever bigger and stronger. Against this serious trend, society cannot merely act upon the most urgent needs. It is necessary to prop the social support and assistance activity on various strategic points, so that the downdraft does not sweep away the entire social edifice and break into pieces a work that has been arduously carried out for decades.

Our Foundation has been striving to create a social fabric that, in these difficult times, would offer support and strength against the hardships brought about by the crisis to a community that, after decades of progress towards inclusion and full citizenship, may now be once again led astray to severe exclusion. This work of assistance, activation and promotion is the basis of our mission and is also reflected in all our programmes, by means of which we manage to assist many families while also supporting their promotion.

The assessment for 2011 indicates a significant number of activities –over 112,000 people were assisted in 90 cities, along with other data that reflect the real and direct benefits people enjoy, such as: over 4,000 employment contracts concluded in 2011 under the *Acceder* programme (that since its beginning has already assisted a total of 65,000 people and obtained 43,000 contracts); the promotion of educational activities, with a progressive increase of the number of students assisted under the Promociona school support programme –already attended by over 700 boys and girls; the 300 scholarships managed by FSG, as well as many other actions in key areas such as healthcare, housing, social awareness and equal treatment.

Despite the hardships brought about by the crisis, we can at least consider 2011 a positive year, due to the new context generated by the *EU Framework for National Roma Integration Strategies until 2020* and to other initiatives indicating a new sensitivity, a greater presence on the political agenda and, all in all, a greater strength against certain populist discourses that had become more severe in 2010. It will take a while before it is confirmed that this new “road map” taken on by the Member States will trigger positive results, but this is no reason for us to refrain from expressing our hope for this important process launched at the European level.

In our country, 2011 was a year of political changes, with national, municipal and regional elections, in most of the Autonomous Communities of Spain. For this reason, while we welcome the new teams in charge of social topics and the “Roma”, we would like to call for their solidarity for weathering this storm together, and for their understanding, so that the economic measures and budget cuts do not make the living conditions of the most disadvantaged even more difficult. Among these people, there are many Roma, given that to this day there are very few children who complete compulsory Secondary Education and unemployment has reached 25% of the total population.

I would like to end this presentation, on behalf of the Board of Trustees, with a salutation and special thanks for their work to the Foundation’s employees and, especially in this European Year 2011, to all the people who dedicated their time and effort voluntarily. I would also like to mention here our brand-new “FSG Prize 2011,” that I was honoured to present during the *First Conference on Citizenship and Diversity* to our highly admired and dear Teresa San Román.

Pedro Puente
President of the Fundación Secretariado Gitano

MISSION, VISION AND VALUES

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



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.

The purpose of this mission is to support access of Roma persons to rights, services, goods and social resources on an equal footing with all other citizens. To that end, the FSG implements a broad range of activities which contribute to achieving full citizenship for Roma, improving living standards, promoting equal treatment and preventing all forms of discrimination, while promoting the recognition of the cultural identity of the Roma community.

Our society's diversity makes interculturality increasingly relevant, which is why we must successfully project the intercultural nature of our organization as a sign of our identity and as an example for society as a whole.

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

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





VALUES

The values underpinning FSG's actions and supported by its members are:

HUMAN DIGNITY

defending the human rights and supporting the development and advancement of all people, 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 socioeconomic inequalities are minimized and where the most under-privileged people receive the support and resources needed to palliate their disadvantages.

INTERCULTURALITY

supporting and fostering a harmonic and plural society where all people have their place regardless of their culture or 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 considered as an added value and richness for citizens as a whole.



PRINCIPLES

TRANSPARENCY

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

OPENNESS AND INNOVATION

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

EFFICIENCY

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

PROFESSIONALISM

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

FOCUS ON BENEFICIARIES

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

PARTICIPATION

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

COOPERATION

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

ELEVEN OBJECTIVES, ONE STRATEGY

THE FSG'S STRATEGIC
OBJECTIVES FOR THE
2009-2013 PERIOD



EIGHT LINES OF ACTION



1
Programmes and services to improve living standards and boost equal opportunities

2
3
4
5
6
7
8
Combating discrimination and defending rights

International dimension

- 1.** Focus our activity around projects and services that will have a high impact on equal opportunity and which can achieve significant results by 2013, especially in the areas of employment, education and housing.
- 2.** Play a bigger role in the defense of rights and the advancement of equal treatment of the Roma community.
- 3.** Consolidate the FSG as a model organisation when it comes to communication in the design of equality and inclusion policies at local, regional and national levels.
- 4.** Reinforce international activity and consolidate the FSG as a relevant player at the European level.
- 5.** Consolidate the regional and local implementation of the FSG in the territories where it is present while maintaining a consistent focus at national level.
- 6.** Broaden the social base of the FSG and its social influence.
- 7.** Increase the relative importance of advancing Roma culture among our activities.
- 8.** Broaden the scope of our work with other minorities and disadvantaged groups in order to achieve an impact on culturally diverse environments and to eventually turn this integrated way of working into an intervention model characterizing our organization.
- 9.** Develop intercultural teams of professionals with a high level of satisfaction and skills who are engaged and aligned with the FSG's mission and values.
- 10.** Maintain and enhance the quality of services and programmes such that they better adapt to the needs of their target populations and have a greater impact on their standard of living.
- 11.** Consolidate the FSG as an economically viable and efficient organization with more diverse and stable sources of funding.

**Influence
policy, influence
society**

**Deepen the
intercultural
character, work
within
diversity**

**Promotion of
culture and social
participation**

**Organisational
development**

**Economic
sustainability**

BOARD OF TRUSTEES

The Board of Trustees is the governing and representative body of the Foundation. It is currently composed of 15 people. Six of them are of Roma origin, three are from different local levels of the public administration and the remaining four from other important fields such as the university, mass media, 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 Foundation's Board of Trustees is very actively involved in the activities of the FSG. In 2011, for example, it played an active part in the organization and development of the First Conference "*Citizenship and Diversity*"; in

the development of the second phase of the campaign "When I grow up, I want to be..." or in the training of experts in social intervention with Roma people by means of the Degree Programme that FSG offers in collaboration with the Public University of Navarra.

The Board held two plenary sessions in 2011: on 6th June and 19th December. The Standing Committee (composed of the President, Vice-president, Secretary

and General Director) held monitoring meetings on 31st March, 23rd May and 10th October.



Pedro Puente Fernández
President



Bartolomé Jiménez Gracia
Vicepresident



Juan Antonio Santiago Amador
Member



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



Valentín Suárez Saavedra
Secretary



Álvaro Gil-Robles y Gil-Delgado
Honorary President



ORGANISATIONAL STRUCTURE

2011 witnessed the consolidation of the organisational structure defined by FSG the previous year, which included a new Sub-directorate for Institutional Action and Territorial Development and the structuring of the

Programmes Sub-directorate into three Departments (Employment, Education and Social Inclusion).

The novelty of this year was the creation of FSG's Corpo-

rate Alliances Unit, a new line of work that was incorporated into the Sub-directorate for Management and Organisation and whose main function is to obtain private allies that would integrate as stable partners of

the Foundation, collaborating towards maintaining its economic sustainability, sharing its social values and becoming involved in achieving its social objective.





GENERAL DIRECTOR
ISIDRO RODRÍGUEZ



MANAGEMENT TEAM AT FSG HEADQUARTERS

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

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

VALENCIA REGION. LOLA FERNÁNDEZ
EXTREMADURA. MAYTE SUÁREZ
GALICIA. EVA VERA
MADRID. EDUARDO CONEJO
MURCIA. JESÚS SALMERÓN
NAVARRRE. 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. CARLOS CURIEL
HUMAN RESOURCES. SONIA GARCÍA

ADMINISTRATION. ISABEL RUEDA

STAFF

INTERCULTURAL, YOUNG, PROFESSIONAL AND COMMITTED; THESE ARE THE FEATURES OF OUR STAFF

2011 was a key year for our Human Resources Department which was reorganized to include more special work areas offering specific assistance. Our own Prevention Service, created in 2010, was consolidated at all FSG offices underwent a comprehensive evaluation. 2011 also meant promoting volunteering activities, as well as focusing on staff training, running more than 45 training actions.

THE AVERAGE NUMBER OF OUR STAFF WAS
736 PEOPLE OVER THE YEAR

1,256 PEOPLE MADE UP OUR TEAM,
OF WHOM 917 WOMEN AND 339 MEN

AROUND 40.7% OF OUR STAFF IS ROMA

OUR TEAM IS YOUNG.
58% OF OUR STAFF AGED BETWEEN 18 AND 35.



AVERAGE STAFF 736

TOTAL 1,256

WOMEN 70%

MEN 30%

ROMA 23.2%

NON-ROMA 76.8%

ROMA 17.5%

NON-ROMA 82.5%

ROMA STAFF 40.7%

NON-ROMA STAFF 59.3%

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



IN 2011, VOLUNTEERS WERE ESSENTIAL TO THE SUCCESS OF THE PHOTO-VAN,
THE KEY OF OUR CAMPAIGN "WHEN I GROW UP, I WANT TO BE...".

WITHOUT THE ALTRUISTIC CONTRIBUTION OF THE VOLUNTEERS, FSG'S
ACTIVITY COULD NEVER HAVE BEEN CARRIED OUT SO SUCCESSFULLY.

318 VOLUNTEERS DEDICATED THEIR TIME, WORK AND EFFORT.

VOLUNTEERING WORK

A STRONG COMMITMENT TO VOLUNTEERING



PEPA DOMÍNGUEZ VOLUNTEERS IN
PROMOCIONA CLASSROOM CAJA MADRID
AT PONCE DE LEÓN, IN MADRID, WHERE
SHE WORKS WITH ROMA BOYS AND
GIRLS WITH HEARING DISABILITIES..

*"I am happy to work with
these children, helping them
to learn and have fun.
When classes end and I see
that most of them pass and
improve their grades I feel
very proud of my work
as volunteer".*



MARTA AGUILAR PEREZ • ROCIO BECERRA MARQUEZ • DEBORAH GARCIA MONTOYA • FRANCISCA SANTIAGO SANTIAGO • JOSE 2 RODRIGUEZ RODRIGUEZ • IBAN CARMONA FERNANDEZ • KISSIS UTRERA GÓMEZ • GINA GINA VASILESCU • CAYETANO FERNANDEZ ORTEGA • BALDOMERO CORTES MAYA • LEIRE ORELLANA SÁNCHEZ • ANA VICTORIA VARGAS AMADOR • FRANCISCO TOMAS ENRIQUEZ TORRALBA • RAQUEL RAMIREZ NUÑEZ • Mª JOSE MORENO FERNANDEZ • IRENE LETICIA GARCIA CARO • JUAN RAMON FALDER MARTINEZ • FRANCISCO ANGEL GÓMEZ CAÑADAS • FRANCISCO JAVIER ROMERO CASTILLA • MANUELA MONTOYA CORTES • MANUELA MORENO MORENO • JUAN MORENO CORTES • RICARDO BREA ZAPATA • SARAI ORTEGA CORDOBA • ANDREA LIPRETTI • FRANCISCO MANUEL NUÑEZ MOLINA • CRISTOBAL QUINTANA RICO • ANA BATUN FUENTES • MARIA MORENO PORRAS • ABRAHAM CARMONIA CORTES • Mª DOLORES ROMERO JIMENEZ • ANA MARIA GANDIA QUESADA • RUT MARIA HEREDIA TORRES • ANA ISABEL GARCIA SANCHEZ • JOSE ANTONIO AMADOR PLANTON • ANA DIAZ LOPEZ • Mª DEL ROSARIO ARANDA IMEDIO • VASILE TANASE • JUAN CORTES CONTRERAS • EDUARDO CORTES SANTIAGO • RAUL GONZALEZ AVILA • JOSHUA BROWN • NOELIA RODRIGUEZ LOPEZ • VANESA MUÑOZ GÓMEZ • ANA GILES CARRILLO • ASCENSION LOPEZ ALCARAZ • PATRICIA CASAS CHECA • MARIA SAENZ ORTEGA • ROCIO CENTENO MARIN • SONIA MORENO MARTIN • ESTER GUILLEN MUÑOZ • ESTHER MARTIN DIEZ • JARA BLASCO GARCES • IBON ADIEGO BERDEJO • JOSE MANUEL GIMENEZ GIMENEZ • MARIA JOSEFA OLIVA BIESA • JULIA NAVARRO ALEGRE • JOSE ANTONIO SERRANO ALGAR • SAMARA GABARRE GABARRE • ANTONIO ALVAREZ MIRANDA • LAURA VAZQUEZ VEGA • LAURA DE LA RICA • ALBERTO FERMIN RODRIGUEZ NAVARRO • GINESA CELDRAN LOPEZ • Mª DEL ROSER CARRIQUE GARCIA • RAUL MANUEL PEREZ GARCIA • CORAL RODERO DURAN • ELIAS BARRUL JIMENEZ • ANDREA ALVAREZ IGLESIAS • PABLO GONZALEZ LOSADA • MARTA GANDARA ALONSO • ANA VALLEJO ECHEZARRETA • JAVIER MARTINEZ BARQUIN • MANUEL VICENTE MORENO • JUAN FERNANDEZ DE LA ROSA • SAMUEL VICENTE MORENO • ANTONIO BERMUDEZ BERMUDEZ • RAFAEL BERMUDEZ BERMUDEZ • AROA AMADOR OLIVER • ANTONIO JESUS FLORES MASO • CRISTINA MALDONADO FERNANDEZ • JOSE FRANCISCO MALDONADO CANTERO • DAVID MAYA MONTOYA • JENIFER MAYA MACIAS • NOELIA MAYA MACIAS • DOLORES MAYA MALDONADO • FRANCISCO MAYA MALDONADO • MANUEL AMADOR SANTIAGO • LUCIA RUIZ OLMO • RAMON AMADOR CADIZ • DAVID TORIBIO SANCHEZ • SARA GONZALEZ • NICOLAS LEAL • ANA GORDON QUESADA • CLARA SANCHEZ ARENAS • FATIMA MARTINEZ MARTINEZ • ALVARO IGLESIAS MARTINEZ • ROSA FERNANDEZ FERNANDEZ • SERGIO MARTINEZ LOPEZ • Mª DOLORES AMADOR UTRERA • RAQUEL DELFA SANTAOLAYA • SARA MURILLO ROMERO • ELENA CUARTERO CORTES • ROSARIO AMADOR NAVARRO • DAVID VALVERDE LEIVA • CRISTINA GALINDO GASCON • JOSE MANUEL MARTIN MARINO • MARIA ANGELES MATA MEDINA • PATRICIA DIEZ GONZALEZ • ESTRELLA MARINKOVIC MENDOZA • ELIZABETH DAVILA LOZANO • VERONICA RUIZ VIÑAS • ISABEL FERNANDEZ BARRULL • ROSARIO LOZANO FERNANDEZ • PATXI ACINAS FERNANDEZ • VERONICA CERREDEUELA LOPEZ • AMPARO BORJA GÓMEZ • DIANA CERREDEUELA CERREDEUELA • ADELA JIMENEZ GABARRI • RICARDO LOPEZ FERREDEUELA • ANTONIO ESCUDERO JIMENEZ • JOSE MANUEL LOZANO GABARRE • JOSE SALAZAR SALAZAR • ELISABET JIMENEZ CERREDEUELA • SOLEDAD CERREDEUELA BERMUDEZ • RAQUEL VELASCO JUARROS • CRISTINA GARCIA SALVADOR • BEN KURLEMAM • TERESA SORIANO MARTINEZ • ALBA HERNADEZ FERREDEUELA • Mª ROSARIO IGLESIAS BERMUDEZ • SAMUEL PERDIZ DUAL • MARI CARMEN ALIFA SICILIA • ANTONIA MAYA CARMONA • DOLORES HERNANDEZ HERNANDEZ • CAROLINA SANCHO MIGUEL • REMEDIOS RENDON FERRER • MERCEDES MARQUEZ RUIGÓMEZ • ADELAIDA CASTELLANO FERNANDEZ • SOLEDAD CARRASCOSA CEBRIAN • CARLA SEGOVIA SAIZ • MELCHORA PAEZ CAMPOS • ANTONIO MANZANO MARTIN • JOAQUIN TORRES VEREZ • ROGER IVAN MENA FERNANDEZ • EMILY EWING • Mª CRISTINA TAPIA MATEOS • SARA LEONARDI GARRIDO • ADRIAN GONZALEZ HOYAS • AURORA HEREDIA CANO • JONAS CANDALDIA TIZON • ESTHER FERNANDEZ SANCHEZ • JARA IRIS GARCIA OMAÑA • ISAAC IGLESIAS MANZANO • ANTONIO JIMENEZ DE LA ROSA • ALBA CUEVAS BARRIONUEVO • MARIA ELENA MELENDEZ • MARIA JOSEFA ISABEL DOMINGUEZ SENDIN • VANESA BARBERA HERNANDEZ • SUSANA GONZALEZ BARRIOPEDERO • CZESLAW WALEK • ANA CRISTINA CARDOSA GABARRE • INES MUÑOZ CORTES • EMMANUEL DIAZ IMPERIAL • CAYETANO VITORIA BARRULL • PATRICIA GONZALEZ RODRIGUEZ • TAMARA SEGARRA RAMON • MIREIA RIVAS CULEBRAS • BEATRIZ REYES DIAZ • CLEMENTE CARBONELL AMADOR • LIDIA LOZANO GARCIA • ARIANE LIBEROS GIL • ROSARIO GARCIA GIRONES • GUILLERMO GARCIA MARTINEZ • RAFA PERUCHO ALBERO • TAMARA OART FERNANDEZ • JOSE PEREZ CORTES • ELISA MALO MARTINEZ • GLORIA BOSH SERRA • PAULA PINA GARCIA • CESAR RAMIREZ RUIZ • SUSANA DIAZ DE ESPADA • LOURDES GONZALEZ AGUADERO • JOSE MANUEL TABOADA VARELA • ANA BELEN ALMODOVAR GARRIDO • JAIME ALFONSO BATALLA • JONATHAN FRUTOS FRUTOS • DEVORA SILVA JIMENEZ • MONTAÑA IZQUIERDO CALDAS • PABLO FARIÑA MORENO • ANA JESSICA MARTIN GARCIA • MARIA DAVALOS GORDILLO • ALICIA GARCIA SANCHEZ • JOSE MANUEL HERNANDEZ ORTIZ • MARIA DOLORES SILVA LUJAN • ANTONIA AMAYA VAZQUEZ • FRANCISCO DE LOS ANGELES DE LOS ANGELES • ALBA FERNANDEZ REVALDERIA • JULIA SOENGAS VAZQUEZ • SONIA MONTEIRO ROMERO • PURA DORRIO VAZQUEZ • RUT LEON GABARRI • FATIMA TEIXEIRO VAZQUEZ • PABLO MANUEL VIÑO PRIETO • IAGO SANCHEZ FOUCES • DIANA BOUZON RICO • NOEMI RODRIGUEZ ROMEO • TANIA CARUNCHO VIVERO • MIREIA ESCOBAR CALZADA • MARIA JESUS PURIFICACION FOUCES DIAZ • JUJUIT RODRIGUEZ VALVERDE • JULIA SOUTO TABOADA • MARIA SOL GARABOIA FERNANDEZ • MARGARITA BLANCO ABAD • MARTA RUIZ • CASTILLO CALLEJA • LUCIA IGLESIAS GARCIA • BELEN FERNANDEZ BELLO • EDUARDO FRESCO BARBITO • ESTEBAN INARREA TRESANDI • CLARA SOUSA COVELAS • MARGARITA VAZQUEZ CORBALO • ALEJANDRA VAZQUEZ NEIRA • ANA INGELMO RODRIGUEZ • LUCIA JIMENEZ JIMENEZ • CLARA RODRIGUEZ DIAZ • Mª NIEVES SOUTELO VAZQUEZ • DOLORES PRADO TROITINO • JOSE AMADO PAZ • PAULA CARAMES RODRIGUEZ • JESUS ANTONIO FERNANDEZ MONTOYA • ADRIANA MENDEZ REAL • ALICIA MENES BRISA • LUCIA ARNAL GALLEGU • AIDA BLAZQUEZ FERNANDEZ • CONSUELO GARCIA PIÑEIRO • CONCEPCION LLAMAS BASTIDA • LORENA DIAZ ROMERO • ANA GARCIA SANCHEZ • SANDRA ESPINOSA LOPEZ • FERNANDO RUIZ MOLINA • ELENA DE GRADO HERNANDO • MARIA GUTIERREZ • MARIA LARREA SOBESJANO • INMACULADA VILLANUEVA LOREA • Mª CARMEN BUJANDA ALEGRIA • MIGUEL ANGEL MIRANDA IRISO • NURIA LOPEZ DE LUIS • IDOIA BULDAIN GARRI • MARIA VICTORIA MOZAS PASCUAL • SOFIA ROLDAN BABIANO • INES RUIZ • ELISA FERNANDEZ LOPEZ • JAVIER CABALLERO MENDIVE • GARAZI OTERO COTON

VOLUNTEERING HAS A PROTAGONIST... AND THAT'S YOU



OUTDOOR ACTIVITY IN NARON THANKS TO THE HELP OF SEVERAL VOLUNTEERS.



VOLUNTEERS IN PROMOCIONA CLASSROOM FOR EDUCATIONAL REINFORCEMENT IN BADAJOZ.



FSG PARTICIPATED IN THE 14TH NATIONAL VOLUNTEERING CONFERENCE CELEBRATED IN A CORUNA WITH A STAND VISITED BY HUNDREDS OF PEOPLE, INCLUDING THE SPANISH PRINCES

A STRONG COMMITMENT TO QUALITY AND TRANSPARENCY

Here at the Fundación Secretariado Gitano we have always endeavoured to make quality and transparency the hallmarks of our way of doing things, and these concepts impregnate the services and

activities we provide to the Roma community and the handling of projects we execute, the people working in the organisation and the resources at our disposal. In addition, we believe that it is necessary

to demonstrate, in the most transparent way possible, what we do, how we do it and what we use.

2011 was key as regards quality and management, in that FSG

elaborated and implemented its 2011/2013 Quality Plan, already under way, in order to ensure the maximum quality and transparency. The plan is structured around four lines of action.

RESULTS-ORIENTED MANAGEMENT

In order to improve our management processes and align them with a more results oriented model integrated in the FSG's Strategic Plan and its indicators, we created and implemented a **Management Dashboard**. Every year we establish the indicators necessary for controlling and assessing the progress of each line of action. A report is elaborated quarterly; it contains:

- a synopsis with the most relevant information.
- a comparative analysis of the data based on two lines of action:
 1. comparison with the same period of the previous year.
 2. degree of fulfillment of the expected results in the management dashboard.
- a chapter with recommendations and proposals.

USER-ORIENTED MANAGEMENT

In 2011, we launched a **System for Evaluating the satisfaction of the users as regards the services and assistance provided by the FSG**, and of other clients of the entity –funding bodies, both public and private, and companies that employ *Acceder* users. We elaborated a Results Report and an Improvement Plan, that will be publicised and executed in 2012, based on:

- surveys to 968 FSG services users
- 205 surveys to 205 public or private entities that finance our programmes
- 124 companies collaborating with *Acceder*..

PROJECT MANAGEMENT

Our management system will adapt to FSG's growth and new necessities. We are striving to make good management our identifying feature. In 2011 we started the **ISO certification process for our basic management processes**, that in 2012 should help us order and regulate our management, and better integrate administration processes with project management.

And also...

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

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

We are an "analyzed NGO" of the Lealtad Foundation.

EXTERNAL & INTERNAL CONTROL SYSTEMS

In addition to the **Audit of the Financial Statements**, the public and private funds received by the FSG are monitored by various competent bodies: the National Public Accounts Department, the Administrative Unit of the European Social Fund, municipal and regional inspectorates, as well as chartered auditors.



2011 SITUATION

THE ROMA

THE FSG IN

2011 IN FIG

COMMUNITY

2011

URES

THE YEAR OF NATIONAL STRATEGIES FOR THE SOCIAL INCLUSION OF THE ROMA

After the events occurred in France in 2010 (thousands of Roma were expelled from the country), the Roma issue took special relevance in Europe during 2011, when the economic crisis continued to make evident its special impact on vulnerable groups, including the Roma.

In March, the European Parliament requested by means of a Resolution –approved by a large majority and based on a report presented by the Roma Hungarian Euro MP Livia Jaroka- issue-binding objectives for enhancing access to employment, education, housing and healthcare of the 10-12 million Roma people who are currently living in the European Union.

The said resolution, which was a big step forward towards a European strategy to alleviate poverty and social exclusion of the most important ethnic minority on the continent, also called for a better protection of fundamental rights and a better use of European resources.

As a result of the previous steps taken in 2010 and of this resolution of the Parliament, the European Commission presented on April 5th a road map for introducing these binding minimum standards at European level called the European *Framework for National Roma Integration Strategies*, which the European Council approved in its meeting of

24th June. This was a milestone in the history of the Roma community in Europe and Spain, given that for the first time a common framework was established for developing national measures and policies based on approaches, objectives and work areas shared by all Member States.

This implied an obligation for member states to demonstrate their commitment to the Roma issue by developing their own National Strategies, to be presented to the EC before the end of the year. Although not all countries complied with the deadline, by the end of 2011, 11 of the 27 strategies had been presented.

The European Framework for National strategies was a step forward towards alleviating poverty and exclusion of the most important ethnic minority in Europe.



THE SPANISH STRATEGY, A REFERENCE POINT

In the specific case of Spain, the process of drafting the Strategy was affected by the early general elections held on 20th November that generated a delay in the presentation of the text, which was due for the beginning of 2012. However, by the end of 2011 we already had a draft that had been elaborated with the contribution of the Autonomous Communities and of different Roma organizations, including the Fundación Secretariado Gitano.

The said draft represents an important step forward from previous documents, especially because it establishes measurable objectives for the four main areas of social inclusion: employment, education, housing and healthcare. The monitoring mechanisms, also provided for in the document, will allow to follow up on the evolution of the said objectives in 2015 and 2020, to check the extent to which they have been fulfilled.

Moreover, it goes further than the minimum objectives established under the European Framework, as it provides additional measures which are essential to the inclusion of the Roma community, such as: social action; transversal gender approach; non-discrimination and promoting equal treatment; social awareness; boosting and promoting culture; assistance to Roma population from other countries; participation of the Roma population and improvement of their knowledge as regards their situation: or political action at European level.

We at the FSG hope that the *Spanish Roma Inclusion Strategy* will be the final road map for advancing towards the social inclusion of the Roma and for lessening the differences and inequalities that even today, in the 21st century, still exist in comparison with the rest of the Spanish and European population.

We hope that once the *Spanish Strategy on Roma Inclusion* –which meant a great deal of work and effort from the FSG and the organisations and administrations that make up the State Council of Roma People– is presented, it **will become the final road map for advancing towards the social inclusion of the Roma** and for lessening the differences and inequalities that even today, in the 21st century, still exist in comparison with the rest of the Spanish and European population.



THE LAW ON EQUAL TREATMENT, A MISSED OPPORTUNITY

Not all news was good news this year. Despite the important progress that Spain made in terms of the fight against discrimination, as recognised by the European Commission against Racism and Intolerance (ECRI) in its 4th report published in February 2011, the long requested and expected Law on Equal Treatment was not ratified.

The Bill of the Integral Law on Equal Treatment and Non-Discrimination, approved on 7th January by the Council of Ministers and publicised seven days later, created a lot of hope that Spain would finally have a law allowing for the creation of legal instruments in the fight against discrimination. However, there was no time for introducing it to

Parliament and this will require a new effort in order to obtain the new Government's determination to resume the initiative.

This is a missed opportunity that we regret, given that the bill included some very positive and interesting topics, among which we would like to emphasize the following:

- The creation of an Authority for Equal Treatment and Non-Discrimination (Art. 37 and 38), as independent body in charge of protecting and promoting equal treatment and non-discrimination, in the public as well as in the private sector.
- The appointment by the general public prosecutor of a prosecutor delegate acting as guardian of equal treatment and non-discrimination (Art. 30).
- The mandate for state security forces and agencies to collect data on the discriminatory component of the complaints under way and to process them via the corresponding statistical security systems (Art. 34).
- The definition and regulation of multiple discrimination (Art. 7) and of the positive action measures adequate for this specific type of discrimination.
- The regulation of the right to equal treatment in education (Art. 16).
- The inclusion of a regime of offences and sanctions (Title IV) and regulation of the burden of proof (Art. 28) as a key instrument in discrimination cases.

The long expected *Integral Law on Equal Treatment and Non-Discrimination* has remained only a project. The early elections did not allow for the bill's introduction into Parliament, which will require a new effort in order to obtain the new Government's determination to resume the initiative.

THE 6TH MEETING OF THE EUROPEAN PLATFORM FOR ROMA INCLUSION

2011 ended with another important event, the sixth meeting of the *European Platform for Roma Social Inclusion*, held in Brussels on 17th and 18th November, to which the FSG was invited and participated. The meeting offered a unique opportunity to discuss the European Framework and the National Strategies, before the Member states presented their strategies to the Commission, as well as to discuss and agree on the role and approach that the Platform should have in the future.



CONSEJO PARA LA IGUALDAD DE TRATO Y NO DISCRIMINACIÓN POR EL ORIGEN RACIAL

Nuestra misión es promover el principio de igualdad de trato y no discriminación de las personas...

independie

THE COMPREHENSIVE LAW FOR EQUAL TREATMENT AND NON-DISCRIMINATION, APPROVED IN JANUARY BY THE COUNCIL OF MINISTERS, HAS MERELY REMAINED AT THE PROJECT STAGE, AWAITING THE GOVERNMENT'S RESUMPTION OF THE INITIATIVE.

THE COUNCIL FOR THE PROMOTION OF EQUAL TREATMENT CONTINUES ITS WORK

The Council for the Promotion of Equal Treatment and Non-Discrimination on Grounds of Racial or Ethnic Origin, created in 2010, carried out a great deal of activities in 2011. First of all, we should mention its first annual conference, which focused on “The role of equality bodies in the fight against ethnic and racial discrimination”; secondly, one must note the presentation in March of the Study “Panel on racial or ethnic discrimination (2010): perception of potential victims” that, for the first time, offered data on discrimination from the perspective of potential victims.

We are facing a difficult period, when governments, authorities and the citizenship, pressured by social circumstances, may be tempted to believe that fundamental rights are less enforceable in times of crisis. That is why the work of bodies such as this Council is even more important and pressing. We, at FSG, hope that the new Government will maintain its commitment for this Council as a key tool in the fight against discrimination.

We are facing a difficult period, when governments, authorities and the citizenship, pressured by social circumstances, may be tempted to believe that fundamental rights are less enforceable in times of crisis.



THE ECRI EMPHASIZES IN ITS FOURTH REPORT THE IMPORTANT PROGRESS MADE IN SPAIN IN TERMS OF COMBATING DISCRIMINATION

The European Commission against Racism and Intolerance (ECRI), an independent body established by the Council of Europe, published in February its fourth report on the situation of racism and intolerance in Spain. The report, based on a methodology combining document analysis, contact visits and confidential dialogues with national authorities, emphasizes the important progress made in Spain in the last five years.

Its 13th general policy recommendation, presented in September, was dedicated to combating anti-Gypsyism and discrimination against Roma.

THE ROMA, PROTAGONISTS OF THE FIRST SUMMIT OF MAYORS ON ROMA, HELD IN STRASBOURG

With the aim of facing up to the situation of the approximately twelve million European Roma, the Congress of Local and Regional Authorities of the Council of Europe organised a Summit of Mayors on Roma, in Strasbourg, on 22nd September 2011, attended by over 300 people from 24 countries. In the final declaration of the Summit –which was proposed as a response to the increasing discrimination of Roma across Europe and to their social and economic marginalisation– the creation of a European Alliance of Cities and Regions for Roma inclusion was proposed.



THE FSG REDOUBLES ITS EFFORTS IN A YEAR MARKED BY THE AGGRAVATION OF THE CRISIS

Despite the complicated economic and financial situation across Europe, the Fundación Secretariado Gitano (FSG) consolidated for another year its position as the most significant social organisation working for Roma in Spain and one of the most recognised and respected on the international scene.

Given the indications of aggravation of the economic crisis, in 2011 the FSG decided to maintain its pragmatic work approach –directed toward producing real changes in Roma people’s lives– and intensified its action through **531** programmes by means of which **112,881** people from **90** towns were aided.

Thanks to the work approaches and methodologies that we have been supporting and applying for 30 years, in 2011 the FSG received special attention, both from the mass media and from organisations, politicians and institutions at national and international levels, for example:

→ During his three-day visit to Spain (4th to 6th April), the Commissioner for Human Rights of the Council of Europe, Thomas Hammarberg, was interested in knowing first-hand the FSG’s work, especially in the fields of employment, education and housing. After his visit, he singled out *Acceder* as good practice for social inclusion of Roma, in a letter sent to the Spanish Minister of Health, Social Policies and Equality, Leire Pajín.

→ In June, Zoltán Balog, Hungarian Secretary of State for Social Inclusion, accompanied by a delegation, visited the FSG in order to get to know first-hand the situation of Spanish Roma and to identify the good initiatives that were being carried out.

→ The FSG was once again invited by the European Commission to participate in the fifth and sixth meeting of the European Platform for Roma Social Inclusion.

→ The minister of Labour and Immigration, Valeriano Gómez, recognised in a meeting the work carried out by the NGOs managing the Operational Programme to Combat Discrimination, including the FSG.

→ The FSG was invited to bring its contribution to the Italian National Strategy for Social Inclusion of the Roma. Isidro Rodríguez, General Manager of the Foundation, participated as speaker in the work session organised by the Italian Senate and the Open Society Foundation.



THE MINISTER OF LABOUR AND IMMIGRATION, VALERIANO GÓMEZ, AT THE MEETING WITH REPRESENTATIVES OF THE NGOS MANAGING THE OPERATIONAL PROGRAMME ON THE FIGHT AGAINST DISCRIMINATION: THE FSG, CARITAS, THE SPANISH RED CROSS AND THE ONCE FOUNDATION.



AFTER HIS VISIT AT THE FSG, THE HUMAN RIGHTS COMMISSIONER OF THE COUNCIL OF EUROPE, THOMAS HAMMARBERG, SINGLED OUT ACCEDER AS GOOD PRACTICE.

WORKING FOR EQUAL OPPORTUNITIES

Despite of the fact that we are facing the worst unemployment rate of our democratic history (the year ended with an unemployment rate of 22.85%), the employment programme *Acceder* continued to represent an important service to the Roma population, as it aided over **14,000** people (20% more as compared to 2010) and obtained **4,042** employment contracts.

These data, together with the enhancement of our collaboration with companies, the signing of state agreements and the development of new Vocational Schools and Employment Workshops in seven Spanish cities, contributed to the Ministry of Labour's awarding to the FSG of the licence to act as employment agency in 24 offices of 12 autonomous regions.

An important achievement, if we consider the provisional data provided by our new study regarding the Roma community and employment, is the Roma unemployment rate which has reached approximately 37%, that is, 15% more than the general Spanish population.

This year has also meant the consolidation of the training and education initiatives launched in previous years. On the one hand, we improved the qualification of our users thanks to **265** training courses attended by almost **3,000** students. Secondly, the *Promociona* programme included **700** students of 223 educational centres and thus it became one of the most important commitments of FSG in the field of education.

In the same field, but as regards the awareness-raising activities, we launched the second phase of the campaign "When I grow up, I want to be..." with a new itinerary of the photo-van and stops in **24** cities, thus allowing hundreds of boys and girls to dream about what they want to be when they grow up.

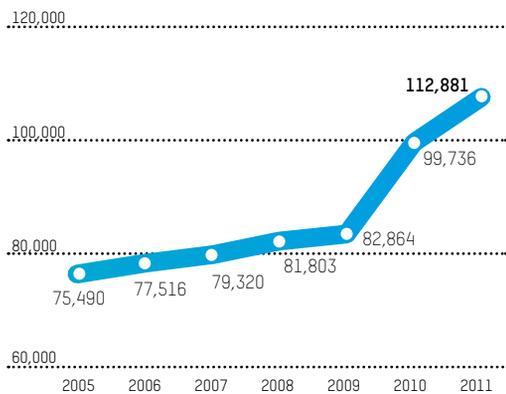
These activities, together with many other in the field of housing, healthcare, gender equality, discrimination etc. allowed us to significantly contribute to alleviating the difficult situation of an important part of the Spanish Roma population in 2011.

At international level, we continued stimulating initiatives with a view to improving the living conditions of the European Roma population.

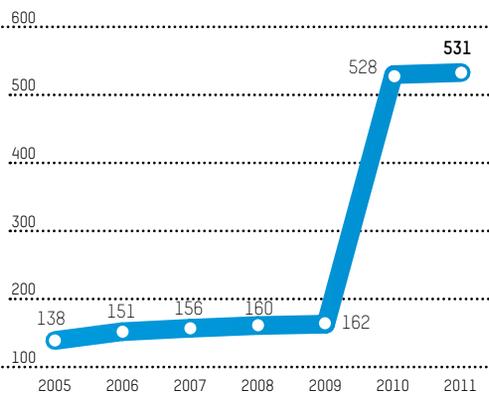
Among them, the approval of the European Framework for National Roma Integration Strategies –and the subsequent development of the said strategies in the 27 EU member states– meant a big progress this year, to which the FSG actively contributed with analyses, proposals and suggestions, at both European level (fundamentally by means of the Technical Secretariat of the EURoma Network and the European Platform for Roma Social Inclusion) and national level.

As part of this contribution, we should emphasize that our *Acceder* programme was mentioned in the Italian National Strategy, which proposes the implementation of *Acceder* as a social intervention model.

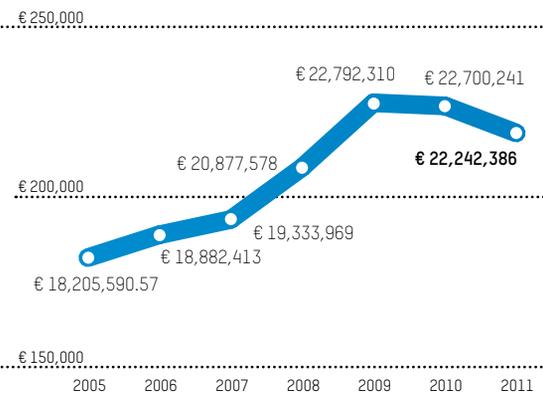
BENEFICIARIES IN 2011



PROGRAMMES IN 2011



FUNDING (€)



Given the indications of aggravation of the crisis, in 2011 the FSG decided to maintain its pragmatic work approach –directed toward producing real changes in Roma people's lives– and intensified its action through 531 programmes by means of which 112,881 people from 90 towns received assistance.



INFLUENCING POLICIES, INFLUENCING SOCIETY

Our Foundation does not merely provide social intervention programmes or services, instead we have a clear vocation of influencing society and the policies targeting Roma people and, especially, the most disadvantaged. It is our aim to reach key actors in order for our mission to be successful, all the more so in a period of crisis such as the current one.

In this respect, 2011 was a year marked by electoral appointments for the FSG. There were first the elections at local and regional level (in most Autonomous Regions) in May and, afterwards, the general elections in November.

During both election rounds, the FSG presented to the political parties a series of proposals summarised in the decalogue “Ten measures for the social inclusion of Spanish Roma,” measures that we deem essential for ensuring once and for all that Roma people fully exercise their citizenship on an equal footing with the rest of the population.

Our decalogue includes:

1. A specific programme for educational support and reinforcement in primary and especially in secondary school.
2. A programme offering grants and scholarships for continuing secondary and higher studies.
3. Specific programmes of professional training and integration, based on individualised pathways of access to employment as employees or as self-employed (such as *Acceder*).
4. Boosting training and employment programmes – especially vocational schools, trade schools and employment workshops– as well as work integration social companies.
5. A programme supporting normalisation, development and regularization of itinerant trade.
6. A programme for slum settlements eradication and rehabilitation of substandard housing and degraded urban environment.
7. Development and approval of a Comprehensive Equal Treatment and Non-discrimination Act, as an instrument for promoting living together and the fight against discrimination.
8. Launching measures that would boost and enhance the current Council for the Promotion of Equal Treatment on Grounds of Racial Origin or Ethnicity.
9. Promoting the good functioning of participation and dialogue bodies within Roma social organizations, by means of the National Council of the Roma Community, and enhancing the promotion of Roma culture through the activity of the Institute for Romani Culture.
10. Developing measures and interventions for the social inclusion of Roma people from Eastern Europe.

Despite the complicated economic and financial situation across Europe, the Fundación Secretariado Gitano (FSG) consolidated for another year its position as the most important and relevant social work organisation for Roma in Spain and one of the most recognised and valued at the international level.



THE FSG CARRIES OUT A GREAT DEAL OF ITS INSTITUTIONAL ACTION BY PARTICIPATING IN COUNCILS, NETWORKS AND PLATFORMS. PHOTO: EUROMA MEETING, HELD IN BUDAPEST.

As part of the institutional activity we have been carrying out this year, we must also mention the reorganisation of the National Council of the Roma Community, in which FSG was once again elected member, and of the National Council of Social Action NGOs, where, together with Unión Romani, we will continue to represent the area of Roma intervention.

We also actively collaborate in the preparation of the Draft Bill for the Comprehensive Equal Treatment Act, whose introduction in parliament has not been possible (see page 20).

WORKING IN A NETWORK

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

- the National Council of Social Action NGOs.
- the National Council of the Roma Community.
- the Council for the Promotion of Equal Treatment and Non-discrimination on Grounds of Racial or Ethnic Origin.
- the Platform of Social Action NGOs.
- the EAPN-ES (European Anti Poverty Network and Social Exclusion in Spain), at national and regional level.
- the Platform of Social Action for the Third Sector, created in December with the aim of joining forces and strengthening cooperation between different organisations that make up the Third/Social Sector.
- the informal but well-established network created by other partner organisations under the Pluriregional Operational Programme on the Fight against Discrimination (Cáritas, the Red Cross and the ONCE Foundation).

ON THE EUROPEAN STAGE

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

In a year marked by electoral appointments, the FSG presented to the political parties a series of measures we deem essential for ensuring once and for all that Roma people fully exercise their citizenship on an equal footing with the rest of the population.

Creation of the “Citizenship and Diversity” Conferences and of the FSG Award

1^{os} Encuentros. Comunidad Gitana. Ciudadanía y Diversidad.

On 24th May, at Casa Encendida in Madrid, the first edition of “Conferences: Roma Community. Citizenship and Diversity” was held. The event is meant to become an annual participatory forum where Roma and non-Roma personalities in the field of culture, thinking, politics or social action may maintain an honest and productive dialogue on citizenship and diversity. The event was attended by around 100 experts all over Spain. Among the speakers, we mention: Álvaro Gil-Robles, honorary president of the FSG; José Manuel Fresno, president of the Council for the Promotion of Equal Treatment; the sociologist José Heredia Moreno and the anthropologist Teresa San Román.

The final touch was added by the “Fundación Secretariado Gitano 2011 Award,” presented in this first edition to Teresa San Román Espinosa “for her contribution to knowing, not only in theory but especially in practice, the Roma community through her research, publication and thinking.” The award was presented by FSG’s president, Pedro Puente. It consisted of a metal case –because it is in cases where important things are kept, where we save photos and emotionally valuable objects– containing a plate with the letter “G” symbolising “Gitanos” and a quote from an article of the anthropologist dedicated to the Roma.



THE ANTHROPOLOGIST TERESA SAN ROMÁN RECEIVES THE FIRST “FUNDACIÓN SECRETARIADO GITANO AWARD” FROM FSG PRESIDENT, PEDRO PUENTE.

EFFICIENT AND RESPONSIBLE MANAGEMENT OF FUNDS

In 2011, the Foundation managed a total income of 22.2 million euros. This funding, basically public in nature (around 90%) is provided by European, national, regional and local public bodies. Notable contributions:

- almost 6 million euros annually from the European Social Fund
- subsidies from the central Government, with special reference to the nearly 2.5 million euros received from the Ministry of Health, Social Services and Equality under the Personal Income Tax subsidy.
- the contributions from more than 64 municipal councils across Spain and 14 autonomous regions.

In addition, we are supported, more and more every year, by the aid and funds provided by private entities. In 2010 we set the goal of obtaining 10% of private funds and we achieved it. We are supported, among others, by:

- “la Caixa” Foundation within the framework of its *Proinfancia* programme and, this year, under the *Incorpora* programme
- the Social Work section of Caja Madrid, which supported several of our programmes, such as *Promociona* or the one we are carrying out in Cañada Real, Madrid
- Roma Education Fund, with which we collaborate under the programme *A Good Start*.
- the Marcelino Botín Foundation
- the Soros Foundation.

However, the private funding percentage that we receive is not at all the desired one –the advancement of the Roma community does not usually trigger the same reaction of solidarity among private individuals and companies like other causes do–. For this reason, in September 2011, the FSG created the Corporate Alliances Area, oriented toward obtaining private allies that would integrate as stable partners of the Foundation and would collaborate for its economic sustainability, sharing its social values and becoming involved in its social goal.

This new line of work will allow to the Fundación Secretariado Gitano to make a step forward toward social recognition and thus guarantee the continuity of our programmes to the benefit of Roma and non-Roma citizens.

In a situation of crisis, such as the current one, we should not reduce social expenditure and take measures that would render the living conditions of the more disadvantaged even more difficult. It is time we committed to a clear and precise policy that guarantees dignified living conditions for all citizens, especially for the most vulnerable groups, among which the Roma community is included.



FUNDING SOURCES 2011

TOTAL: € 22,242,386

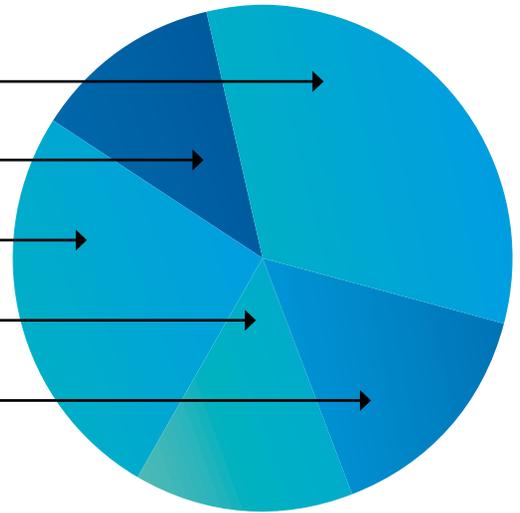
LOCAL GOVERNMENTS: 33%

PRIVATE AND OWN FUNDS: 12%

EUROPEAN: 26%

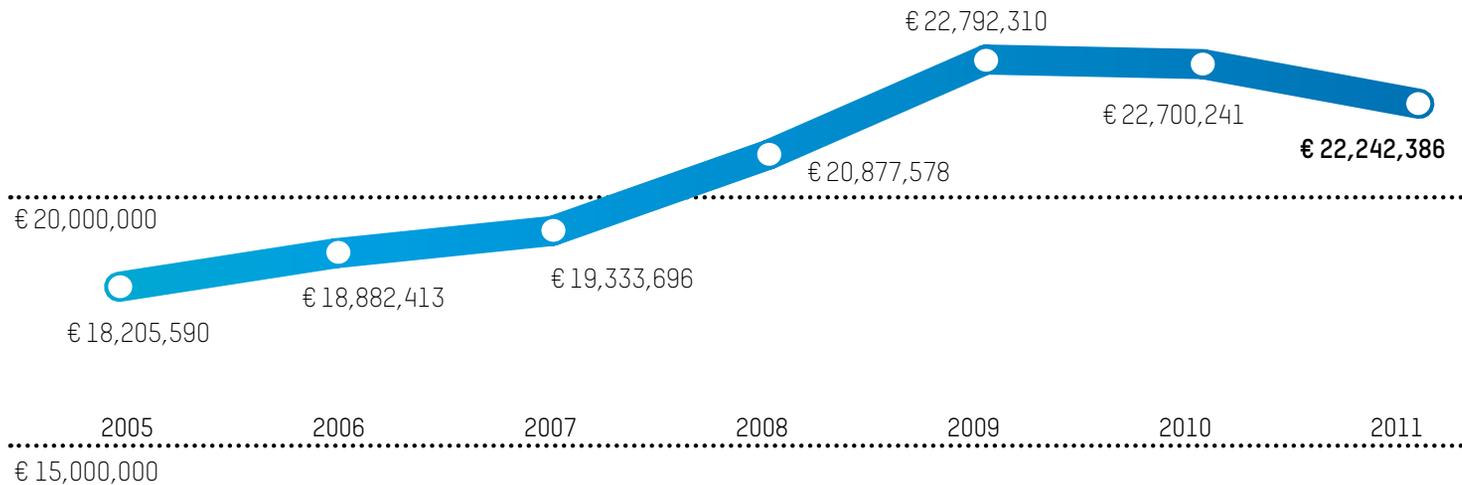
LOCAL: 14%

NATIONAL: 15%



ECONOMIC RESOURCES

€ 25,000,000



THIS YEAR THE FSG REACHED THE 10% OF PRIVATE FUNDING THANKS TO THE SUPPORT OF ENTITIES SUCH AS LA CAIXA AND SOCIAL WORK CAJA MADRID. PHOTO: SIGNING OF THE AGREEMENT WITH SOCIAL WORK CAJA MADRID.

OUR CHALLENGES FOR 2012

The economic forecast for the coming year will suppose a new decrease of the entity's income, of approximately 2.7% according to our estimates. This will raise once again a very likely reduction of our operational activity for 2012.

That is why we will have to make a special effort to improving the efficiency and effectiveness of our programmes, in an attempt to prevent, as far as possible, that this reduction negatively affects the services we provide to our users.

AMONG THE PRIORITIES OF OUR WORK PLAN FOR 2012, WE HIGHLIGHT:

IN EDUCATION

- To obtain public and private funding so that we may continue to boost our Promociona school support programme for Roma students in compulsory secondary education (ESO).
- To launch an awareness-raising campaign targeting Roma teenagers.
- To prepare a study on Roma community and education, in collaboration with the Ministry of Education and UNICEF.

IN EMPLOYMENT

- To promote agreements with companies with the aim of exceeding the number of contracts obtained in 2011 year within the framework of the *Acceder* programme, thus reducing the impact of the crisis on the Roma community. We will organise a national seminar with companies.
- To present our new study on the Roma community and employment.

INSTITUTIONAL RELATIONS

- To continue working to place the Roma issue on the political and social agenda.
- To actively participate in the development and implementation of the National Strategy for Roma Inclusion.
- To elaborate proposals for the new National Inclusion Plan.

IN HOUSING

- To continue contributing actively to the eradication of slum settlements.
- To advocate, before public authorities, for the application of the amendment of article 7.2 of the ERDF Regulations allowing the use of these resources to fund housing actions in slum settlements and substandard housing. We shall hold seminars in three Autonomous Regions.

IN MANAGEMENT

- To increase the FSG staff and resources in administration and management.
- To develop a management improvement plan, especially with funding offered under the Operational Programme.
- To prepare and implement a new management procedures manual.
- To increase credit policies.

OTHER

- To continue working actively with Roma people from Eastern Europe.
- To intensify our work of assistance and support to victims of discrimination.
- At the international level, to develop various projects with different international partners and to consolidate our presence in Romania.



➔ TOWNS WITH HEADQUARTERS



➔ TOWNS WHERE THE FSG IS ACTIVE, BUT HAS NO STABLE HEADQUARTERS

14 AUTONOMOUS REGIONS WHERE THE FSG IS PRESENT
60 WORK CENTRES OF THE FSG
82 TOWNS WHERE THE FSG WAS ACTIVE IN 2011

2011 IN FIGURES

40.7%

of the FSG's staff is Roma

318

volunteers

ACTIVITY
TURNOVER:

€ 22,242,386

527

programmes in

82

towns from

14

autonomous
regions

112,881

direct beneficiaries

EDUCATION

300

bursaries for secondary and
higher studies

15,547

students participated in our

127

programmes

EMPLOYMENT

19,574 people assisted

229 training actions

4,042 work contracts obtained under *Acceder*

167 agreements signed with companies

ROMA FROM EASTERN EUROPE

2,824 Roma from Eastern Europe benefited from our specific actions

EQUAL TREATMENT

155 recorded cases of discrimination

53 direct consultancies

SOCIAL INCLUSION

We reached

19,622 people

110 programmes

HEALTH

5,075 people benefited from our prevention programmes

COMMUNICATION

Our awareness-raising campaign reached over **2,000** boys and girls

500 volunteers made possible the second phase of the campaign
“When I grow up, I want to be...”

HOUSING

2,452 people benefited directly from our

17 programmes

207 families left slum settlements

ACTIVITY REPORT

EMPLOYMENT

EDUCATION

HOUSING

SOCIAL INCLUSION

HEALTH

YOUTH

ROMA FROM EASTERN EUROPE

EU SOCIAL ACTION

EQUALITY

EQUAL TREATMENT

GENDER EQUALITY

INTERNATIONAL

COMMUNICATION

CULTURAL DEVELOPMENT

DOCUMENTATION



EMPLOYMENT

BUDGET
€ 12,281,218.97

PEOPLE ASSISTED:
19,574

PROGRAMMES
PERFORMED: 153

DIRECTOR OF THE
EMPLOYMENT
DEPARTMENT:
ARANTZA FERNÁNDEZ

JANUARY

FEBRUARY



WORK INTEGRATION SOCIAL COMPANY
UZIPEN-MADRID STARTS ITS ACTIVITY
WITH AN AGREEMENT WITH THE IRIS
(INSTITUTE FOR REHOUSING AND SOCIAL
INTEGRATION) OF THE LOCAL GOVERNMENT
OF MADRID.

MARCH



NATIONAL ENCOUNTER OF SELF-EMPLOYMENT
SPECIALISTS UNDER THE ACCEDER PROGRAMME

APRIL

MAY

JUNE



THE FSG SIGNS A COLLABORATION AGREEMENT
WITH THE "LA CAIXA" FOUNDATION FOR THE
INCORPORA PROGRAMME

JULY

AUGUST

SEPTEMBER

UZIPEN-LEÓN BEGINS ITS ACTIVITY AS
WORK INTEGRATION SOCIAL COMPANY

THE HUMAN RIGHTS COMMISSIONER
OF THE COUNCIL OF EUROPE
SINGLES OUT THE ACCEDER
PROGRAMME IN HIS REPORT AND
SELECTS IT AS BEST PRACTICE

OCTOBER



JOINT SEMINAR OF THE OP
OPERATORS IN CASTILE-LEÓN AND
VALENCIA REGION

NOVEMBER

DECEMBER



ACCEDER IS RECOGNISED AS
EMPLOYMENT AGENCY BY THE
MINISTRY OF LABOUR

EMPLOYMENT

The Roma want to and can work; the only thing they need is to be provided with appropriate conditions for doing so. We can safely say this given our 30 years' experience; we have the experience, data and information to support this statement.

Unfortunately, the current circumstances are not at all ideal. The consequences of the global economic crisis that we are experiencing affect wide sectors of the society and even more severely the underprivileged groups, among which the Roma community is included.

While the unemployment rate in Spain has multiplied by 2.4 since 2005, the unemployment rate among the Roma community, according to the latest study prepared by the FSG, has multiplied almost three times during the same period, so that it currently represents 37.5% of the active Roma population.

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

- With the slump in the labour market, we run the risk of widening the breach of social exclusion and losing much of the progress made.
- Access to the labour market is the best route –although not the only one– to achieving a greater degree of personal independence and participation in society.
- Being employed still is the best protection against poverty, although nowadays more than 8% of the employed population runs the risk of poverty or are defined as poor workers. Poverty is the result of the increasing inequality of income.
- Our response must be efficient, as we are dealing with complex needs and problems –we target groups with difficult access to standardized resources–, as well as comprehensive, since we are committed to the promotion and active inclusion do not target only access to employment.

Therefore, we at FSG continue to accompany these people and together we are trying to meet their needs in order to favour their access to the labour market. This is the best –though not exclusive– way for achieving a greater degree of personal autonomy and participation.



IN TIMES OF CRISIS

AIMING AT EMPLOYMENT EQUALITY

For our Foundation, programmes targeting access to labour market are, and have always been, a priority, even more so at a time of economic crisis such as the one we are experiencing. With the FSG training and employment programmes, we emphasize improvement in the employability of Roma persons through the design of individualised occupational insertion pathways in which the main working priorities are motivation towards vocational training and the undertaking of training actions as a compensatory tool enabling these people to compete on an equal footing with the rest of the population.

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

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

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



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

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

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

While the unemployment rate in Spain has multiplied by 2.4 since 2005, the unemployment rate among the Roma community, according to the latest study prepared by the FSG, has multiplied almost three times during the same period, so that it currently represents 37.5% of the active Roma population



ACCEDER: GATEWAY TO THE LABOUR MARKET FOR THE ROMA COMMUNITY

IRPF

> acceder
 promoting Roma employment



EMILIA MUÑOZ, 47, WORKS AS CLEANER IN A HOSPITAL

"In the Acceder programme, I received a lot of support, I was given advice and I could count on the programme's employees when I needed them. Thanks to them I now work in the 12 de Octubre Hospital in Madrid. My colleagues call me "la Tana", the only Roma in the cleaning team"



BUDGET FOR 2008-2013:
 € 41,700,000

HERE ARE SOME OF THE COMPANIES THAT HAVE SIGNED AGREEMENTS WITH US IN 2011:



MANGO



COMPANIES THAT CONTINUALLY COLLABORATE WITH ACCEDER:

INDITEX



GRUPO SIRO



FUNDED BY:
 12 REGIONAL GOVERNMENTS AND 50 MUNICIPAL COUNCILS.



WOMEN: 7,274

MEN: 7,389

ROMA: 10,758

NON-ROMA: 3,905

4,587

3,191

2,234

3,146

1,233

272

YOUNGER THAN 25

25 TO 30

31 TO 35

36 TO 45

46 TO 55

+55

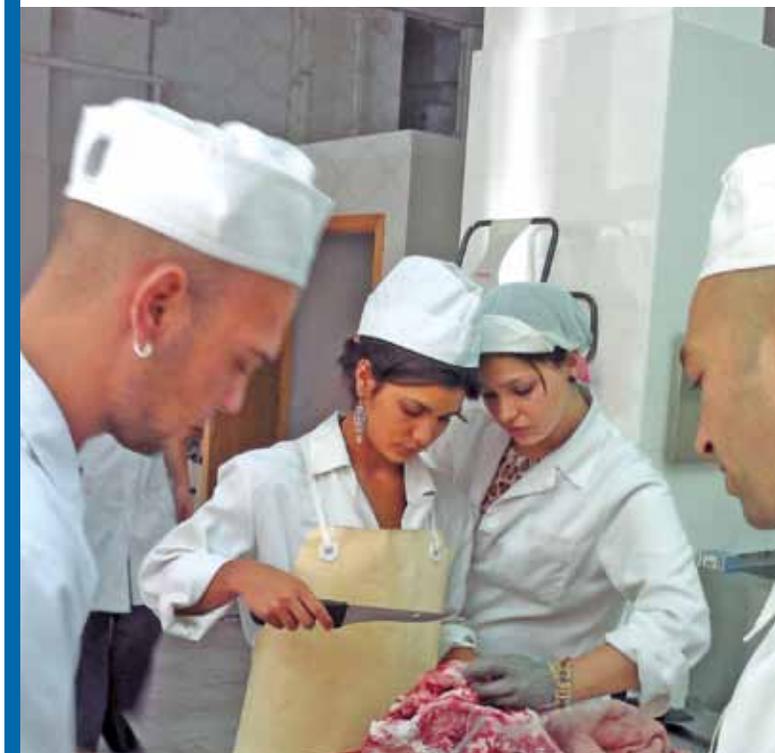
The *Acceder* programme is the framework within which the FSG develops all actions related to training and employment and is based on advancement of the Roma community towards access to the labour market, either through self-employment or contracts. This activity favours equal opportunity for the entire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

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

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

Three major lines of action define the measures to be taken:

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



INSERTION PATHWAYS: KEY OF THE PROGRAMME

The development of individualised insertion pathways from a global perception of the person, based on a methodology of consultancy and accompaniment in a process for which the person involved takes full responsibility.

In 2011, 6,177 people approached the *Acceder* programme for the first time. Of these, more than 50% are under 30 years of age, and 70% are ethnic Roma. Along with these new participants, activity has continued (of different type and intensity) with 14,663 people, 20% more than in 2010.

COMMITTED TO IMPROVING OCCUPATIONAL QUALIFICATIONS

Other key actions target the improvement of occupational qualifications by means of training with companies, workplace traineeships, training in transversal competences, training in mixed employment-traineeship etc.

In 2011, 3,118 people took part in 308 training actions carried out by our teams. Participation of women was slightly higher than that of men.

In addition to these training activities, *Acceder* fosters mixed employment traineeship programmes. In 2011, the FSG carried out:

- 2 Vocational Schools
 - Madrid: Building maintenance
 - Seville: Dynamising services of information and citizen service
- An Employment Workshop
 - León: Social and Healthcare for Dependent Persons



CATERING ASSISTANT COURSE

OCCUPATIONAL MEDIATION MEASURES FOR ACCESS OF ROMA PERSONS TO JOBS

CONTRACTS OBTAINED

In spite of the crisis and thanks to these actions, in 2011 we obtained 4,042 employment contracts, of which 65.3% were for Roma people and 56% for women. That means 326 contracts more than in 2010.

AGREEMENTS SIGNED

Within the FSG's company mediation activity, in 2011 a total of 175 agreements with companies at the local, regional and national levels were signed for the performance of training and occupational insertion actions. Collaboration with companies is one of the main employment-related strategies within the *Acceder* programme and it aims at involving companies in shared objectives, by meeting their needs and providing our participants with better qualifications more closely adjusted to the reality of the market.

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

Along with agreements signed at local and regional level, we also established national agreements with suprarregional companies with a very good position in their sector. The companies who have signed the said agreements are primarily major companies, with national presence and market leaders. Among them, we mention: Eulen, Mango, Supermercados Coviran, Sprinter, Grupo SAR and Kiabi.

32% OF THE COMPANIES RENEW THEIR AGREEMENT WITH THE ACCEDER PROGRAMME

An indicator of the growing confidence the companies have with our programme is the fact that 32% of the companies that signed an agreement with us repeated the experience. Some of them have signed more than seven agreements.

The main goal of the agreements signed with companies is concluding agreements for carrying out vocational training activities (72%) related to trades or occupations in the company's activity sector. The objective of 26% of the agreements signed with companies is carrying out workplace traineeships.

Some of the companies that collaborate continually with *Acceder* are: Siro Group, Eurest, ISS Facility Services, Carrefour and Inditex.

ACCEDER CONTRACTS IN 2011: 4,042

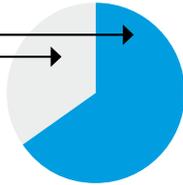


2,945 PERSONS WITH A CONTRACT

4,042 CONTRACTS OBTAINED

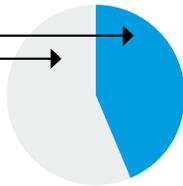
BY ETHNIC ORIGIN

ROMA: 2,640
NON-ROMA: 1,400



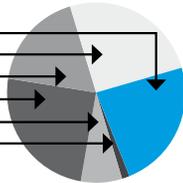
BY GENDER

MEN: 1,765
WOMEN: 2,277

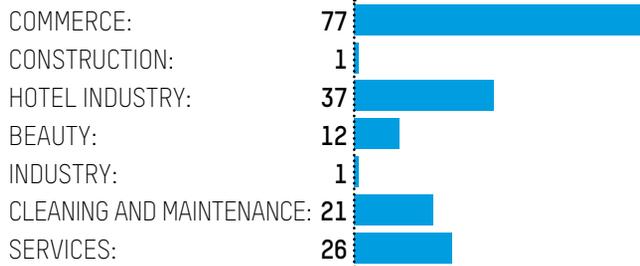


BY AGE

UNDER 25: 953
FROM 25 TO 30: 1,016
FROM 31 TO 35: 719
FROM 36 TO 45: 999
FROM 46 TO 55: 306
OVER 56: 49

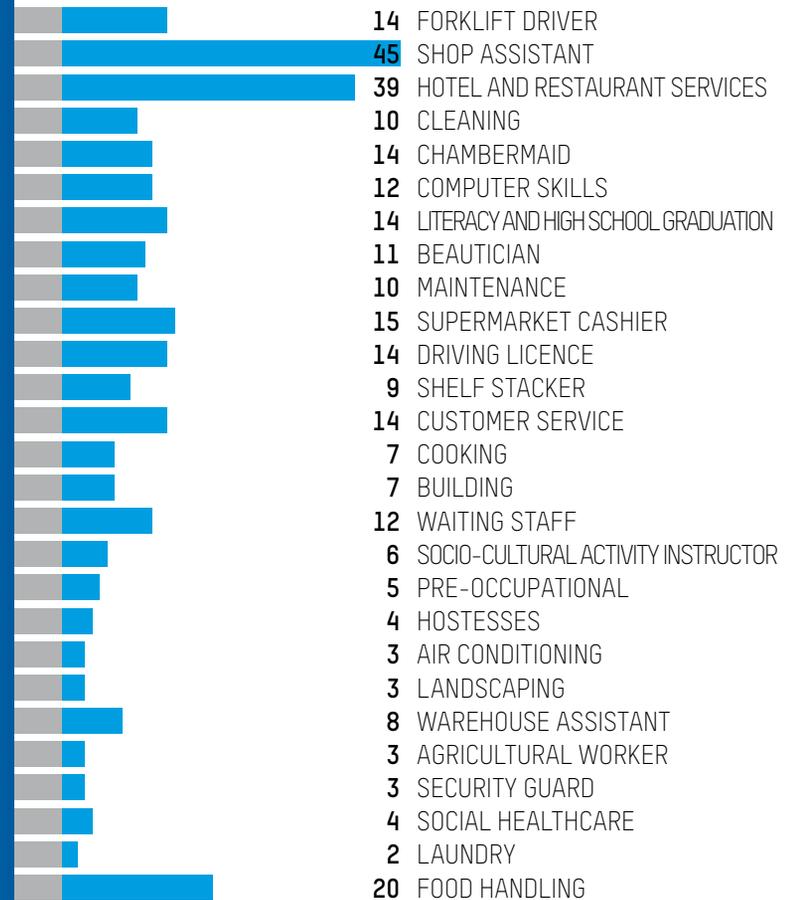


175 AGREEMENTS, BY SECTOR



3,118 PARTICIPANTS IN TRAINING COURSES, IN 2011 1,414 MEN AND 1,704 WOMEN

COURSES BY SPECIALTY. TOTAL: 308



SEVERAL YOUNG LADIES
RECEIVE SALE ASSISTANT
DIPLOMAS IN GALICIA



TWO OF THE PARTICIPANTS IN THE
FORKLIFT DRIVER COURSE, IN VITORIA

“LA CAIXA” INCORPORA PROGRAMME



At the beginning of 2006, the Social Work section of “la Caixa” launched the programme *Incorpora* to facilitate the work integration in normal companies of people with special d efficiencies, as a solution against social exclusion.

In 2011, by means of its *Acceder* programme, the FSG signed a collaboration agreement with the “la Caixa” Foundation for developing this programme in six towns, having as main aim that of facilitating employment access to Roma people by means of a methodology, tools and network of partner entities, that would directly contribute to obtaining this aim.

BUDGET: € 150,000

WHERE?: FSG CARRIES OUT THE *INCORPORA* PROGRAMME IN: MADRID, BARCELONA, ELÇHE-ALICANTE, MURCIA, MÁLAGA AND BADAJOZ

FSG PRESIDENT, PEDRO PUENTE, AND THE GENERAL DIRECTOR OF THE SOCIAL WORK SECTION OF “LA CAIXA”, JAIME LANASPA GATNAU, SIGNING THE COLLABORATION AGREEMENT SO THAT THE FSG MAY LAUNCH THE PROGRAMME IN SIX TOWNS



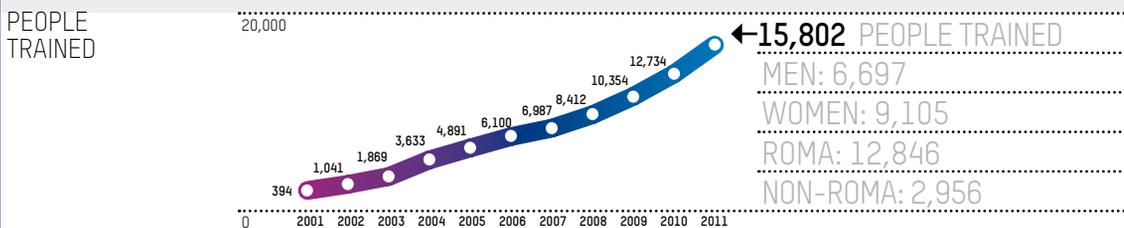
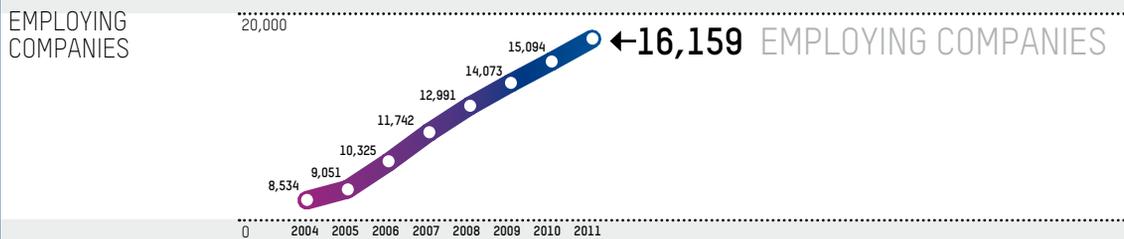
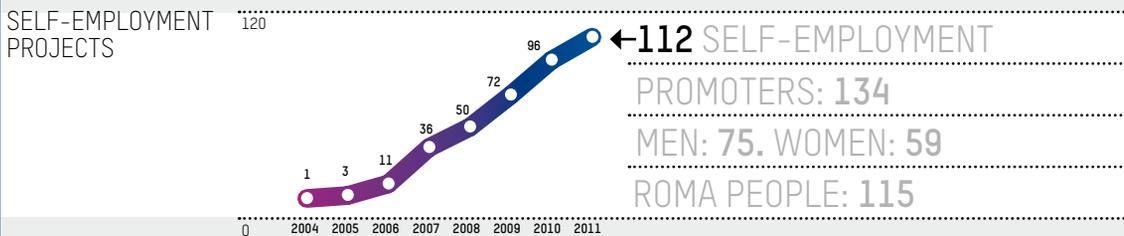
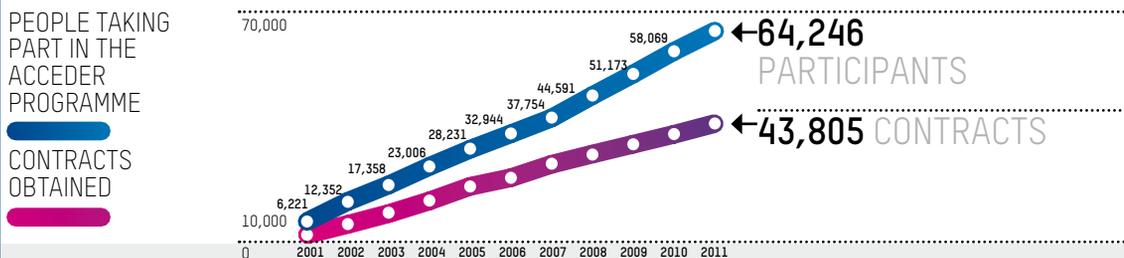
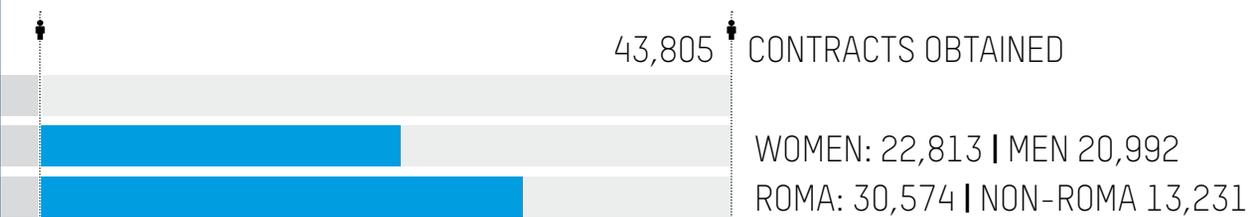
ACCEDER: ELEVEN YEARS OF SUCCESS AND HARD WORK

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



JONATHAN GABARRI, UNEMPLOYED

“The Fundación Secretariado Gitano is a great help, they give you everything: they offer very good courses, they help you look for work, if you need a CV they help you do it, they offer you addresses of job agencies... There’s nothing more anyone can do. They are really involved in this and this way they help a lot of people”



LABOUR INTEGRATION SOCIAL ENTERPRISES: COMMITTED TO SHELTERED EMPLOYMENT

Creating mixed spaces that combine training with work environment and launching sheltered employment initiatives that will facilitate a progressive transition to the labour market have been a constant of *Acceder* since its inception.

In 2008 this effort gains a new dimension with the conception of a strategic line of action focused on the creation and promotion of work integration social companies, which was consolidated with the creation of Vedelar in 2009. Thus, a new insertion mechanism was created and integrated into the *Acceder* model, complementing the personalised pathways of access to employment –the last transition stage

towards the mainstream labour market– and that is based on the Programme’s specific resources in several fields of activity: career guidance processes, vocational training courses, Workshop Schools, Trade Schools and mixed training-employment programmes.

2011 has been especially relevant in this field, as three new work integration social companies were promoted, which contributed to the final consolidation of this line of activity within *Acceder*. Nowadays, FSG is promoting under *Acceder* four work integration social companies and a sheltered employment Project at national level.

VEDELAR: INSERTION IN THE LANDSCAPING AND FORESTRY SECTOR



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

the environment and responsible forestry.

Along the lines of the work begun during 2011, the participants ensured the maintenance of the gardens in state schools and other parks and areas in the town of Avilés. Also, we continued to render services for entities such as Fundación de Avilés Hospital, el La Curtidora Company Centre, Fairground of Avilés Region, Virgen de la Luz IES Institute etc.

activities that had not been performed previously, such as bead weaving, hole digging and planting trees.

In 2011 we achieved the integration into the mainstream labour market of one worker. We should also mention the extraordinary progress accomplished by some members of the personnel in both social and employment fields.

Vedelar is part of the delegation of ADEIPA (Asturian Association of Social Insertion Companies) and participated in INSERCIONA, the first European Fair of Social Insertion Companies, held in Barcelona on 23rd and 24th February.

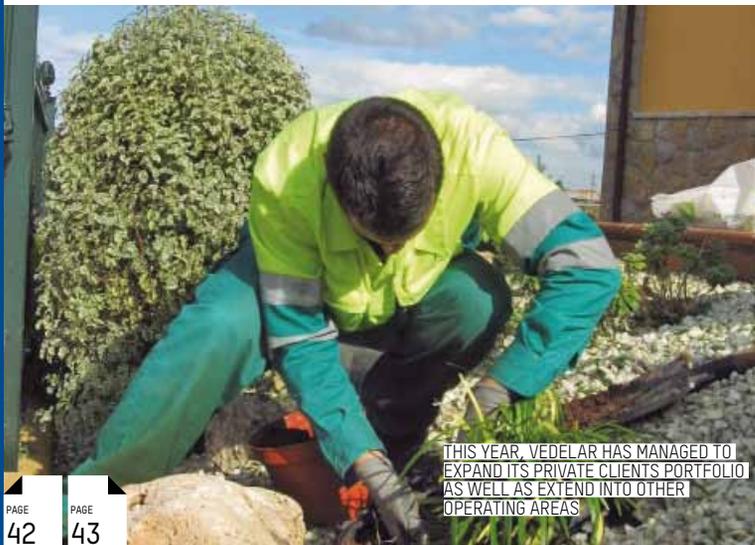
C/ SÁNCHEZ CALVO, 2 BAJO
33402, AVILÉS
PHONE: 985 561 724
FAX: 985 565 604
vedelar@accederempresas.com

PERSONNEL: 8 PEOPLE, 5 IN THE INSERTION PROCESS

INCOME IN 2011: € 212,728.15

2011 BUDGET: € 181,426.78

This year, Vedelar has managed to expand its private clients portfolio as well as extend into other operating areas and carrying out



THIS YEAR, VEDELAR HAS MANAGED TO EXPAND ITS PRIVATE CLIENTS PORTFOLIO AS WELL AS EXTEND INTO OTHER OPERATING AREAS



Thanks to the design of a Zen garden, this year Vedelar was awarded the second prize in the Garden Design Contest held in “JardinEquip 2011” in March.

UZIPEN-MADRID: CLEANING, MAINTENANCE AND REFURBISHMENT



C/AHIJONES S/N
28018 (MADRID).
CLEANING: 656 955 845
REFURBISHMENT AND MAINTENANCE: 665 317 933
GENERAL PHONE: 91 507 91 40
uzipen.madrid@accederempresas.com



The second work integration social company promoted by the FSG was created in February, although Uzipen-Madrid obtained its provisional qualification as Work Integration Social Company in September.

The objective of this company is the work integration of excluded persons by rendering services in areas such as building cleaning, auxiliary services, building maintenance, refurbishment and minor repairs. Thus the individualised employment pathways of *Acceder* complement the specific resources that the programme offers in these fields: cleaning training courses, Employment Workshop School and Trade Schools in brickwork, minor repairs and refurbishment.

The greatest part of the activity of Uzipen-Madrid in its year of inception focused on rendering cleaning, maintenance and refurbishment services in the FSG headquarters in Madrid, rendering cleaning services for the IRIS –Institute for Rehousing and Social Integration– and the performance of other less complex works for clients such as FAEDEI (Federation of Entrepreneurial Associations of Integration Companies) or the company Linkedteams.

Also, in 2011 Uzipen-Madrid became a permanent member of the Madrid Association of Integration Companies, which allowed it to participate in INSER-CIO-NA, the first European Fair of Social Insertion Companies, held in Barcelona.

In the training sector, we highlight the specialised course on building cleaning provided by EULEN.

PERSONNEL: 12 PEOPLE, 5 IN THE INSERTION PROCESS
INCOME IN 2011: € 280,679.96
2011 BUDGET: € 256,280.55



UZIPEN-MADRID WAS CREATED IN 2011 FOR THE PURPOSE OF FACILITATING THE WORK INTEGRATION OF EXCLUDED PERSONS BY RENDERING SERVICES SUCH AS CLEANING, BUILDING MAINTENANCE, REFURBISHMENT, AMONG OTHERS.

UZIPEN-CASTILE-LEON: SPECIALISTS IN REFURBISHMENT AND MAINTENANCE



UZIPEN CASTILLA LEÓN SLU

C/ CARDENAL CISNEROS, 65
24010, LEÓN
PHONE. 665 19 57 58 - 987 27 66 00
FAX: 987 27 66 01
uzipen.leon@accederempresas.com

PERSONNEL: 3 PEOPLE, 2 IN THE INSERTION PROCESS

INCOME IN 2011: 8,739.5 €

2011 BUDGET: 7,251.16 €

Uzipen Castile-León was created in November 2011 in response to the various employment and training initiatives that the FSG has been carrying out in León since 2000. It stemmed from the various Trade Schools and Employment Workshops in the refurbishment and maintenance sectors: it is an extension of the work performed in the employment access pathways developed under *Acceder*.

Uzipen Castile-León was created with a double aim:

- The social and work integration of excluded persons in the framework of a company by rendering services of refurbishment, rehabilitation, building maintenance and minor repairs.
- The comprehensive training by holding a job and parallel psychosocial support targeting the acquisition of key abilities necessary for the integration on the mainstream labour market.

Uzipen's short trajectory was marked by two events in 2011:

- The conclusion of an agreement with the Bishopric of León for carrying out rehabilitation and maintenance works for several of its buildings in León city and the entire León province. We estimate that this will ensure a continuous volume of work and will allow Uzipen-Castile to gain stability on the market and progressively expand its line of work to other clients. As a result of this agreement, the full rehabilitation of a building in Astorga de León street began.
- Admission as member of the FECLEI – Federation of Insertion Companies of Castile-León, entity that exercises the representation and dialogue between insertion companies in the region.

Thus we envisage promising prospects for the company, which will have to consolidate in 2012 its successful inception.

UZIPEN CASTILE- LEÓN WAS CREATED IN RESPONSE TO THE VARIOUS EMPLOYMENT AND TRAINING INITIATIVES CARRIED OUT BY THE FSG IN LEÓN SINCE 2000.



NABUT, MANY PATHS, BUT ONE GOAL: THE LABOUR MARKET



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

Nabut is an NGO established in Navarre in March, as an extension of the Nabut Social and Work Integration Centre (CIS). Its aim is to provide an employment pathway to people who are potentially or currently socially excluded, preferably Roma people.

It encompasses a wide range of activities, in the following areas:

- Work clothing product line
- Industrial launderette
- Office supplies, stationery and office automation supplies
- Transport and transfers
- Services in the Public University of Navarre
- Clothing shop
- Office cleaning

2011 has been a key year for Nabut, as the lines of work developed under the CIS have been progressively assimilated and then enhanced within the Company and new activity fields have been introduced. Thus, starting March, office cleaning services have been provided, covering the needs of FSG headquarters and also catering to companies and authorities.

Also, during 2011 a building was purchased and fitted out for the development of the laundry service, which had previously been carried out in a building of the Special Centre for Employment. One should note that in May Nabut's web page www.nabutnavarra.org was launched and its commercial exploitation began during August by selling office supplies and stationery.

PERSONNEL: 23 PEOPLE, 19 IN THE INSERTION PROCESS



IN 2011 NABUT PURCHASED AND FITTED OUT A BUILDING TO DEVELOP ITS LAUNDRY LINE.

ECOTUR, A PROFESSIONAL HOSTESS SERVICE



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

Ecotur, a professional conference and tourism hostess service at national level with an experience of over ten years. It offers the possibility to gain access to specific training and to acquire knowledge in order to obtain a new professional profile in line with the professional interests and personal characteristics of young Roma women, allowing the gradual transition to the labour market as well as the continuity in the educational system. Thus, it combines the development of specific training actions with the rendering of professional services, covering all kinds of events.

Ecotur currently has a client portfolio of over 200 companies and a track record of over 600 events, 300 young women trained, 150 people hired as hostesses and auxiliary personnel and 1,700 employment contracts. Many companies and authorities believed in us.

2011 brought a significant increase in our client portfolio. Our services were hired by entities such as: the Red Cross, Burgos Congress and Convention Centre, Canal de Isabel II public company, Spanish Radio and Television Corporation (RTVE) and Barcelona City Council.

We should also emphasize other significant actions that we initiated, for instance: we promoted the programme in Ciudad Real, so that we could start providing the service in 2012 and we had the programme included in the Burgos city guide.



ECOTUR IS AN OPPORTUNITY TO PUBLICISE A LITTLE-KNOWN FACET OF THE ROMA COMMUNITY WITHIN A RECOGNISED OCCUPATIONAL FRAMEWORK CONVEYING A POSITIVE IMAGE.

EDUCATION

127 PROGRAMMES

15,547 BENEFICIARIES

BUDGET:
€ 1,451,648.31

DIRECTOR OF THE EDUCATION
DEPARTMENT:
MÓNICA CHAMORRO

JANUARY



Promociona

PROMOCIONA ARRIVES IN ALMERÍA, CÓRDOBA, HUELVA, JAÉN, ALBACETE AND VILLAVERDE, IN MADRID.

FEBRUARY

MARCH

PROMOCIONA LANDS IN SABADELL



APRIL

START OF THE SECOND PHASE OF THE AWARENESS CAMPAIGN "WHEN I GROW UP, I WANT TO BE..." TO COMBAT EARLY SCHOOL LEAVING BY ROMA PUPILS. PHOTOVAN LOGO

MAY



EU MINISTERS OF EDUCATION APPROVE THE ACTION PLAN FOR FIGHTING AGAINST EARLY SCHOOL DROP-OUT, AN OBJECTIVE OF THE EU2020 STRATEGY

JUNE

JULY

AUGUST

SEPTEMBER

WE PROVIDED 300 SCHOLARSHIPS TO YOUNG ROMA TO FACILITATE ACCESS TO AND/OR CONTINUATION WITH POST COMPULSORY STUDIES.

OCTOBER



BEGINNING OF THE THIRD EDITION OF FSG'S COURSE "UNIVERSITY DIPLOMA IN SOCIAL WORK WITH THE ROMA COMMUNITY" IN THE PUBLIC UNIVERSITY OF NAVARRRE (UPNA), WITH 37 PARTICIPANTS.

NOVEMBER

DECEMBER

THE EDUCATIONAL COMMUNITY IS ONE

The distance between the educational situation of the Roma and the rest of the population is truly alarming and contributes to widening the inequality and social exclusion gap characterising a large proportion of the Roma community.

Although the Roma community has taken significant steps in the last 30 years with regard to education and especially to schooling Roma boys and girls (94% of primary-age children go to school with 6 years old or earlier), there is still a long road ahead. In Primary school, **28% of the pupils do not attend classes regularly** and 64% have results below the average or significantly below the group average. In Secondary Compulsory Education (ESO), **68% of Roma pupils suffer curricular lag of at least two years, and only 20% of those entering ESO actually complete it.** Therefore, high dropout rates, school failure and early school leaving are the main challenges we are facing.

WE FOCUS ON SECONDARY EDUCATION

From the outset, the educational advancement of the Roma community has been one of the FSG'S priorities. Our line of work in this field focuses on boosting the educational advancement of the Roma community at all levels and ages and on developing programmes aiming at educating the pupils, preventing school dropout and early school leaving, continuing post-compulsory studies, fostering the involvement of the Roma families in their children's education, offering aid and technical support to education professionals and preparing studies.



ADVANCEMENT OF THE ROMA OF THE FSG'S KEY PRIORITIES

In spite of the difficulties, there is a continuous increase in the number of Roma boys and girls completing compulsory education and wanting to continue their studies.



GITANOS CON ESTUDIOS, GITANOS CON FUTURO.



GOBIERNO DE ESPAÑA



MINISTERIO DE POLÍTICA SOCIAL Y IGUALDAD



GOBIERNO DE ESPAÑA



MINISTERIO DE EDUCACIÓN



Año Europeo del Voluntariado 2011



UNIÓN EUROPEA
Fondo Social Europeo
Iniciativa de Empleo Juvenil

✓ POR SOLIDARIDAD
OTROS FINES DE INTERÉS SOCIAL



In the past few years, the FSG has been focusing especially on the more difficult stages (such as the Secondary education) and so it developed programmes such as *Promociona*, aiming at the educational mainstreaming of Roma pupils in order to achieve higher academic success rates in the last primary and secondary education cycles. (See page 50).

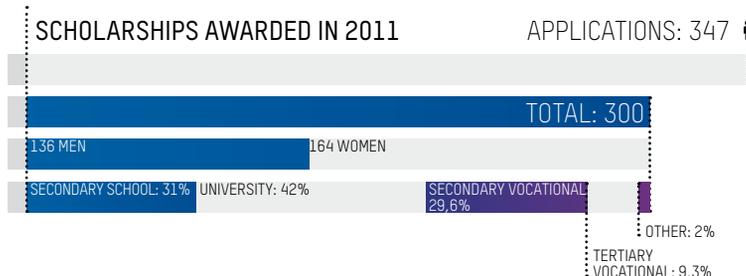
→ The Programme to promote access to and continuity in secondary and university education for young Roma, offering socio-educational and financial support to Young Roma who decide to continue their studies after compulsory education.

→ Along this line, in 2010 the FSG launched the awareness-raising campaign “**When I grow up, I want to be...**” whose second phase developed in 2011. Its main goal is to raise the awareness of Roma families on the importance of education and the need for Roma boys and girls to finish Compulsory Secondary Education. (See page 85).

→ This year, we continued to organise and participate in international events and projects related to education and the Roma community. We highlight our participation in the pilot project “**A Good Start: Scaling up Access to Quality Services by Young Roma Children**”, led by the Roma Education Fund (REF) and organised jointly with other transnational organisations. This initiative is funded by the EU Directorate General for Regional Policy.

→ Finally, we highlight the organisation, in collaboration with the Public University Of Navarre (UPNA), of the Course “**University Diploma in Social Work with the Roma Community**.” It is a 750-hour online course aimed especially at Roma university graduates, practising professional Roma social workers, whose participation was facilitated by the FSG by means of reduced fee scholarships.

SCHOLARSHIPS AWARDED IN 2011: 300
BUDGET: € 123,000



STUDENTS: 37

STUDENTS WITH FSG SCHOLARSHIP:

30, ALL ROM.

BUDGET: € 100,000



FUNDED BY:



Raising the awareness of Roma families on the importance of education and fostering their involvement in their children’s education is one of the main objectives of our intervention.



STUDENTS OF COURSE “UNIVERSITY DIPLOMA IN SOCIAL WORK WITH THE ROMA COMMUNITY.”

OUR WORK IN THE FIELD OF EDUCATION AT A GLANCE

The main aims of our educational activity in 2011 were:

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

↓
272 ROMA PUPILS AND THEIR FAMILIES.

To foster normalisation of compulsory education for Roma children. We worked with:

↓
3,204 CHILDREN (**1,901** AT PRIMARY AND **1,303** AT SECONDARY LEVEL).

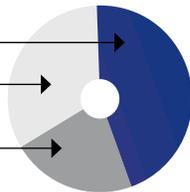
To promote access and to support continuity of Roma pupils in the post-compulsory education. We worked with:

↓
133 ROMA STUDENTS AT SECONDARY OR UNIVERSITY LEVEL

We managed:

↓
300 STUDY SCHOLARSHIPS AMOUNTING TO **€ 67,321**.

126 UNIVERSITY STUDENTS
93 HIGHSCHOOL STUDENTS
61 STUDENTS IN THE SECONDARY AND TERTIARY VOCATIONAL EDUCATION



We accomplished:

↓
8 STUDENT MEETINGS ATTENDED BY **827** PEOPLE IN ASTURIAS, BARCELONA, CÁCERES, JEREZ, MADRID, MURCIA, SALAMANCA AND ZARAGOZA.

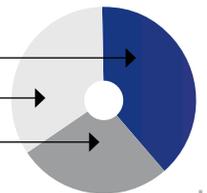
To raise the awareness of Roma families on the importance of education and to foster their involvement in their children's education. We worked with:

↓
1,760 FAMILIES.

To promote the involvement of the educational centres in the education of Roma children. We maintained steady collaborations with:

↓
573 EDUCATIONAL CENTRES:

224 PRIMARY SCHOOL
195 SECONDARY SCHOOL
154 PRIMARY AND SECONDARY SCHOOL



We accomplished:

↓
83 TEACHER TRAINING ACTIONS

To foster basic training of Roma adults. We worked with:

↓
818 PEOPLE (**544** WOMEN AND **274** MEN).

We should also highlight that we carried out other actions (workshops, meetings, conferences etc.) aimed at promoting intercultural education, amounting to a total of:

↓
323 ACTIONS.



STUDENT MEETINGS (PHOTO IN MURCIA) ARE BECOMING MORE AND MORE IMPORTANT, GIVEN THEIR VALUE AS SPACES FOR MEETING AND REFLECTION ON THE IMPORTANCE OF EDUCATION.



Promociona

...Continue and Win

IRPF

STUDENTS ASSISTED: 710

2011 BUDGET: € 950,000

PROMOCIONA, IN 27 CITIES

IN 2011, *PROMOCIONA* WAS PRESENT IN 14 AUTONOMOUS REGIONS AND 27 CITIES, 7 MORE THAN IN 2010.

CITIES AND TOWNS WITH *PROMOCIONA* PRESENCE



PROMOCIONA, CONTINUE AND WIN

2011 was a year of consolidation and growth for this project, initially launched in 2009 as a pilot programme. We continued to develop it in the 20 cities where it was implemented in 2010 and it firmly expanded to 7 new cities.

The objective of *Promociona* –FSG’s most relevant programme in the education area– is for Roma pupils to finish compulsory education and, after obtaining the compulsory secondary education (ESO) diploma to continue their secondary education and continue to university.

Promociona actions target Roma pupils in the last cycle of Primary Education (5th and 6th grade) and Compulsory Secondary cycle (1st to 4th grade of the ESO) and aim at generating and fostering the necessary conditions for favouring the educational success of Roma pupils by working with different players involved: students, families, schools and other social stakeholders.

Promociona basically provides for two types of action:

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

In addition, a key factor in the development of this programme is the collaboration with educational centres, as well as with other resources and services that may be involved in the education of Roma students.

Of the students that participated in *Promociona* in the 2010-2011 academic year:

- 27% of pupils in the sixth year of Primary Education passed all subjects and went on to the ESO (90% of girl students and 79% of the boys).
- 79% of the students in the fourth year of the ESO obtained the diploma (88.71% of girl students and 68.42% of the boys).
- Of those finishing compulsory education, 96.8% have gone on to non-compulsory education (94.5% of girl students and 100% of the boys).

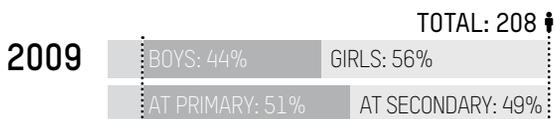
FUNDED BY:



PROMOCIONA DATA

STUDENTS

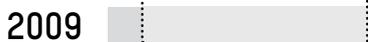
TOTAL: 710



In 2011 we reached
58 *Promociona* Classrooms,
attended by 565 students

EDUCATIONAL CENTRES

TOTAL: 240



FAMILIES



PATRICIA VÁZQUEZ 16, IS IN THE THIRD YEAR OF THE ESO

"To me, Promociona seemed a very interesting programme, it helped me acquire study habits and become aware that I have to study, because without education I will get nowhere."



By means of *Promociona*, we offer support to Roma students so that they complete their compulsory education and continue their studies.



PROMOCIONA CLASSROOMS OFFER SUPPORT AND HIGH-QUALITY EXTRA TUITION IN SMALL GROUPS.

HOUSING

17 PROGRAMMES

39 ACTIONS

1,207 BENEFICIARY
FAMILIES

207 FAMILIES NEWLY
RELOCATED

BUDGET:
€ 957,976.47

JANUARY

A CONFERENCE HELD AT THE UNIVERSITY OF SEVILLE ANALYSED THE SOCIAL MANAGEMENT FOR THE ERADICATION OF SLUM SETTLEMENTS IN URBAN ENVIRONMENTS



FEBRUARY

FSG'S EXPERIENCE IN THE HOUSING AREA IS INCLUDED AS GOOD PRACTICE IN THE INTERNATIONAL CONFERENCE HELD IN PRAGUE ON ACCESS TO HOUSING FOR ROMA

MARCH

APRIL

MAY

CONFERENCE ON SLUM SETTLEMENT ERADICATION AND IMPROVEMENT OF ROMA HABITABILITY CONDITIONS (NATIONAL HOUSING AND REHABILITATION PLAN 2009-2012)



JUNE

CREATION OF THE SPANISH URBAN VULNERABILITY OBSERVATORY



JULY

THE HUNGARIAN SECRETARY OF STATE FOR SOCIAL INCLUSION, ZOLTÁN BALOG, VISITED THE FSG IN ORDER TO GET TO KNOW THE MAIN MEASURES TARGETING THE ROMA IN SPAIN AND, AMONG THEM, OUR WORK IN THE AREA OF HOUSING

AUGUST

SEPTEMBER

OCTOBER

NOVEMBER



DECEMBER

THE DEMOLITION OF THE LAST SUBSTANDARD HOUSING ON MADRONA ROAD PUTS AN END TO 30 YEARS OF SLUM SETTLEMENTS IN SEGOVIA

DECENT HOUSING, INCLUSION

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

However, despite this progress, the current economic crisis and lack of employment has had a negative impact on Roma families as well, who are affected by the radical modifications brought to banks' credit policy and by the difficulties in keeping up-to-date with the payment of rent, mortgage etc.

Access to housing is an essential condition for the advancement and social inclusion of any person. That is why we believe that the public authorities must continue to work to address this situation of inequality in terms of housing that the Roma community is facing compared to the rest of the population.



IN 2011, 207 FAMILIES WERE RELOCATED WITH THE HELP OF THE FSG.

ESSENTIAL FOR SOCIAL

The actions carried out by the FSG Housing Area in 2011 followed the same strategic line of previous years: providing access to decent housing for the Roma community in an inclusive and normalised environment. A framework of actions aimed at getting to know more in depth the situation the Roma community is experiencing as regards housing, thus contributing and influencing the development of policies and action plans based on the knowledge acquired and whose final goal is to solve the situation of housing exclusion that a great part of the Roma population is still facing.

Our main actions focused on two directions: on the one hand, political and institutional action and, on the other, direct assistance to Roma families, both Spanish and from Eastern Europe.



INSTITUTIONAL ACTION FOR COMBATING SUBSTANDARD HOUSING

In 2011, our political and institutional action work focused on boosting the role of the State Secretariat for Housing and of competent bodies in different local governments and on the application of the measures provided for by the *2009-2012 National Housing and Rehabilitation Plan (PEVR)*, and by the amendment of article 7 of the *European Regional Development Fund (ERDF)* as regards the eradication of slum settlements and substandard housing of marginalised populations, including the Roma.

In addition, we participated in the main European platforms for Roma social inclusion, following up on initiatives such as the *European Framework for National Roma Integration Strategies* that explicitly considers the area of housing as one of the fundamental pillars for Roma social inclusion. As such, we took active part in the civil society consultation on the *Spanish Strategy*, which includes operational objectives and indicators relating to reducing inequalities in terms of housing between the Spanish Roma and non-Roma population.

DIRECT SUPPORT FOR ROMA FAMILIES DURING THE RELOCATION PROCESS

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

Here at the FSG we are convinced that a large part of the success of these relocation operations in the medium and long term depends not only on providing guidance to the families during the entire process, but also in taking effective steps towards social inclusion of the most underprivileged families, and also intervening in any crises and conflicts that may arise.

Final eradication of slum settlements and substandard housing and consolidating the situation of families that have begun a new life in normalised and inclusive environments are FSG priorities.

The FSG has played an active part in important programmes aiming at eradicating slum settlements and rehabilitating degraded neighbourhoods in various autonomous regions, contributing to the best possible adaptation of the measures to the needs of the families involved and aiding the competent authorities in designing these measures in addition to monitoring them.

THREE EXAMPLES OF OUR WORK OF SLUM SETTLEMENTS

ERADICATION OF THE PENAMOA SLUM SETTLEMENT (LA CORUÑA)

In 2011, the collaboration between Corunna City Council and FSG Galicia resulted in the final eradication of the Penamoa slum settlement, the largest in Galicia and one of the most significant examples of this urban blight in Spain due to its size and the problems facing its inhabitants.

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

The actions carried out under the *Social Inclusion and Eradication of the Penamoa Slum Settlement Programme* include:

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

BENEFICIARIES: 80 FAMILIES
400 PEOPLE HAVE BEEN RELOCATED
BUDGET: € 317,000

FUNDED BY:



In 2011 we managed to finally eradicate the Penamoa slum settlement, one of the largest in Spain

THE COLLABORATION BETWEEN CORUNNA CITY COUNCIL AND FSG GALICIA RESULTED IN THE FINAL ERADICATION OF THE PENAMOA SLUM SETTLEMENT.



AIMED AT THE ERADICATION

WE PUT AN END TO 30 YEARS OF SLUM SETTLEMENT IN SEGOVIA

2011 meant the final point of ghetto areas in Segovia and thus ended a stage which had lasted for more than 30 years. In close cooperation with Segovia City Council, we managed to complete the relocation of all the families pertaining to the slum settlements in Carretera de Madrona and El Tejerín, who now live in houses owned by the city council or in free market homes.

The FSG has been carrying out since 2006 the *Social accompaniment programme for families excluded from decent housing* to facilitate access to standard housing for the Roma population living in these two slum settlements, by means of three types of complementary actions:

- the first stage was carried out in the neighbourhoods hosting the relocated families with specific lines of action focusing on social accompaniment and intensive family and community counselling.
- the second consisted of relocation of the families in the target environment.
- the third one provides for social inclusion actions with families, in close cooperation with municipal social services: school integration, work integration, social and healthcare and social participation.

BENEFICIARIES: 288 PEOPLE

7 FAMILIES WERE RELOCATED

BUDGET: € 52,000

FUNDED BY:



MADRID, AN EXAMPLE OF ACCOMPANIMENT AND NEIGHBOURHOOD MEDIATION PROGRAMMES

In 2011, the housing team of FSG Madrid continued to work with families relocated by the Madrid City Council's Municipal Housing and Urban Planning Company (EMVS), with whom it has been collaborating for many years.

Throughout this process, the programme focused on direct interventions with families from various slum settlements and substandard houses in Madrid who had been awarded dwellings. The needs of these families were identified, with a view to facilitating the insertion process in high-rise dwellings, in coordination with public services and intervening in cases of community conflicts, in order to facilitate the coexistence between the neighbours residing in the building and the newly relocated family. Thus, the programme is a basic benchmark for families who have been awarded dwellings and their communities of residents thanks to its continuity over time, which enhances the quality of our interventions.

BENEFICIARIES: 650 FAMILIES
RECEIVING CONTINUOUS ACCOMPANIMENT AND SUPPORT

1,352 INTERVENTIONS

BUDGET: € 126,000



The complete eradication of slum settlements and substandard housing and consolidating the situation of families that have begun a new life in normalised and inclusive environments are among the FSG's fundamental challenges for the following years.



SOCIAL INCLUSION

176 PROGRAMMES

32,964 BENEFICIARIES

BUDGET:

€ 6,249,075.63

DIRECTOR OF THE
SOCIAL INCLUSION
DEPARTMENT:
MAITE ANDRÉS

JANUARY



FEBRUARY

THE PUBLIC HEALTH AREA PUBLISHES A LEAFLET FOR HIV/AIDS PREVENTION TITLED DIKELA, HABLA DEL SIDA SIN LACHE ("LOOK! TALK ABOUT AIDS WITHOUT BEING ASHAMED")



MARCH

THE EUROPEAN PARLIAMENT APPROVES BY A VAST MAJORITY THE RESOLUTION REGARDING THE FUTURE STRATEGY ON ROMA INCLUSION

APRIL

WORKSHOP ON TECHNOLOGIES FOR YOUTH DYNAMIZATION AND PROMOTION OF HEALTHY HABITS



MAY

EUROMA NETWORK DEBATED IN PRAGUE THE CREATION OF A GUIDE FOR CITY COUNCILS AND REGIONS ON THE USE OF STRUCTURAL FUNDS FOR ROMA SOCIAL INCLUSION

JUNE



THE FSG IS VISITED BY THE GROUP OF PARTNERS IN THE SRAP (ADDICTION PREVENTION WITHIN ROMA AND SINTI COMMUNITIES) EUROPEAN HEALTH PROJECT

JULY

1ST EDITION OF "CONFERENCES ON HEALTH AND ROMA COMMUNITY" ARE CELEBRATED IN LUGO

AUGUST

SEPTEMBER

OCTOBER



THE FSG ATTENDS THE "INTERNATIONAL CONGRESS ON PUBLIC SAFETY IN A DIVERSE SOCIETY"

NOVEMBER



THE FSG PUBLISHES A NEW COMIC "JUST ENJOY" THAT OFFERS INFORMATION ON ALCOHOL: EFFECTS, MYTHS, CONSUMPTION RISKS ETC.

DECEMBER

THE MINISTRY OF HEALTH, SOCIAL POLICIES AND EQUALITY PUBLISHES THE "SOCIAL DIAGNOSTIC OF ROMA COMMUNITY IN SPAIN: A COMPARATIVE ANALYSIS OF THE ENQUIRY CARRIED OUT IN 2007 BY THE CENTRE FOR SOCIOLOGICAL RESEARCH IN THE HOUSEHOLDS OF ROMA POPULATION

STEP BY STEP INCLUSION OF

Promoting the social inclusion of the Roma community is the fundamental goal of the FSG and has been our main objective during 2011. To accomplish this mission, comprehensive action is necessary in key areas such as access to employment, education and housing, not forgetting other important factors inter-related with these that enable both equal opportunities and a better quality of life: healthcare, social relations, coexistence and social participation.

During 2011, FSG has put numerous comprehensive measures into effect, each one individually tailored to the territories where we are active and targeting not only Roma individually, but also families and neighbourhoods as a whole, taking into account the diversity of origins, with special attention to the needs of key groups such as Roma women and youth.

In addition, we focused on assistance, capacity-building and collaboration with professionals from public authorities and social bodies who also work with Roma community, with a view to establishing synergies and providing appropriate responses to the different needs of the Roma community.

19,622 PEOPLE
BENEFITTED DIRECTLY FROM OUR
110 COMMUNITY SOCIAL ACTION
PROGRAMMES

WITH OUR
22 HEALTH PROGRAMMES
WE HAVE REACHED
5,075 PEOPLE, YOUTH MOSTLY.

THE ROMA FROM EASTERN EUROPE PROGRAMME
PROVIDED ASSISTANCE
TO 3,330 PERSONAS IN 12 CITIES

ACTIONS TARGETING ROMA YOUTH
BENEFITED 4,500 YOUNG PEOPLE

Our social inclusion actions and programmes take into account the cultural and social diversity of the targeted people and neighbourhoods.

TOWARDS THE SOCIAL THE ROMA COMMUNITY

Our comprehensive services have attempted to:

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

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



SOCIAL INCLUSION: HEALTH

22 PROGRAMMES

5,075 DIRECT
BENEFICIARIES

BUDGET:
€ 318,014.38

SEEKING EQUALITY IN HEALTHCARE

Social inequalities, given the current structure of society, favour the uneven distribution within the same society and among different societies of the possibilities of enjoying life development and good health.¹ As regards the Spanish Roma community, its living standards have been worse than those of society in general with significant educational, occupational, housing and economic disadvantages. This is reflected in the report *Towards Fairness in Health. To reduce the inequalities in the Roma community in a single generation*², carried out in 2006 by

the Fundación Secretariado Gitano and the then Ministry of Health and Consumer Affairs based on the first *National Health Survey*.

During 2011 the FSG, by means of its territorial offices and in cooperation with the central departments, attempted to contribute to promoting a healthy lifestyle by means of prevention, promotion and awareness programmes targeting Roma families –youth, children and adults– and social and healthcare staff working for public and private entities that make up the different resources available.

A EUROPEAN PROJECT FOR ROMA YOUTH



Addiction Prevention within
Roma and Sinti communities

The European project *Addiction Prevention within Roma and Sinti Communities*, headed by the Italian city of Bologna, kicked off in 2010, with the participation of 11 public and private organisations from eight countries (Spain, Italy, Bulgaria, Romania, France, Slovenia and Slovakia), including the Fundación Secretariado Gitano.

The goal of the project –funded by the European Commission Executive Agency for Health and Consumers and co-funded in Spain by the National Plan against Drugs– is to contribute to the prevention and reduction of addictive substances consumption among the Roma youth, and to develop a common work methodology.

This year the research-action stage was developed and it involved FSG's territorial offices that are more experienced in this intervention.

THROUGHOUT THE YEAR, FSG OFFICES CARRY OUT DIFFERENT ACTIVITIES AIMED AT INVOLVING ROMA FAMILIES IN TAKING CARE OF THEIR HEALTH, SUCH AS THIS NUTRITION WORKSHOP IN SESTAO.



BUDGET: € 21,100

FUNDED BY:



CO-FUNDED BY:



1. http://www.who.int/social_determinants/es/
2. http://www.gitanos.org/publicaciones/equidadensalud_estudio/

TWO PROGRAMMES WITH ONE GOAL: TO PREVENT DRUG ADDICTION

Preventing drug addiction among Roma youth is one of the priorities of the FSG Health Area. For this purpose, we carry out several projects based on two lines of work:

- Directly with young people
- By training healthcare personnel

ROMANO SASTIPÉN, WORKING WITH YOUNG PEOPLE

The Romano Sastipen programme, funded under the National Plan against Drugs, has been promoting and supporting prevention initiatives adapted to the Roma community.

Among the actions targeting professionals and carried out in 2011 we highlight the drug addiction prevention workshop titled “Designing actions and intervention with

youth and families,” attended by 23 professionals.

It should be noted the implementation of this programme in Cañada Real Galiana, in Madrid. This is an area deeply affected by social exclusion, where we gave priority to the intervention with minors and young people –and their families– who are facing higher risks.

FUNDED BY:



260 ACTIVITIES IN 24 TOWNS AND 11 REGIONS

BENEFICIARIES: 1,658 YOUTH
AND OVER 200 PROFESSIONALS

2011 BUDGET: € 51,000



CONTRIBUTING TO PREVENTING ADDICTION TO LEGAL AND ILLEGAL DRUGS AMONG THE ROMA COMMUNITY IS A PRIORITY LINE OF WORK FOR FSG'S HEALTH AREA.

SUPPORTING HEALTHCARE AND SOCIAL PERSONNEL

Thanks to the Programme *Training of healthcare and social personnel in promoting a healthy lifestyle and preventing drug consumption in the Roma community*. ‘Romano Sastipen,’ financed by the National Plan against Drugs using funds from seized goods, we carry out various training actions. For 2011 we mention:

- The seminar “Roma Community and Health: Roma Community activity in Healthcare Services”, held in Lugo and attended by 60 professionals.
- Creation of informative material on alcohol consumption and healthy leisure targeting Roma youth, of which 1,500 copies were published.

2011 BUDGET: € 37,000

FUNDED BY:



Our lines of work in the area of health focused on training social and healthcare professionals to work in culturally diverse environments and directly with Roma people, in order for Roma to become more actively involved in taking care of their health and gain easier access to healthcare services.



SINAI ESCUDERO IS 8 YEARS OLD
AND PARTICIPATES IN VARIOUS
HEALTHCARE ACTIVITIES IN CASTELLÓN

“I love going to the Foundation's toy library in my neighbourhood because I learn new games with my friends and I go to workshops to become healthier”



SOCIAL INCLUSION: YOUTH

24 PROGRAMMES

4,591 DIRECT
BENEFICIARIES

BUDGET:
€ 133,047.25

INCLUDING ROMA YOUTH FABRIC

Enabling Roma youth to enter the social give and take, to access mainstream services and resources dedicated to young people in general and thus develop their interests and life project in the current socioeconomic conditions of our country entails setting objectives in the short, medium and long terms, and building bridges and areas for the presence of Roma youth in the structures of social interaction. This is the objective of FSG youth activities.



For these reasons, at FSG we deem essential for guaranteeing equal opportunities the development of social action programmes with Roma youth that address their needs and personal development, providing them with the tools to

enable them to exercise active citizenship.

Dynamising Roma youth social participation is an essential task, as it facilitates the process of social inclusion in which the Roma community is immersed. This is at the same time a diffi-

cult task, because the starting point is a community often on the verge of exclusion and viewed with certain mistrust by the rest of society, that is currently directly affected by the crisis, which is decreasing its opportunities to develop.

THE OBJECTIVE OF THE FSG YOUTH AREA IS
ENABLING ROMA YOUTH TO ENTER THE SOCIAL
GIVE AND TAKE.



PHOTO: SAMI SAARINEN

IN THE SOCIAL

ROMA YOUTHS ARE THE PROTAGONISTS

The methodological lines followed in 2011 in our work with youths took into account street education, the creation of focus groups comprising expert personnel and young Roma and the training of facilitators and young people. Among others, we focused on:

- **Sexual-affective education:** focusing on the prevention of early pregnancy in adolescents and on the development of social abilities and decision-making, in order to offer young Roma information, resources and tools enabling them to construct their life project in an independent and egalitarian manner. Thus they have more resources for making decisions and a wider range of opportunities and so they become active citizens.
- **ICT:** we paid special attention to training youth facilitators and to direct activities with Roma youths on using information and communication technologies (social networks mainly) and on preventing addictive substances consumption.
- **Networked work:** part of our work focused on networked and institutional work with other agencies, mainly within the Spanish Youth Council, on drafting the *White Paper on Youth*, introducing the ethnic minorities' topic and, specifically, the social situation and interests of Roma youth in the general youth policies. We also highlight the line providing technical aid and collaboration for other regional youth organisations, such as the Youth Institute of Navarre or the Youth Institute of Asturias and several local councils.

Along this line, noteworthy is our participation in forums and youth meeting platforms, such as the edition of Youth Awards organised by the Spanish Youth Institute (INJUVE) where we proposed as candidates two Roma female volunteers of FSG, and we attended the awards ceremony.

In the Youth Area, this year we focused on sexual-affective education, prevention of addictive substances consumption and the use of social networks

CHAVÓS NEBÓ-TODAY'S YOUTH

✕IRPF

The FSG set up the Chavós Nebó-Today's Youth Information and Activation Youth Network twelve years ago with the aim of empowering Roma youth through participation. The Foundation now runs 26 recognised youth information points within the framework of the National Network of Youth Information Services.

These youth information offices foster collaboration with non-specific mainstream services and favour the cultural specificity and Roma youth promotion. For this purpose, we work with young facilitators of Roma or other cultural origin, fostering social participation and empowerment of Roma youth on an equal footing, as well as awareness on the importance of non-discrimination.

In 2011, all youth information services have been more than active and hosted informative, dissemination, awareness, training and activation activities. In addition, we held two coordination meetings of facilitators in the Madrid network and four training activities:

- **Training on early pregnancies prevention.**
- **Workshop on technologies for youth activation and promotion of a healthy lifestyle**
- **Application of the ICTs to youth social intervention, event attended by 29 professionals.**
- **Workshop for promoting a healthy lifestyle and preventing youth drug addiction.**



CITIES WHERE THE NETWORK IS PRESENT: ALMERIA, JEREZ, LA LÍNEA, GRANADA, HUELVA, SEVILLE, AVILÉS, GIJÓN, OVIEDO, ZARAGOZA, HUESCA, ALBACETE, CIUDAD REAL, PUERTOLLANO, TALAVERA DE LA REINA, BURGOS, LEÓN, PALENCIA, SEGOVIA, VALLADOLID, BARCELONA, BADAJOZ, CÁCERES, MÉRIDA, MADRID, PAMPLONA.

2011 BUDGET: € 40,000

FUNDED BY:



TRAINING FOR FACILITATORS OF THE CHAVÓS NEBÓ YOUTH NETWORK FOCUSING ON THE USE OF ICTS WHEN WORKING WITH YOUTHS

SOCIAL INCLUSION: ROMA FROM EASTERN EUROPE

21 PROGRAMMES

3,330 DIRECT
BENEFICIARIES

BUDGET:
€ 268,408.97

COMMITTED TO ROMA FROM EASTERN EUROPE

With the arrival to Spain of thousands of Roma from Eastern Europe in search of a better standard of living, the FSG, via specific actions, committed itself to the social and occupational inclusion.

The situation of inequality faced by the Roma arriving from Eastern Europe –around 40,000, mostly from Romania, but also from Bulgaria, Bosnia or Poland, among others– is evident: they suffer inequalities in access to housing and the concession of social aid (they tend to

lack knowledge of the procedures and have language barriers) and they generally lack training, which leads them to access precarious, unstable and badly paid jobs.

After the moratorium ended in January 2009 and once they became European citizens with full rights, the situation of many Roma improved, so that they could access standard jobs as employees. Nevertheless, the improvement was not as significant as desired, due to the economic crisis and to the current situation on the labour market. In addition, since the summer of 2011, a new moratorium imitates the right of Romanian citizens in Spain to work as employees.

A COMPREHENSIVE APPROACH AGAINST EXCLUSION

Roma immigrants require comprehensive individualised action plans, adapted to their needs and characteristics. By the 21 projects developed in 2011 with Roma with Eastern Europe (in the areas of employment, education and social inclusion) we assisted 3,330 people.

The FSG began these interventions with Roma population from Eastern Europe in 2006 and in 2011 was present in: Almería, Córdoba, Málaga, Oviedo, Avilés, Barcelona, Madrid, Murcia, Alicante, Valencia, Burgos, Zaragoza and Vigo.

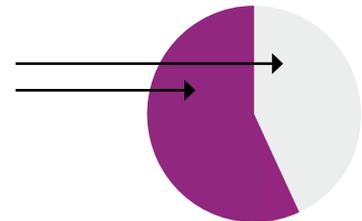


PHOTO: SANNI SARINEN

2,284 ROMA PEOPLE FROM EASTERN EUROPE ASSISTED IN 2011

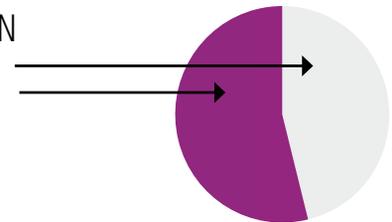
ROMANIAN

MEN: 1,135
WOMEN: 1,496
TOTAL: 2,631



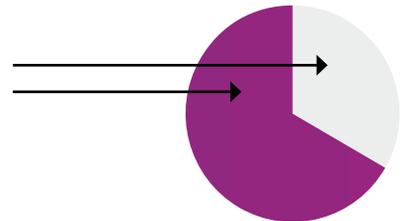
BULGARIAN

MEN: 88
WOMEN: 102
TOTAL: 190



OTHER

MEN: 1
WOMEN: 2
TOTAL: 3



MURCIA AND VALENCIA, TWO EXAMPLES OF WORK WITH ROMA FROM THE EAST

In 2011, the FSG continued the work accomplished with Roma families from Eastern Europe. The main actions were that of induction and basic aid, social accompaniment and orientation to specialised services, legal counselling, social awareness, social and employment-related intervention and actions in the areas of education and healthcare.

We present below two examples of our work with Roma from the East.

BASIC ASSISTANCE AND COMMITMENT TO EMPLOYMENT IN MURCIA

Under the *Programme of Basic Aid for Roma Population immigrating from the Eastern Europe* in Murcia we fostered social inclusion and equality by means of a comprehensive intervention focused especially on designing social insertion pathways and of accompaniment in the access to standard resources and services, creating individualised assistance processes.

However, we strongly committed to employment. In 2011 we held 4 training courses with non-employment professional traineeships: one for driver's license (theoretical part), Construction Skills Certification Scheme, a gatekeeper course and a forklift driver course.

We have also maintained a good collaboration with the Consulates of the countries where most of our users come from, namely Romania and Bulgaria, which allowed us to assess and provide accurate information on potential documentation problems.

BENEFICIARIES: **68 PEOPLE,**
MOSTLY ROMANIANS

397 ACTIONS

2011 BUDGET: € 25,000

FUNDED BY:



STUDENTS STUDYING SPANISH
RECEIVE DIPLOMAS CERTIFYING
THEIR LANGUAGE ABILITIES



RODICA OPREA LIVES IN LA CAÑADA REAL,
IN MADRID, AND COMES FROM ROMANIA.

"The Fundación Secretariado Gitano has helped me a lot with many things, for example with my daughter's doctor for taking a healthcare course that taught me many things I didn't know. I am always welcome there."



VALENCIA, COMMITMENT TO COMPREHENSIVE INTERVENTION

The Roma community from the East living in the Valencia Region is facing, on the one hand, a very serious situation of exclusion. However, on the other hand, they have very good social abilities and are willing to work with us or with any resource that may help them normalise their situation. The most serious challenges they are facing are: housing, access to healthcare and access to mainstream labour market.

Working with Roma from Eastern Europe requires a comprehensive and transversal intervention, for which reason our actions always aim at their participation in all the programmes carried out by the Foundation. We must stress the efforts undertaken for normalising their legal situations, schooling all minors we have record of in the city of Valencia, as well as the problems regarding access to healthcare and employment.

Challenges: obtain access to healthcare –for this purpose we are working directly with the authorities..

BENEFICIARIES: **488 PEOPLE,**
MOSTLY ROMANIANS

1,373 ACTIONS

2011 BUDGET: € 25,000

FUNDED BY:



The FSG has been working for years now with Roma population from Eastern Europe through a comprehensive intervention with families, fostering their participation and autonomy as regards access to resources.

SOCIAL
INCLUSION:
SOCIAL COMMUNITY
ACTION

GENERAL DATA:

110 PROGRAMMES

19,622 DIRECT
BENEFICIARIES

BUDGET:

€ 4,970,395.74

A COMPREHENSIVE RESPONSE FOR THE DEVELOPMENT OF THE COMMUNITY

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

The community context in which a group, such as part of the Roma community, at risk of exclusion or

actually excluded, lives, is thus converted into both a starting point and an action resource. Global diagnoses and comprehensive responses considering social and cultural advancement within the environment itself are necessary by means of the active participation of the people involved.

2011 has been a difficult year for the Roma community and for all citizens in general. The difficulties in finding and/or keeping a job, in accessing social services and social aid –due to the increase in the demand and the public spending limitation– or in meeting the basic needs related to maintain-

ing housing, food, healthcare etc. have raised the poverty and exclusion levels of Roma families.

The challenges in the next period focus on maintaining support to Roma families in order to slow down and alleviate these difficulties as much as possible, given that they pose a great threat to the progress achieved in the last few decades in terms of social inclusion of the Roma community in Spain.

The Social Community Action that the FSG has been carrying out in 2011 consolidated in various regions of Spain, although at different development levels. An important challenge was, on the one hand, responding to increasing demand from Roma families living in the most vulnerable situations and, on the other, maintaining social aid programmes and services despite the economic difficulties experienced by the country. Some of these well established programmes have focused on direct action with respect to the poverty experienced by a significant number of Roma children and others on social aid through the creation of community participation programmes and basic aid.



“CAIXA PROINFANCIA”, COMBATING CHILD POVERTY

CaixaProinfancia

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

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

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

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

THE FSG IMPLEMENTS THE CAIXA PROINFANCIA IN:
VALENCIA –WHERE IT MANAGES THE PROGRAMME
DIRECTLY–, BARCELONA, ZARAGOZA, MURCIA,
MADRID, SEVILLE AND MÁLAGA



BENEFICIARIES:

2,500 CHILDREN AND 1,400 FAMILIES

2011 BUDGET: € 1,583,000

FUNDED BY:



Our challenges in the next few years will include maintaining the support offered to Roma families and thus preventing a step backward from the progress achieved in the last decades in terms of social inclusion of the Roma community in Spain.



FOSTERING POSITIVE COEXISTENCE IN LA COMA, PATERNA (VALENCIA)

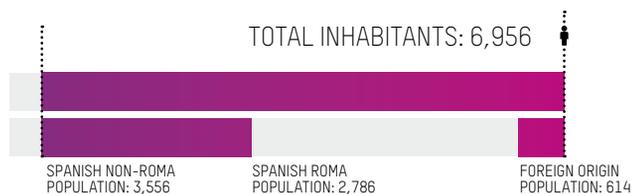
The objective of the Intercultural Community Action Project in Paterna (Valencia), launched by the FSG in 2010, is generating a social intervention model that fosters community development processes and enables the society as a whole to prevent social conflict situations. The project is being carried out in the La Coma district of Paterna and is part of a social innovation pilot project along with 16 other projects developed simultaneously in various Spanish regions.

The FSG is implementing the project through a multidisciplinary team to encourage the dynamics of collaboration between the different social partners, favouring community and intercultural coexistence, in a cultur-

ally diverse area with clear signs of social disadvantage, favouring citizen participation, fostering and ensuring coexistence and supporting the adaptation of community services to the needs of the inhabitants.

In 2011 we focused on enhancing networked work between entities and professionals already working in the neighbourhood, mainly in three fields: education, social and healthcare and participation, with special attention to families, children and youth, and generating new initiatives and action protocols that allowed us to efficiently respond to the challenges in the areas of education, healthcare and citizen relations, while fostering cultural diversity.

LA COMA, AN INTERCULTURAL NEIGHBOURHOOD



BENEFICIARIES: 6,967 PEOPLE

2011 BUDGET: € 155,000.

FUNDED BY:



BOYS AND GIRLS AT SUMMER SCHOOL IN THE VALENCIAN LA COMA NEIGHBOURHOOD



THE TRAVELLING STUDIO PROVIDED BY THE SOCIAL WORK SECTION OF CAJA MADRID ALLOWED US TO REINFORCE OUR ACTION IN CANADA AND TO REACH MORE FAMILIES.

LOOKING FOR THE EXIT FROM POVERTY AND EXCLUSION IN LA CAÑADA REAL

2011 saw the launch in La Cañada Real Galiana in Madrid of a social and employment advancement programme that, based on the diagnosis established in 2010, attempts to break inter-generational transmission of exclusion and poverty in Roma families living in this settlement.

Thanks to an agreement with the Social Work Section of Caja Madrid, our intervention team has available a mobile unit, similar to an office on wheels that has allowed us to reinforce our action and to reach the different sectors existing in the area, thus playing the role of a social device, meeting point and reference for children and their families,

especially from the Roma community but also belonging to immigrant families.

The programme has a multidisciplinary team for: carrying out educational and leisure activities with children, offering basic aid services, actions promoting a healthy lifestyle (with a special focus on preventing addictive substances consumption among minors) and developing social and employment pathways. It is based on the coordination with public and private existing resources and its methodology provides for the empowerment of resident families for searching ways to leave behind their exclusion situation, especially in terms of housing.

BENEFICIARIES: 60 FAMILIES

BUDGET: € 160,000

FUNDED BY:



ACCOMPANIMENT DURING RELOCATION IN HUESCA



In Huesca the FSG is carrying out the *Urban Caminar* Project, an individualised accompaniment service for the social inclusion of Roma families relocating in new dwellings.

The goal of this project is to prevent and eliminate conflicts within the family system, that affect negatively the individual, family/group and community development and the relation with the community environment. It aims at a healthy and comprehensive interaction in the Perpetuo Socorro neighbourhood in Huesca, providing and facilitating abilities, strategies and resources to its members for constructively settling conflicts, for appropriate access and use of public services and resources and for active exercise of the citizenship.

The actions carried out in 2011 focused on:

- preparing the relocation of five Roma families of the slum settlement Cuesta de los Mártires, whose access to new dwellings will take place in 2012
- tutoring for preparing the exam for obtaining the Compulsory Secondary Education (ESO) diploma and educational support for pupils in Primary and Secondary school
- organising healthy and integrating leisure and free time activities
- occupational counselling and training in coordination with companies for the insertion of workers in the fields of refuse collection and construction.



ROSA GIMÉNEZ IS A HOUSEWIFE AND LIVES IN THE LOS MÁRTIRES VILLAGE, WHERE WE WORK WITH THE URBAN PROJECT

"I couldn't read nor write, nor go to places, I was like a little child who knew nothing. Thanks to the Fundación Secretariado Gitano I became more confident, I keep going, I feel better, I will do everything I can possibly do for my four children, for them to become more than I am. I don't want them to depend on anyone and to feel they are worth less than anyone else".



IN THE PERPETUO SOCORRO NEIGHBOURHOOD: 69% OF THE POPULATION IS ROMA, 28% ARE IMMIGRANTS AND 3% ARE NON-ROMA LOCAL INHABITANTS.

BENEFICIARIES: 208 PEOPLE

BUDGET: € 42,712

FUNDED BY:



THE "URBAN CAMINAR" IS AN INDIVIDUALISED ACCOMPANIMENT SERVICE FOR THE SOCIAL INCLUSION OF ROMA FAMILIES IN NEW DWELLINGS

EQUALITY

24 PROGRAMMES

3,526 DIRECT
BENEFICIARIES

BUDGET:
€ 336,667.4

HEAD OF EQUALITY
AREA:
SARA GIMÉNEZ

JANUARY



THE DOCUMENTARY "ROMANIA. ROMA WOMEN" IN "LA AVENTURA DEL SABER" (THE ADVENTURE OF KNOWING) BROADCAST BY TVE-2

FEBRUARY

THE FSG PARTICIPATES IN THE EVALUATION OF SPAIN BY THE UN COMMITTEE ON THE ELIMINATION OF RACIAL DISCRIMINATION (CERD), IN GENEVA. THE SPANISH CASE



COUNCIL FOR THE PROMOTION OF EQUAL TREATMENT AND NON-DISCRIMINATION ON THE GROUNDS OF RACE OR ETHNIC ORIGIN

PRESENTATION OF THE 2010 REPORT OF THE NETWORK OF AID CENTRES FOR VICTIMS OF DISCRIMINATION

MARCH

APRIL

THE THIRD SECTOR OF SOCIAL ACTION SUPPORTS THE EQUAL TREATMENT AND NON-DISCRIMINATION ACT

MAY

APPROVAL OF THE DRAFT BILL OF THE COMPREHENSIVE EQUAL TREATMENT AND NON-DISCRIMINATION ACT

FSG EQUALITY AREA PARTICIPATES IN THE EUROPEAN PROJECT "RESPECT" FOR COMBATING DISCRIMINATION

JUNE

JULY

AUGUST

SEPTEMBER



THE STRATEGIC PLAN FOR CITIZENSHIP AND INTEGRATION 2011-2014 IS APPROVED

OCTOBER

THE ROMA WOMEN GROUP (GMR) PARTICIPATES IN THE INTERNATIONAL CONGRESS OF ROMA WOMEN, IN GRANADA

THE FSG ORGANISES THE 15TH CONFERENCE OF ROMA WOMEN "EMPOWERMENT AND EQUALITY"

NOVEMBER

THE FSG PRESENTS ITS "2011 ANNUAL REPORT. ROMA DISCRIMINATION AND COMMUNITY"



CONFERENCE ON "THE ROLE OF EQUALITY BODIES IN COMBATING DISCRIMINATION," ORGANISED BY THE COUNCIL FOR THE PROMOTION OF EQUAL TREATMENT



COUNCIL FOR THE PROMOTION OF EQUAL TREATMENT AND NON-DISCRIMINATION ON THE GROUNDS OF RACE OR ETHNIC ORIGIN

THE FSG ORGANISES A NATIONAL SEMINAR OF ROMA WOMEN: "SOCIAL AND FAMILY INTERVENTION WITH THE ROMA COMMUNITY UNDER EQUAL OPPORTUNITIES"

THE GOVERNMENT APPROVES THE COMPREHENSIVE STRATEGY AGAINST RACE DISCRIMINATION AND XENOPHOBIA

DECEMBER

THE FSG PARTICIPATES IN THE SEMINAR "CRIMES OF HATRED AND DISCRIMINATION. A MULTIDISCIPLINARY APPROACH" IN BARCELONA

STANDING UP

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

For that reason, one of the Fundaci3n Secretariado Gitano's main lines of action is the advancement of equal treatment (in all ways) both with regard to society in general and to the internal operation of the organisation.

When talking about equality in the Roma community we must take into account the fact that this is a fundamental dual right: on the one hand, it is acknowledged "de jure" in the national and international legislation; on the other hand, the exercise and enjoyment of this right "de facto" in reality shows a notable deficit, affecting a part of the Roma community in all aspects of life: education, employment, housing, healthcare, social participation etc.

When approaching the advancement of a vulnerable group, such as the Roma community, it is necessary to foster the non-discriminatory treatment of the said group in a comprehensive manner, given that discrimination is a barrier affecting people's development under equal opportunities and thus hinders the social inclusion of an entire minority.

The objective of the FSG's Equality Area is to foster equal treatment and non-discrimination of the Roma community by means of various lines of work, from a gender-based approach, carrying out actions that promote non-discrimination and the comprehensive advancement of this minority.



TO DISCRIMINATION

The current situation of the Roma community with respect to the fundamental principle of equality is still deficient and all the more preoccupying in these years of economic crisis, when the Roma remain a highly rejected social group discriminated for its ethnic origin. In their turn, Roma women are facing an especially vulnerable situation, given the multiple discrimination barriers they encounter: for being women, for their ethnic origin and for belonging to a patriarchal society that assigns them a role that hinders their social promotion.

PROMOTING EQUALITY

The objective of the FSG's Equality Area is to foster equal treatment and non-discrimination of the Roma community by means of various gender approaches, carrying out actions that foster non-discrimination and the comprehensive advancement of Roma women.

The following actions were the most significant in 2011:

→ Boosting the *Draft Bill of the Comprehensive Equal*

Treatment and Non-discrimination Act, that unfortunately remained unaddressed after the change of Government.

We will move toward social inclusion not only by improving living standards, but also by facing situations of discrimination and the factors that make it possible.

- Active participation of the FSG in the Council for the Promotion of Equal Treatment, an activity that we have been carrying out as sitting members of the Network of Aid Centres for Victims of Discrimination.
- Development of many training activities –we should emphasize our participation in the first prosecutor training course on approaching the fight against discrimination, organised by the Centre for Legal Studies– and several training activities for security personnel and public order agents.
- Presentation of the *Practical Guide for Journalists* in the European Project *Respect* in Rome.
- Participation in the evaluation session of the Spanish state by the UN Committee on the Elimination of Racial Discrimination (CERD), held in Geneva; we prepared a shadow report together with other entities.
- Presentation of amendments and contributions to the Draft Bill of the Comprehensive Equal Treatment and Non-discrimination Act, to the 2nd Plan for Citizenship and Integration, to the National Strategy against Racism, Xenophobia and other Forms of Intolerance.
- Consolidation of our network activity: with entities such as the Council for the Promotion of Equal Treatment, the Platform for Police Management of Diversity, the EU Agency for Fundamental Rights (FRA), Amnesty International, etc.
- Launch of the second phase of the campaign *Gitan@s=Ciudadan@s*.
- Active participation of the FSG's Roma Women Group (GMG).
- Preparation of a protocol for assisting and orienting Roma women that suffer situations of gender violence.
- Preparation of the content of a "Guide on social intervention with the Roma population from a gender-based perspective."
- Development of training activities, seminars, conferences etc. on the equality between men and women, also attended by young Roma.



EQUAL TREATMENT

4 PROGRAMMES

2,257 BENEFICIARIOS

BUDGET:
€ 151,425

A CHALLENGE: EQUAL TREATMENT

One of the main barriers preventing Roma advancement is the poor social image, rejection and daily discrimination they are still experiencing. Although there is still a long way to go for obtaining real and effective equality for the Roma community, 2011 brought certain progress in this respect and FSG's Equality Area has played an active part therein:

- The Draft Bill of the Comprehensive Equal Treatment and Non-discrimination Act, a legislative milestone that should be resumed.
- The approval of the Comprehensive Strategy against Racism, Xenophobia and other Forms of Intolerance.
- The 2nd Plan for Citizenship and Integration.
- The work carried out under various bodies and platforms that FSG is part of or collaborates with: Council for the Promotion of Equal Treatment and Non-Discrimination on the Grounds of Racial or Ethnic Origin and the Network of Aid Centres for Victims of Discrimination; the Platform for Police Management of Diversity, Special Prosecutors for Hate Crimes and Discrimination in Barcelona etc.
- At European level: the recommendations made to Spain by the UN Committee on the Elimination of Racial Discrimination and the recommendations included in the fourth report of the European Commission against Racism and Intolerance (ECRI).

FSG's Equality Area continues to work actively for making progress in the equal treatment of the Roma community, thanks to the Programme for Promoting Equal Treatment and Combating Discrimination of the Ministry of Health, Social Services and Equality and as members of the Network of Aid Centres for Victims of Discrimination of the Council for the Promotion of Equal Treatment. We have four priority lines of action:

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

Campaign

**GITAN@S
CIUDADAN@S
ROMA=CITIZENS**

ROMA ARE EUROPEAN CITIZENS TOO

CALLING FOR A SOCIAL INCLUSION
AND NON-DISCRIMINATION STRATEGY
TARGETING THE ROMA COMMUNITY

ROMA CITIZENS
GITAN@S
CIUDADAN@S

Photography by Luiza Puiu

CONSEJO PARA LA PROMOCIÓN DE LA IGUALDAD DE TRATAMIENTO Y NO DISCRIMINACIÓN EN LAS PERSONAS POR SU ORIGEN ÉTNICO

GOBIERNO DE ESPAÑA
MINISTERIO DE SANIDAD, POLÍTICA SOCIAL Y IGUALDAD

Fundación Secretariado Gitano

SHOULDER TO SHOULDER WITH VICTIMS OF DISCRIMINATION

In 2011, under the *Fight against Discrimination Programme* and in our capacity as members of the Network of Aid Centres for Victims of Discrimination, we recorded **155 cases of discrimination**. Of these, **45** affected individual victims and **110** affected the Roma community in general or a group of Roma people. In **53 cases** we provided direct assistance and we developed an intervention strategy based on information, dialogue, mediation and legal assistance.

In 2011, the FSG recorded 155 cases of discrimination, the access in the media, education employment, access to goods and services and housing. 69% of the victims were women.

DISCRIMINATION DATA

- 87% are younger than 35
- In 100% of the cases, the victim suffered moral damage
- These cases violated the victims' right to:
 - privacy : 16%
 - employment: 14%
 - housing: 11%
 - education: 6%

Of the 110 collective cases:

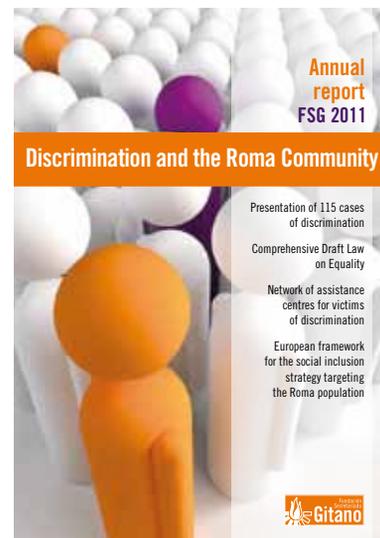
- 90% involved discriminating news in the media.
- 99% involved direct discrimination.



COUNCIL FOR THE PROMOTION OF EQUAL TREATMENT AND NON-DISCRIMINATION ON THE GROUNDS OF RACIAL OR ETHNIC ORIGIN

7TH ANNUAL REPORT ON "DISCRIMINATION AND THE ROMA COMMUNITY"

In order to give more visibility to the Roma victims of discrimination, for the seventh year in a row, the FSG has collected and analysed the 115 cases recorded in 2010 in the Annual Report on "*Discrimination and the Roma Community*" presented on 8th November to the Ministry of Health, Social Policies and Equality, in Madrid. The report was also presented before the president of Equality Commission of the Andalusian parliament, before the Municipal Committee for Social Affairs of the Jaén City Council and the Culture Centre Old Institute in Gijón.



FUNDED BY



115 RECORDED CASES OF DISCRIMINATION

THE MAIN AREAS IN WHICH DISCRIMINATION IS EXPERIENCED ARE: THE MEDIA (32%), EMPLOYMENT (17%), ACCESS TO GOODS AND SERVICES (11%), HOUSING (9%) AND EDUCATION (8%)

69% OF THE VICTIMS WERE WOMEN

OVER 52% ARE YOUNGER THAN 30

PRESENTATION BEFORE THE MINISTRY OF HEALTH OF THE 7TH REPORT ON DISCRIMINATION AND THE ROMA COMMUNITY RECORDING AND ANALYSING THE 115 CASES OF DISCRIMINATION REGISTERED BY THE FSG IN 2010



TRAINING KEY PLAYERS IN THE FIGHT AGAINST DISCRIMINATION

Another strategic line of work of the FSG's Equality Area is training key players in the fight against discrimination, such as: security personnel and forces of public order, lawyers, university graduates and social work specialists. For this purpose we carried our own training courses based on the knowledge of the legal framework, the applicable discrimination-related legislation, the existing tools to combat discrimination and the progress made up to the present time. In addition to this, we participated in various external training courses as experts on approaches to non-discrimination of the Roma community.

Through our own courses we have trained 130 security and public order agents, 50 social work specialists and 37 regional specialists of the FSG.

In our capacity as experts:

- We participated as speakers in 12 training activities, targeting over 450 social work specialists.
- In the legal field, we participated in the first training course for prosecutors, organised by the Centre for Legal Studies, and in one training course with the Cordoba Bar Association, organised by the Kamira Federation.
- In the academic field, we gave various lectures: at the Schools of Law of Valladolid and Barcelona and at the School of Educational Sciences in Huesca, among others, training over 220 people, both students and professors.
- At European level, we presented the *Practical Guide for Journalists* to 20 social work specialists, university students and graduates during the conference on *Combating anti-Roma prejudices and stereotypes through Media* (Combatiendo los prejuicios y estereotipos anti gitanos a través de los medios) under the +Respect European project, held in Rome.

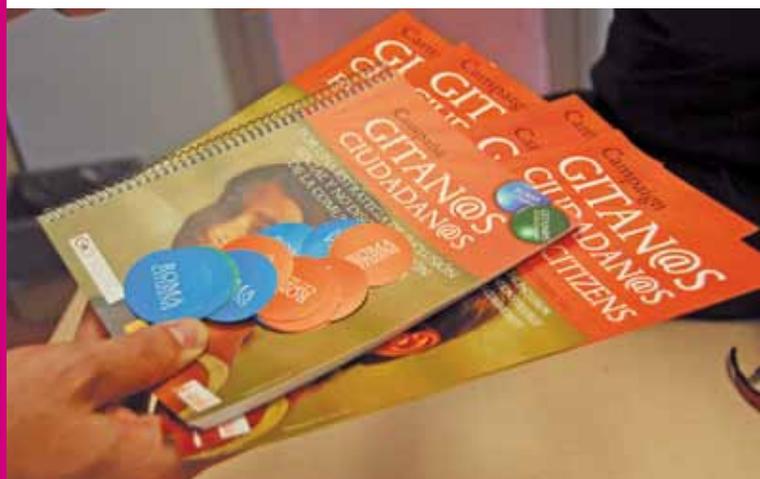
OBJECTIVE: REMINDING PEOPLE THAT THE ROMA TOO ARE EUROPEAN CITIZENS

The Roma continue to be one of the groups with the poorest social image at European level, which causes them to be victims of numerous discriminatory practices hindering the exercise of their rights as citizens. For this reason, thanks to the agreement on the Network of Aid Centres for Victims of Discrimination signed with the Ministry of Health, Social Services and Equality, in 2011 we launched the second phase of the campaign *Roma=Citizens* kicked off in 2010 in collaboration with Unión Romaní after the massive expulsion from France of Romanian and Bulgarian Roma citizens.

This second phase, apart from engaging all citizens in respecting human rights in the European Union, insisted on the importance of a strategy for social inclusion and non-discrimination of the Roma community in every EU state. For this purpose, the FSG published: leaflets in Spanish, English and Catalan; posters and other objects whose dissemination we hope will contribute to raising the awareness of the society as a whole. Moreover, the multilingual microsite that we launched during the first phase of the campaign is still active and allows the download, among other things, of the letter that the FSG and Unión Romaní addressed at that time to social organizations throughout Europe. www.gitanos.org/ciudadanos.

The second phase of the *Roma=Citizens* campaign, in addition to engaging all citizens to respect human rights, insisted on the importance of a strategy for social inclusion and non-discrimination of the Roma community in every EU state.

IN 2011, THE FSG ORGANISED TRAINING COURSES ON EQUAL TREATMENT FOR MORE THAN 130 SECURITY AND PUBLIC ORDER AGENTS



PROMOTING EQUAL TREATMENT POLICIES

Another basic pillar aiming at equal treatment focuses on fostering equal treatment promotion policies. In 2011 we monitored the national and European legislation and policies that were being carried out in terms of equal treatment and fight against ethnic discrimination, and we played an active part in many of them. We highlight:

- Our work in the preparation of the Draft Bill for the Comprehensive Equal Treatment and Non-discrimination Act, to which we contributed along with other third sector organisations by playing an active role in several meetings. (See page 20)
- Our work in the National Council for the Promotion of Equal Treatment and Non-Discrimination on Grounds of Racial or Ethnic Origin. In our capacity as members, we play an active part in this Council and we carry out an intense activity in several working groups, especially in the Aid Group for Victims of Discrimination, that FSG has been chairing and coordinating for another year. In addition, we participated in training actions and in the high level conference *"The role of equality bodies in the fight against ethnic and racial discrimination"* attended by Spanish and European experts. We have also submitted amendments and statements relating to relevant documents in terms of discrimination, such as the Second Plan for Citizenship and Integration (PECI) or the National Strategy against Racism and Xenophobia.

In 2011, the entities making up the Network of Aid Centres for Victims of Discrimination recorded 235 cases. Most of the victims were Maghribian and Roma.

- Our involvement in the Platform for Police Management of Diversity, created in 2010 and consolidated this year by the addition of new members and its organisation in working groups focused on: training (coordinated by the FSG); international and public relations; and good practice. We highlight our participation in several training activities promoted by the FSG and targeting policemen.
- Our collaboration with the Special Prosecutors for Hate Crimes and Discrimination of the Barcelona Prosecutor's Office on approaches to discrimination cases. In addition, the FSG has concluded several collaboration agreements with regional ombudsmen (Andalusia, Castile-León, Murcia, Asturias etc.) and with other social organisations such as SOS Racism or Amnesty International.
- At the European level, we remain members of the Platform of the European Union Agency for Fundamental Rights (FRA) and of the ENAR Network. In 2011 we started an institutional relation with Equinet, attended several seminars and participated in the session of the UN Committee on the Elimination of Racial Discrimination (CERD) held on 23rd and 24th February to present the progress and recommendations as regards combating discrimination against the Roma community in Spain. Furthermore, we participated in a meeting with a delegation of the evaluation committee under the Council of Europe's Framework Convention for the Protection of National Minorities, during which we presented the progress and pending challenges the Spanish government is facing in terms of combating discrimination against the Roma community. At the end of December, together with other social entities, we started working on a shadow report that would be presented to the UN Committee on Economic, Social and Cultural Rights.

THE FSG PLAYED AN ACTIVE PART IN THE PREPARATION OF THE DRAFT BILL OF THE EQUAL TREATMENT ACT. IN THE PHOTO, MEETING OF THE STATE COUNCIL OF THE ROMA PEOPLE, OF WHICH THE FSG IS A MEMBER, WITH THE GENERAL SECRETARY FOR SOCIAL POLICIES AND CONSUMPTION



GENDER EQUALITY

20 PROGRAMMES

1,269 DIRECT
BENEFICIARIES

BUDGET:
€ 185,215.4



ROMA WOMEN MAKE CHANGE

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

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

However, it is necessary to point out the barriers Roma women continue to face even today, given that the variables of “gender” and “ethnic origin” give rise to a specific type of discrimination. The specific features of Roma women are not just a mere sum of two cultural identities, which trigger a situation of multiple discrimination. As such, Roma women are simultaneously affected by three aspects: they are women within a patriarchal society, they belong to a minority group with very low social acceptance and they belong to a culture in which their gender values are associated with the role of wife and mother, thereby diminishing their chances of progress.

WORKING FOR EQUAL OPPORTUNITIES

In its work supporting equal opportunities for men and women attending this diversity, the FSG carries out projects targeting women and girls of all ages with different levels of education and interests. Furthermore, we carry out cross-cutting strategies for global change to benefit both men and women, their families, the Roma community and the society in general.

We support social participation networks, as well as the organisation and participation in conferences and seminars organised by the FSG or other entities. They favour, on the one hand, the meeting, the creation of ties, the debate and social participation of Roma women and, on the other, they allow knowing better the current situation that they are living themselves and the effort they make improve it. Gender equality is socially and economically profitable for the entire Roma community, including men.

The FSG’s work is based mainly, though not exclusively, on equality, focusing on the advancement of Roma and the prevention of gender violence.

The progress and mainstreaming of Roma women and their access to a diverse society give rise to changes in their own community and in the society as a whole.



FOSTERING GENDER EQUALITY

IRPF

Thanks to the *Social and Occupational Integration Programme for Roma women*, created under the collaboration agreement signed with the Women's Institute, in 2011 we reached 209 people through actions of all kinds that fostered the promotion of Roma women.

We highlight the fact that in 2011 we prepared the content of a social intervention guide with Roma population from a gender perspective, which will be publicised in 2012 and is the result of the deficiencies we identified as regards the specialisation of social work professionals covering both variables: the gender perspective and the Roma community.

Among the activities carried out in 2011, we highlight:

NATIONAL SEMINAR ON ROMA WOMEN

On the 7th and 8th November, the Women's Institute held its yearly seminar for professionals. This year's edition focused on "Social and family intervention with the Roma community under equal opportunities". The goal was to offer useful content, strategies and tools for social intervention with social groups facing the risk of exclusion, especially to raise awareness on the need for equal opportunities between men and women.

91 people participated (59% of them were younger than 30), of whom 25 were men belonging to different ethnic groups that were very active during the seminar.

NATIONAL ROMA WOMEN CONFERENCE

The 16th National Roma Women Conference "Empowerment in Equality" was held on the 5th and 6th October in the FSG's Assembly Hall in Madrid. The event was attended by 89 people, significantly less than the previous year, due to the fact that we decided to reduce the group in order to ensure a better functioning thereof. The opening of the conference was attended by Carmen de Andrés, Deputy Director General for Programmes of the Women's Institute; Carmen Santiago, lawyer and member of the FSG and Pedro Puente, president of the Foundation.

The speeches and workshops of the conference, now in its 15th year, focused on different empowerment strategies, at both personal and public level.



ROMA WOMEN GROUP. GMG

The Roma Women Group (GMG), made up of FSG female employees, is a consultative and participation body established in 2003 by initiative of these women, which analyses the needs and interests of Roma women and puts forward strategies fostering effective equality of Roma women.

In 2011 it was composed of 14 women and held three face-to-face meetings. Additionally, the GMC also held two training sessions: one on public and private empowerment and the second on group methodology and social and community intervention. We also highlight the GMC's participation in the International Conference of Roma Women held on the 24th and 25th October in Granada.

WORKING GROUP ON GENDER VIOLENCE

In 2011 we consolidated the work of the Group on gender violence created in to 2009 to define the type of aid to provide to Roma women

experiencing gender violence-related problems, always acting within the information and referral framework. We are aware of the fact that male violence affects all women regardless of their ethnic origin, social class, culture, nationality etc., as well as of the serious obstacles these women encounter to escape from their situation. For that reason, in 2011 this Group continued and consolidated the action plan for debate, reflection and development of general and specific protocols and methodologies on violence against Roma women, which may serve as support for FSG professional teams in adequately addressing the demands of our users. In addition, this year we prepared the Action Plan against Gender Violence.

BENEFICIARIES: 209 PERSONS

2011 BUDGET: € 75,000
TO WHICH THE WOMEN'S INSTITUTE
CONTRIBUTED WITH € 55,000

FUNDED BY:



INTERNATIONAL

4 PROGRAMMES

1,200 DIRECT
BENEFICIARIES

BUDGET:
€ 514,602.76

HEAD OF
INTERNATIONAL
DEPARTMENT:
CAROLINA FERNÁNDEZ

JANUARY

FEBRUARY



THE MANAGEMENT COMMITTEE OF THE "A GOOD START" PROJECT MEETS IN BUDAPEST

MARCH



THE FSG IS VISITED BY THE DIRECTOR OF ERIO AND A DELEGATION OF UNICEF-EUROPE

APRIL

THE FSG PARTICIPATES IN THE 5TH MEETING OF THE EUROPEAN PLATFORM FOR ROMA SOCIAL INCLUSION, IN BUDAPEST

MAY



THE EUROMA NETWORK CELEBRATES ITS FIRST MEETING OF 2011 IN PRAGUE

THE FSG PRESENTS ITS ACTIVITIES IN A CONFERENCE ON ROMA POPULATION ORGANISED BY THE COMMITTEE OF THE REGIONS AND THE EUROCITIES NETWORK, IN BRUSSELS

JUNE

A DELEGATION OF THE CITY COUNCIL OF OSTRAVA (CZECH REPUBLIC) VISITS THE FSG TO GET TO KNOW OUR ACTIVITY AND APPLY IT IN THEIR ROMA POLICIES

JULY



THE MAGAZINE "GITANOS. PENSAMIENTO Y CULTURA" (THE ROMA, THOUGHT AND CULTURE) PUBLISHES A SPECIAL ISSUE DEDICATED TO EUROPEAN ROMA POLICIES.

AUGUST

SEPTEMBER



THE FSG PARTICIPATES IN THE SUMMIT OF MAYORS ON ROMA SOCIAL INCLUSION, ORGANISED BY THE COUNCIL OF EUROPE, IN STRASBOURG

OCTOBER

THE FSG PARTICIPATES IN THE EUROPEAN FOUNDATION CENTRE FORUM FOR ROMA INCLUSION, HELD IN ROME

NOVEMBER

EUROMA CELEBRATES ITS SECOND MEETING OF 2011 IN BUDAPEST.

THE FSG PARTICIPATES IN THE SIXTH MEETING OF THE EUROPEAN PLATFORM FOR ROMA SOCIAL INCLUSION, IN BRUSSELS

DECEMBER

THE FSG CONTRIBUTES TO THE PREPARATION OF THE ITALIAN NATIONAL STRATEGY IN A CONFERENCE ORGANISED BY THE ITALIAN SENATE

NATIONAL ROMA PRIORITIES ON THE

In 2011, the European political agenda was marked by the European Commission's initiative to establish a *European Framework for National Roma Integration Strategies up to 2020*. The corresponding release (5th April) provided a new perspective on the inclusion of European Roma. The persistent poverty, marginalisation and exclusion of the Roma population, together with the lack of visible and measurable results of the European investment and the repeated incidents triggered by the migration of Roma from Eastern Europe to the West, were the main reasons behind this initiative.

This new *European Framework*, supported by the Parliament and the European Council, establishes for the first time the responsibilities of each member State as regards Roma population. The Commission introduces shared approaches, establishes priority areas of work and sets objectives. Each member State will then establish the activities to develop under its National Strategy. By the end of 2011, all member States were supposed to send their Strategies to Brussels.

This fact implied that European institutions and member States, as well the civil society and international organisations, would focus their work this year on designing and elaborating these Strategies, on boosting, drafting or positioning them.

The two annual meetings of the European Platform for Roma Social Inclusion, a mechanism created by the Commission to foster participation and cooperation among the various stakeholders involved in the inclusion of the Roma, focused on the future National Strategies and gathered proposals, recommendations, allowing for the exchange of information and experience.

The European Framework for National Roma Integration Strategies and the design by each country of its own National Strategy have marked the European political agenda. The Framework, together with the future Regulations on Structural Funds shall play a fundamental role in boosting Roma social inclusion by 2020.

INTEGRATION STRATEGY, AMONG THE EU'S POLITICAL AGENDA

THE FSG, A KEY PLAYER AT THE EUROPEAN LEVEL

The Foundation's international activity is carried out by the International Department in close cooperation with other areas and regions of the FSG. The main objectives of our international activity in 2011 have been:

- To consolidate the EURoma network
- To boost our direct action in Romania and
- To conduct intense institutional action to place social inclusion of the Roma community on the European political agenda.

KEY PARTNERS

Apart from the European projects managed by the International Department, a significant part of the FSG's international actions is institutional, understood as proactive involvement in important initiatives, events and areas at European level dealing with questions related to the Roma community and which contribute to progress on political agendas. Our participation in networks and events reflects the consolidation of the FSG as a key player in Europe on Roma-related subjects.

In 2011, this institutional action has focused mainly on monitoring and bringing our contribution to the line of work set by the European political agenda, both under the National Strategies Framework and the new Regulations on Structural Funds for the next programming period (2014-2020), whose final result will be fundamental in boosting Roma social inclusion by 2020.

This contribution was achieved by means of our active participation in, among others:

- the European Roma Policy Coalition (ERPC), an informal network of major European organisations with well established track records in the defence of human rights, the fight against discrimination and work with the Roma community (entities such as AI, ENAR, ERIO, ERRC, ERGO, OSI, REF);
- the Forum for Roma Inclusion of the European Foundation Centre (EFC), which includes the main European foundations interested in working for the social inclusion of the Roma;
- the Fundamental Rights Platform created by the European Fundamental Rights Agency (FRA) and
- the European Platform for Roma Social Inclusion.



IN 2011, THE FSG ATTENDED TWO MEETINGS OF THE EUROPEAN PLATFORM FOR ROMA SOCIAL INCLUSION AND PLAYED AN ACTIVE ROLE IN THE EU FRAMEWORK FOR NRIS AND IN DESIGNING SOME OF THE STRATEGIES, SUCH AS THE SPANISH AND THE ITALIAN ONE.

THE EU ACKNOWLEDGES THE ROLE OF THE EUROMA NETWORK



The European Network on Social Inclusion and Roma under the Structural Funds (EUroma), promoted by the FSG and by the Spanish government, brings together the public authorities of 12 EU member states, with the aim of advocating the use of the Structural Funds for social inclusion of the Roma community. The activity of the network began in 2007 and ever since it has strengthened cooperation between its members and has consolidated its key role at European level.

The Network is made up of the Structural Fund Management Units and bodies responsible for Roma-related policies, together with representatives of the European Commission and Technical Secretariat, managed by the FSG in cooperation with the ESF (OP Technical Assistance and Transnational and Interregional Cooperation 2007-2013).

We highlight two of the main achievements of EUroma in 2011:

1. Greater involvement in the network's activities of relevant stakeholders of the Roma inclusion process, the inclusion of the ERDF Management Units, of international organisations, European agencies and networks (such as the World Bank, the Committee of the Regions, the European Fundamental Rights Agency, the Eurocities network etc.), and of numerous municipal and regional bodies of different European countries.
2. The most important one was the institutional recognition of the value of the EUroma network by the EU Council of Ministers. In its Conclusions of 19th May, the Council of Ministers invited the Commission and the Member States to enhance cooperation by participating in this European network.



SECOND HALF-YEARLY MEETING OF EUROMA, IN BUDAPEST. THE FIRST ONE WAS HELD IN PRAGUE



In addition, 2011 was marked by the following activities:

- Organisation of two half-yearly meetings of EURoma, in Prague (May) and Budapest (November). These periodical meetings are spaces for exchanging information and experiences, for debating and discussing subjects of interest to all members and for adopting joint positions on key subjects.
- Drafting of joint position documents reflecting the work and debate within the network, the shared approaches, as well as proposals and recommendations. In 2011, 2 documents were drafted:
 - Proposals for the future Regulations on Structural Funds 2014-2020.
 - The potential contribution of Structural Funds to the National Roma Inclusion Strategies.
- Drafting of a guide promoting the use of Structural Funds for Roma social inclusion at local level, targeting regional and municipal bodies, that was prepared with members of the network throughout 2011 and to be published in 2012.
- Update of the networks' web page (www.euromanet.eu), both in Spanish and English, with the novelties on the European political agenda and all the news that may be relevant for the network's objectives. We also drafted a quarterly electronic newsletter.

The most important achievement of EURoma in 2011 was the institutional recognition of the value of the network by the EU Council of Ministers that, in its Conclusions of 19th May invited the Commission and the Member States to enhance cooperation by participating in this European network.

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

FUNDED BY:



ROMANIA, A PRIORITY

Romania is still a priority within the framework of our intervention. Since 2009, when the Board of Trustees of the Foundation supported the management team's initiative of working directly in another country and chose Romania – due to the large number of Roma population and the work possibilities that could be envisaged–, the FSG has taken steps towards consolidating its presence and activity in the country.

As such, apart from carrying out two projects in Romania, the FSG created its own foundation, *Fundatia Secretariatul Romilor*, that is registered in the country and has hired a small team of people. (See page 124)

'EU INCLUSIVE': FOCUSED ON THE OCCUPATIONAL INTEGRATION OF EUROPEAN ROMA

The FSG is partner in the *EU Inclusive* Project, whose objective is to draft a comparative study on Roma occupational integration based on the transfer of the research methodology employed by the FSG in 2005 in three other EU countries: Romania, Bulgaria and Italy. This is a two-year project (2010-2012), financed by the Romanian ESF and having as partners the Soros Foundation-Romania, the Soros Foundation-Bulgaria and Casa Della Carita-Italy.

This Project is a new opportunity for the FSG to transfer a good practice (the Roma employment study) to other EU countries and allows the repetition of the study carried out in 2005 so as to analyse the progress or setbacks occurred as regards the situation of Roma on the labour market during the last five years. What is new in this 2011 study is that it will include indicators accounting for the concrete situation of the Roma population from Eastern Europe and currently living in our country.

In 2011, our main activities under this project have been:

- Creating the Working Groups that would develop the methodology of the study
- Elaborating a joint methodology for all partners
- Conducting field work for preparing the national study for each country
- Starting the data analysis and drafting the study. Both national studies and the comparative analysis should be completed by April 2012 and will be publicised in each partner country.
- Developing and updating a web page exclusively dedicated to the Project, in 5 languages, that includes the entire activity carried out in each of the partner countries. Web page in Spanish: www.eu-inclusive.eu/es



THE HUNGARIAN STATE SECRETARY FOR SOCIAL INCLUSION VISITED THE FSG TO GET TO KNOW THE MAIN MEASURES TARGETING ROMA PEOPLE IN SPAIN

“A GOOD START,” QUALITY EDUCATION FOR ROMA CHILDREN

The FSG participates as partner in the pilot project “A Good Start”, an initiative of the European Commission (DG for Regional Policy), which seeks to improve the education of the Roma population by promoting the children’s earlier school enrolment (0 to 6 years). The project is being carried out in 16 towns in four countries: Hungary, Slovakia, Romania and the Republic of Macedonia, involving a total of 5,000 Roma children.

The project (2010-2012) is led by the Roma Education Fund (REF) and is supported by three international partners and several local partners.

The actions performed under this project include providing material support to children (transport, food, school supplies), training of and awareness-raising among the teachers and the education community as a whole, working directly with Roma families and promoting the partnership we have with city councils, social and healthcare services, and with Roma organisations.

In 2011, as international partner to the project, the FSG:

- participated in the three meetings of the Management Committee for elaborating and designing the methodology of intervention with Roma children and their families and for following up on the project’s activities.
- prepared the political document *The use of Structural Funds for Improving Early Education of Roma Children*.
- created the *Guide for Promoting Partnerships in Early Education of Roma Children*, to be published in 2012.
- participated in the seminar *Follow-up and assessment of data on early education of Roma children*.

The goal of “A Good Start” is to improve the education of the Roma population by promoting the children’s earlier school enrolment, a challenge area in the current European context



PHOTO: © REFI ROBERT MISKOVICS



PHOTO: © REFI ROBERT MISKOVICS

COMMUNICATION

4 PROGRAMMES

23,600 BENEFICIARIES

BUDGET:
€ 374,597.06

HEAD OF
COMMUNICATION:
BENJAMÍN CABALEIRO

RENEWING TOOLS AND OPENING UP NEW SPACES

2011 meant the beginning of a new stage in the FSG's communication and awareness-raising actions. On the one hand, we began a process of renewing the main communication and visual identity tools, starting with the new format of our Annual Report and the upgrade of our web site. Secondly, we launched new visibility and social impact actions, strongly connected with the entity's political and institutional action. We highlight the creation of the "Fundación Secretariado Gitano Award," whose awarding takes place in a newly-created space for reflection and debate: the Annual Conference "Roma Community. Citizenship and Diversity." (see page 25)



2011 BUDGET: € 225,000

19,500 DIRECT USERS

TECHNICAL ASSISTANCE TO 300 ENTITIES

OVER 800 IMPACTS IN THE MEDIA

165,000 UNIQUE VISITORS OF OUR WEB

43 ELECTRONIC NEWSLETTERS

THE *GITANOS.ORG* NEWSLETTER REACHED ITS 90TH
ISSUE AND THE *GITANOS* MAGAZINE ITS 60TH ISSUE

4,000 COPIES OF EACH MAGAZINE ISSUE

3,500 LEAFLETS AND 6,000 BOOKMARKS ON "8TH APRIL"

1,065,000 WEB PAGE VIEWS PER YEAR

1,800 FACEBOOK FANS

EDUCATION AND VOLUNTEERING, THIS YEAR'S TOPICS

2011 was marked by two very relevant topics in terms of Roma social promotion, on which we tried to work with the corresponding areas: Education and Volunteering. In this context, we carried out a new stage of the awareness-raising campaign "Roma with an education. Roma with a future," in which volunteering played a key role. At the same time, the promotion of volunteering, under the 2011 European Volunteering Year, was also a relevant topic in our communication content, insofar as we dedicated it the *2011 Diary*, a special issue of the *Gitanos* magazine and other material.

In the work carried out by our Press Department with the media, education was for one more year a fundamental topic that was reflected in numerous pieces of news, TV reports and interviews in printed and audiovisual media, both national and local.

THE ONCE LOTTERY TICKET DEDICATED
TO THE EDUCATION OF ROMA CHILDREN



SOCIAL NETWORKS, INTERNET NEWSLETTERS



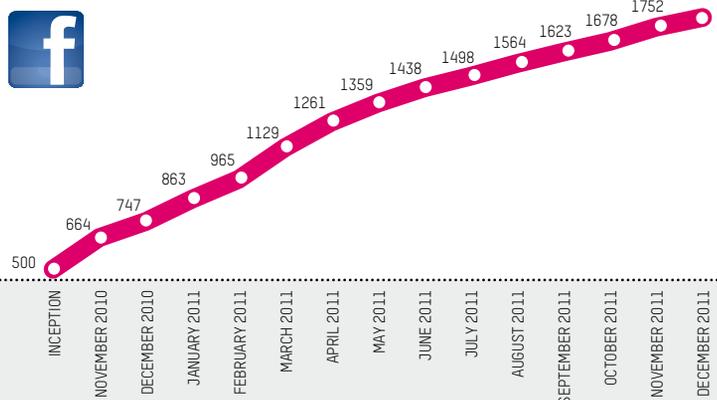
THE GITANOS.ORG WEBPAGE IN 2011, BEFORE THE UPDATE THAT WILL BE COMPLETED IN 2012

Social networks have achieved a great progress in 2011 (suffice it to say that Facebook reached 800 million users worldwide) and the Roma community was not unaware of this important phenomenon. This year, the content of FSG's Facebook page has been very frequently updated and the number of followers has been constantly increasing, so that at the end of 2011 we had 1,800 followers or "fans". In 2012 we will make ourselves known on Twitter.

FSG's page (www.gitanos.org) is periodically supplied with items from all the work areas and territorial offices and is complemented by a sister version in English. This year it recorded more than one million page views and reached 165,000 individual users. It is a content portal that has more than 3,000 pages and an active Press Room section that provides daily news on current Roma affairs and social politics.

The spearhead of our webpage is the bimonthly newsletter *Gitanos.org*, that has already reached 23 issues; on average, it comprises 40 different news items and it has 3,500 subscribers. Also, the FSG's Intranet is periodically disseminated via the *El Secre* newsletter.

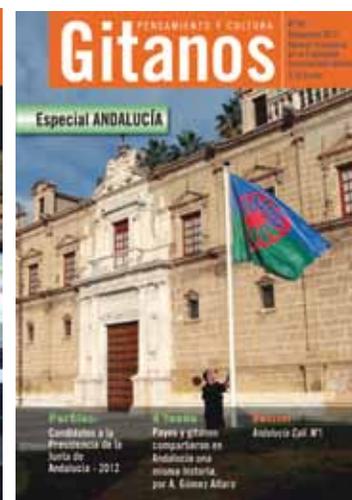
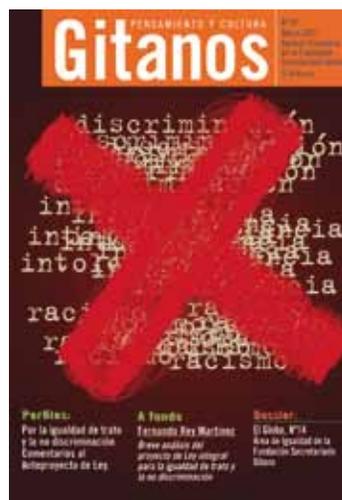
FSG'S FACEBOOK PAGE REACHES 1,802 FANS



GITANOS, PENSAMIENTO Y CULTURA MAGAZINE

In 2011, its 12th year of existence, the Foundation's magazine *Gitanos, Pensamiento y Cultura* ("Roma, Thought and Culture") reached issue number 60, with four new copies published with funds from the Personal Income Tax programme for *Other Purposes of Social Interest* and publicised via the library dissemination service of the Ministry of Culture.

1. The first (57, March) was devoted to the Draft Bill for the Comprehensive **Equal Treatment** and Non-Discrimination Act, a highly relevant document that due to the anticipated elections was unfortunately left unaddressed.
2. The second (58, June) focused on the **European Framework for National Roma Integration Strategies**, a process leading the political agenda and providing a new perspective on social inclusion in Europe.
3. The third (59, October) dealt with **Volunteering and the Roma Community** on the occasion of the 2011 European Volunteering Year that fostered Active Citizenship.
4. The fourth (60, December) was devoted to **Andalusia**, as it is the Autonomous Region with the highest percentage of Roma population (around 45% of the Spanish Roma) and a vast experience of intercultural coexistence (550 "documented" years).



COVERS OF THE FOUR ISSUES OF THE GITANOS MAGAZINE IN 2011

INSTITUTIONAL ACTIVITY

The Communication Area participates in several initiatives and networks such as the Social Action NGO Communication Platform Commission, which put a wide range of actions into practice in 2011 within the campaign promoting the use of the “Social Purposes” box on Income Tax returns.

We also participate in: the EAPN-es Communication Group (European Anti Poverty and Social Exclusion Network); the “Fight against Discrimination” Operative Programme Information and Publicity Group; as lecturers of the FSG-UPN course for “University Experts in Social Work with the Roma Community and of various sessions providing training, methodology transfer and consultancy on the communication and awareness-raising actions carried out by the entity in the past years.

FSG’s regional offices also develop significant communication and awareness-raising activities at local level, related to institutional recognition and visibility events (such as those carried



IN 2011, THE FSG OBTAINED OVER 800 IMPACTS IN THE MEDIA. PHOTO: MODEL EVA GONZALEZ FILMING AT THE FSG THE “EN MOVIMIENTO” BROADCAST OF THE LA2 TV CHANNEL

out on occasion of the International Roma Day), work with the media, promote at local and regional level the awareness-raising campaign “When I grow up, I want to be ...,” as well as other interesting experiences such as our participation in the Project “In other words,” which aims to eradicate discriminatory messages in the media in different communities and groups (FSG-Jaén plays an active role in this project).

NEW CHALLENGES FOR 2012

2011 was also preparatory for important events that were to take place in 2012. Among others, we prepared, the 30th Anniversary of the Fundación Secretariado Gitano and we continued the process of updating our communication tools, especially our corporate webpage, whose new version will be launched by mid-2012.

Also, in terms of communication, our three most important themes in 2012 will be:

1. Employment –the FSG will present a new comparative study on the field work carried out in 2011.
2. National Roma Integration Strategies for 2012-2020, to be developed by the 27 EU states and,
3. once again, Education, with the development of a new phase of the Campaign, targeting Roma teenagers this time.

RAISING AWARENESS THANKS TO THE “OTHER PURPOSES OF SOCIAL INTEREST” BOX

✕IRPF

Most of the FSG’s communication and awareness-raising activities are carried out under the Programme for awareness-raising, information and technical consultancy for Roma social inclusion, subsidised from the Personal Income Tax by the Ministry of Health, Social Services and Equality.

The goal of this programme is to foster and boost processes that trigger the change and improvement of Roma people’s situation. It aims to influence social policies so that they focus more efficiently on addressing their problems and needs, on eliminating obstacles to their social inclusion and mobilising other stakeholders to work towards this goal and to be more supportive and sensitive to the situation of the Roma community. It provides information and consultancy to public authorities, to specialists of local administrations etc. in 14 Autonomous Regions.

LINES OF ACTION

- Consultancy and technical support
- Training activities
- Communication and social awareness
- Studies and research



THE FSG PARTICIPATES IN THE CAMPAIGN “CHECK THE SOCIAL PURPOSES BOX”

Marca “Fines Sociales” en tu declaración de la renta.

FUNDED BY:



A SUCCESSFUL SECOND PHASE OF THE AWARENESS-RAISING CAMPAIGN “WHEN I GROW UP, I WANT TO BE...”



In 2011, the FSG started the second phase of the awareness-raising campaign “When I grow up, I want to be...,” launched in 2010 with the aim of fighting against early school leaving by Roma children.

The campaign’s budget was of € 150,000 and it was financed they wanted to be when they grew up. This mobile studio reached under the Personal Income Tax “Other Purposes of Social Interest” programme and under the European Social Fund –by means of the *Acceder* programme–. It also received support from the Ministry of Education.

The campaign’s twin goals are:

- To raise the awareness of Roma population regarding the importance of education and the need to finish secondary school.
- To draw the attention of the public authorities and the educational community as a whole so that they continue to drive policies and measures to combat education-related inequalities.

For reaching this goal, the FSG implemented a double strategy:

1. **Star action: the Photo-van:** In order to raise awareness among the Roma families, we used to photo-van, which allowed us to take the photos of over 2,000 boys and girls enacting what neighbourhoods form 24 Spanish cities, which for one day were transformed into photographic studios that allowed children to choose a profession and pose before the camera. After the photo montage in the mobile studio, they were given the photo, in which they appeared as fire fighters, policemen, hairdressers, teachers... The photo highlighted the two key messages of the campaign: “**Whatever your dream may be, finish Secondary school**” and “**Roma with an education: Roma with a future**”.
2. **Institutional presentations:** In order to draw the attention of public institutions, we organised presentations of the campaign in several cities, stressing the responsibility we all have in the fight against early school leaving by Roma children.



© SAMMI SARINEN



A GROUP OF CHILDREN IN LUGO HAVING FUN WITH ONE OF THE DECORATIVE ITEMS OF THE FOTO-VAN

PHOTO-VAN TOUR ON 2011

TALAVERA, 26 APRIL

CÁCERES, 27 APRIL

HUELVA, 28 APRIL

LA LÍNEA, 29 APRIL

JEREZ, 30 APRIL

CÓRDOBA, 3 MAY

JAÉN, 4 MAY

ALMERÍA, 5 MAY

ALBACETE, 6 MAY

SALAMANCA, 9 MAY

ZAMORA, 10 MAY

THE PHOTO-VAN REACHES 24 CITIES AND CAPTURES THE DREAMS OF ROMA CHILDREN

The actions of the campaign carried out in 2011 kept to the lines of work launched in the previous year, when the photo-van visited 14 cities and 13 institutional presentations were held. This year, the campaign was selected as “Best Practice” by the European Commission and the Ministry of Health, Social Services and Equality and was presented in Brussels at the Conference Closing the European Year for Combating Poverty and Social Exclusion.

In this second phase:

- The photo-van visited **24 cities**. **1,718 photographs** were taken and approximately **2,000 boys and girls** participated.
- This awareness-raising action on the street achieved a significant mobilisation of social stakeholders and of the Foundation’s volunteers. In every city, around 20 volunteers were involved in carrying out this activity.
- The photo-van was visited by regional and local authorities, by directors and teachers of educational centres, as well as by other social organisations.

This year, the campaign employed various promotional items. We printed 3,000 leaflets, 3,000 posters (in four versions), 2,000 T-shirts and 2,400 photo frames. We also disseminated the audiovisual material *Roma with an education: Roma with a future*, a documentary available in Spanish and English that describes the difficulties the Roma community is facing in terms of education and the way in which the Foundation’s *Promociona* programme achieved a high school completion rate among Roma boys and girls.

The involvement of the FSG teams made possible the development around the photo-van of various workshops for raising the parents’ awareness on the importance of education. We also carried out activities and games for raising awareness among the children.

The campaign’s microsite www.gitanos.org/demayorquiero-ser and its blog became the travel diary of this new route through Spain of the photo-van. The microsite, launched in 2010, was improved by incorporating various applications for making it more attractive. Also, the 2.0 tool was enhanced in order to disseminate the campaign in the social networks, on Facebook mainly.



LEÓN, 11 MAY

LUGO, 12 MAY

SANTIAGO DE
COMPOSTELA, 13 MAY

AVILÉS, 16 MAY

SANTANDER, 17 MAY

BURGOS, 18 MAYO

VALLADOLID, 19 MAY

MADRID, 20 MAY

SABADELL, 23 MAY

HUESCA, 24 MAY

CASTELLÓN, 25 MAY

ALICANTE, 26 MAY

CUENCA, 27 MAY



RAQUEL BUSTAMANTE JIMÉNEZ,
THE LAST GIRL PICTURED IN THE PHOTO-
VAN DURING ITS VISIT IN CUENCA. THIS IS
THE IMAGE THAT RAQUEL RECEIVED AS A
GIFT, DEPICTING HER AS SHE WOULD LIKE
TO BE WHEN SHE GROWS UP.

*“When I grow up I want to
be a... hairdresser”*



THE PHOTO-VAN IN 2011

24 CITIES VISITED BY THE PHOTO-VAN

THE CAMPAIGN REACHED 2,000 CHILDREN
AND THEIR FAMILIES

1,718 PHOTOGRAPHS WERE TAKEN

THE 7 INSTITUTIONAL PRESENTATIONS
GATHERED OVER 450 PEOPLE

OVER 100 IMPACTS IN THE MEDIA

8,300 REFERENCES ON GOOGLE

BUDGET: € 150,000

THE IMPACT

At institutional level

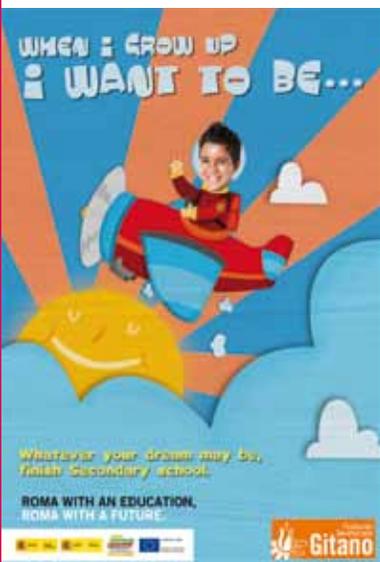
→ The campaign and the new route of the photo-van were launched through an institutional presentation held on 26th April in Madrid, which included the intervention of the general secretary for Social Policies of the then Ministry of Health, Social Policies and Equality; of the FSG president, Pedro Puente, and of the FSG General Manager, Isidro Rodríguez. The event was also attended by Mariano Labarta, Deputy Director General for Students, Participation and Equality of the Ministry of Education, and by other personalities.

→ 7 public presentations were held at regional and local level in Cantabria, Burgos, Salamanca, Huesca, Santiago de Compostela and Cuenca. The institutional presentations gathered over 450 people.

In the media

→ Both the photo-van and the institutional presentations were received with a lot of interest by the national (El País, El Mundo, RNE, agencies, among others), regional and local media, that publicised the campaign. The media promoted the campaign in the news and took this opportunity for preparing reports on the educational situation of the Roma. Over 100 impacts were logged in the press and over 8,300 references were identified on Google when restricting the search to “When I grow up, I want to be...” 2011 Campaign “Fundación Secretariado Gitano.”

FUNDED BY:



PROMOTING CULTURE

4 PROGRAMMES
AND HUNDREDS
OF ACTIVITIES

15,300 BENEFICIARIES

BUDGET:
€ 45,038

CELEBRATING ROMA CULTURE

Roma culture, which has always had a limited relevance in the FSG's activities as a whole (mainly due to the lack of a stable funding source) is gradually taking its rightful place. In this respect, 2011 was a key year: we conducted more than **116 cultural activities** of all kinds (including exhibitions, workshops, celebrations, commemorations, book publishing, production of documentaries etc.) in **35 municipalities** in most of the Autonomous regions, reaching more than 1,500 Roma and non-Roma people.

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

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

The goal for 2012 is obvious: to seek new sources of funding to enable us to develop new cultural promotion projects and improve those already under way.

IN 2011, FSG REGIONAL OFFICES CARRIED OUT HUNDREDS OF ACTIVITIES FOR RENDERING ROMA CULTURE MORE VISIBLE. IN THE PHOTO, POT DRIP COFFEE DURING THE "IN BETWEEN CULTURES" MEETING HELD IN SESTAO.



PROMOTING ROMA CULTURE

116 ACTIVITIES THAT HAVE
REACHED OVER
15,000 PEOPLE

OUR EXHIBITIONS WERE
INCLUDED IN **30** ACTIVITIES
AND WERE VISITED BY MORE
THAN **4,000** PEOPLE

68 CULTURAL PROMOTION
ACTIVITIES CAUGHT THE
INTEREST OF OVER **8,000** ROMA
AND NON-ROMA PEOPLE

ACTIVITIES AND CELEBRATIONS

During 2011, FSG has been active and promoted celebrations related to Roma culture and history, boosting visibility of Roma culture and promoting its integration into the cultural heritage of the 14 Autonomous Regions where we work. We conducted 68 cultural promotion activities, attended by approximately 8,160 people.

Among these activities we highlight:

- awareness-raising activities such as “Get to know your Roma neighbours, they are different, just like you” in the San Pablo Public School (Albacete);
- awareness-raising talks on Roma community at the Faculty of Education, University of Cantabria (Santander);
- workshops on Roma history and culture at the University of Castile-La Mancha (Albacete);
- training on Roma culture, targeting specialists from the Regional Council of León;
- promotion activities, such as the “In Between Cultures” Meeting held in Sestao;
- “Roma Culture” workshops with youth, conducted in the Juan Soñador Foundation (Vigo).



POSTER OF THE INTERNATIONAL ROMA DAY, EDITED BY THE FSG AND CREATED BY THE ROMA DESIGNER MONTSE MOTOS. ON THIS OCCASION, THE POSTER COMMEMORATED THE 40TH ANNIVERSARY IN THE LONDON INSTITUTION OF THE ROMA FLAG AND ANTHEM

8TH APRIL, INTERNATIONAL ROMA DAY

The fundamental date is undoubtedly the 8th April, International Roma Day. As it does every year, the FSG took an active part in the celebration of this date. 18 activities were conducted and over 3,200 people participated. The FSG once again produced a poster commemorating the International Roma Day, prepared by the Roma designer Montse Motos.

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

TWO EXHIBITIONS, ONE GOAL: TO MAKE THE ROMA AND ROMA CULTURE MORE VISIBLE

The FSG also has two exhibitions which travel around Spain; this year they were included within 30 activities and were visited by over 4,000 people in school centres and institutions, exhibition halls, fairs, cultural centres and many more.

CULTURES FOR SHARING. THE ROMA TODAY

This is a didactic exhibition that can be visited at the FSG's central headquarters in Madrid. Its main objective is asserting Spanish Roma's full citizenship, by introducing, especially among the educational community, their history, culture, current reality and claiming the mutual enrichment between Roma and non-Roma. By means of its 12 thematic areas and 48 didactic panels, children, young people and adults may gain an insight into the history and current situation of Roma people, while becoming familiar with their traditions and culture. In addition, the exhibition includes several activities, such as a puzzle-map, the music corner, the storyteller and the consultation area with a small exhibition of materials, literature pieces, magazines and so on.

In 2012, the exhibition shall be expanded and improved thanks to a subsidy granted by the Ministry of Culture, which will allow us to “update” it by using new technologies and creating an interactive map of the historical itinerant route of the Roma.

There are currently two travelling replicas of the exhibition which are available for the events organised by the relevant parties: organizations, schools, libraries, cultural and social centres etc. In 2011, the travelling replicas have been completed with information on the Romanian Roma community.

ROMA WOMEN, PARTICIPATING

The exhibition *Roma Women, Participating* also travels around Spain showing, on a dozen panels, the participation of Roma women in society (education, employment, politics and art). This FSG resource is designed to form part of cultural events and activities related to the Roma community, interculturality and human rights amongst other themes.



DOCUMENTATION

THE FSG DOCUMENTATION CENTRE IN 2011

619 INFORMATION
AND DOCUMENT
CONSULTATIONS

306 EXTERNAL
CONSULTATIONS

160 STUDENTS AND
RESEARCHERS

5% OF THE
CONSULTATIONS WERE
INTERNATIONAL

THE FSG DOCUMENTATION CENTRE THE BENCHMARK FOR ROMA-RELATED TOPICS

The Fundación Secretariado Gitano has a documentation centre specialised in Roma-related topics, accessible for anyone interested in researching or knowing more about the Roma community. Due to the quality and quantity of its collections, it has become the main documentation centre on Roma-related topics in Spain and one of the most important in Europe. One of its objectives is the conservation, knowledge and dissemination of Roma culture for the purpose of fostering an intercultural society in which Roma people can freely and fully exercise their citizenship and contribute to the enrichment of general culture.

DOCUMENTATION CENTRE SERVICES

→ Web

The Documentation Centre has its own special section within the FSG website where one can access the catalogue of the bibliographic collections; the organisation's own publications and documents and useful links. There is also an online consultation and reference service.

→ Digital Library

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

→ Media Library

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

→ Reading room or digital library

The Centre offers a reading room reference service with a catalogue containing more than 7,000 entries, in paperback and digital format (monographs, audiovisual material, research, legislation, theses etc.), classified by subjects. There are also Spanish and foreign magazines on Roma, such as: *Cuadernos Gitanos*, of the Roma Culture Institute; *Etudes tsiganes*, published by FNASAT (National Federation of Associations of Solidarity Action with the Gypsies and Travelers) or the magazine of the European Roma Rights Centre.

→ Press Library

The FSG created this news bank on the Roma community in the 1960s. It currently comprises hard copy and electronic format collection of more than 25,000 clippings. In 2011, 2,413 new clippings were added.

The Documentation Centre edits a monthly newsletter in hard copy and electronic format, "Roma in the Press", based on this service. It contains a selection of Roma-related news clippings culled from local, regional and national dailies. In 2011, the digital edition of "Roma in the Press" had 3,658 subscribers to its electronic version.

→ Selective dissemination of information

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

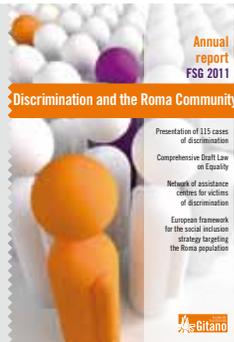


FSG PUBLICATIONS IN 2011

TECHNICAL NOTEBOOK SERIES

ANNUAL REPORT. DISCRIMINATION AND THE ROMA COMMUNITY. FUNDACIÓN SECRETARIADO GITANO, 2011. MADRID EQUAL TREATMENT AREA

This was the seventh year when the FSG Equal Treatment Area published the *Report on Discrimination and the Roma Community 2011* presenting, by means of verifiable facts collected from practice, the day-to-day ethnic discrimination suffered by the Roma.



THE SITUATION OF THE ROMA COMMUNITY IN THE MUNICIPALITIES OF CASTRILLÓN, CORVERA, GOZÓN, MUROS DE NALÓN, PRAVIA AND SOTO DEL BARCO. REPORT ON RESULTS FUNDACIÓN SECRETARIADO GITANO, 2011. ASTURIAS

The report deals with the situation of the Roma community in these municipalities from Asturias and emphasises the fact that, despite the progress made, there is still a long way to go in terms of housing, employment, health, education etc.



WORK MATERIAL SERIES

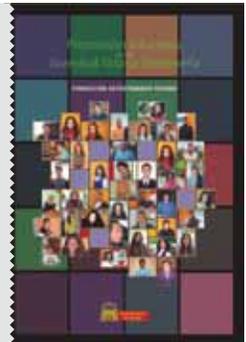
¡JUST ENJOY! FUNDACIÓN SECRETARIADO GITANO, 2011. MADRID HEALTH AREA

Comic for preventing alcohol and other drugs consumption in leisure spaces. The content reflects day-to-day situations and the stories presented provide the specialists with tools for working with Roma youth.



EDUCATIONAL ADVANCEMENT OF THE ROMA YOUTH IN EXTREMADURA FUNDACIÓN SECRETARIADO GITANO, 2011. EXTREMADURA

Work material published in 2009 in collaboration with the City Council of Mérida on Roma youth in Extremadura, dealing with integration by means of education and training.



LIFE AND EXPERIENCE SERIES

FUNDACIÓN SECRETARIADO GITANO. 10 YEARS IN ARAGÓN FUNDACIÓN SECRETARIADO GITANO, 2011. ARAGÓN

Video material presenting the trajectory and work carried out by the Fundación Secretariado Gitano in Aragón, on occasion of its 10th anniversary.



JOINT PUBLICATIONS

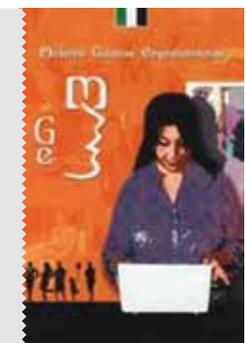
SITUATION OF ROMA CHILDREN IN ASTURIAS M. VIOLETA ÁLVAREZ FERNÁNDEZ, MARÍA DEL MAR GONZÁLEZ IGLESÍAS, JOSÉ LUIS SAN FABIÁN MAROTO. IN COLLABORATION WITH: FSG ASTURIAS. 2011.

In-depth study on the realities of Roma children's life in areas such as education, health, family, access to employment...



ROMA ENTERPRISING WOMEN IMEX (WOMEN'S INSTITUTE OF EXTREMADURA). IN COLLABORATION WITH FSG EXTREMADURA. 2011

Documentary relating in first person stories of Roma women from various areas of Extremadura with enterprising skills. The goal is to present a different reality of Roma women, focusing on the enterprising women in the region.



Due to the quality and quantity of its collections, the FSG Documentation Centre has become the main documentation centre on Roma-related topics in Spain and one of the most important ones in Europe.

ACTIVITIES IN THE REGIONS

ANDALUSIA
ARAGON
ASTURIAS
CANTABRIA
BASQUE COUNTRY
CASTILE-LA MANCHA
CASTILE-LEON
CATALONIA
VALENCIA REGION
MADRID
EXTREMADURA
GALICIA
MURCIA
NAVARRRE

ROMANIA



ANDALUSIA



REGIONAL DIRECTOR
JUAN MANUEL REYES CAMPOS



DEPUTY DIRECTOR
SILVIA FERNÁNDEZ VEGA

BUDGET
€ 5,106,224.75

BENEFICIARIES:
25,512

PROGRAMMES
EXECUTED: 45

FOR MORE INFORMATION, VISIT:
www.gitanos.org/andalucia

FOLLOW US ON FACEBOOK

THE ROMA COMMUNITY

Almost half of Spain's Roma, around 350,000 people, live in the Region of Andalusia. Although in the last decades a notable improvement has taken place regarding the standard of living of the Andalusian Roma community, they remain one of the most vulnerable groups of the Andalusian society and many of them still are the most underprivileged, both socially and economically.

lusian society and many of them still are the most underprivileged, both socially and economically.

PENDING CHALLENGES

- AROUND 30% OF THE ROMA COMMUNITY IN ANDALUSIA SUFFERS FROM POVERTY AND SOCIAL EXCLUSION.
- VERY FEW ROMA YOUTH COMPLETE SECONDARY SCHOOL. THERE IS A TENDENCY TO "GHETTOISE" STATE SCHOOLS AND THE SITUATION IS NOT BEING APPROACHED FROM AN INTERCULTURAL VIEWPOINT.

→ CERTAIN SLUM SETTLEMENTS AND SUBSTANDARD HOUSING PERSIST.

→ DISCRIMINATION STILL IS AN IMPORTANT CHALLENGE.

→ THE ROMA IMMIGRANTS FROM EASTERN EUROPE HAVE SERIOUS HOUSING, HEALTHCARE, EDUCATION AND EMPLOYMENT PROBLEMS.

THE FSG

In recent years the Fundación Secretariado Gitano in Andalusia has become one of the most highly rated NGOs in the 16 towns and cities where we operate.

OUR MAIN ACHIEVEMENTS IN 2011 HAVE BEEN

→ IN SPITE OF THE RECESSION WE INCREASED THE NUMBER OF JOB CONTRACTS OBTAINED BY 10.09% COMPARED TO THE PREVIOUS YEAR.

→ THE NUMBER OF PEOPLE TRAINED AND COURSES PROVIDED ROSE BY 6.9% AND, RESPECTIVELY, 3.75% COMPARED TO THE PREVIOUS YEAR.

→ WE COMPLETED THREE WORKSHOP SCHOOLS AND AN EMPLOYMENT WORKSHOP. WE HAVE BEEN ASSIGNED THREE NEW EMPLOYMENT WORKSHOPS: IN HUELVA - *SPECIALISED SHOP ASSISTANT*; IN ALMERIA - *INTERCULTURAL MEDIATION*; AND IN JEREZ *GUIDED TOURIST TOURS*.

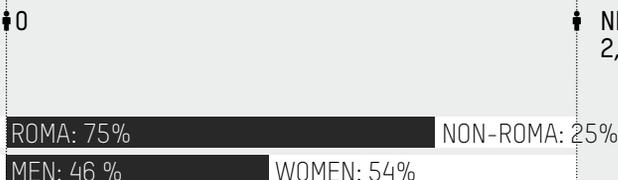
→ OUR INSTITUTIONAL ACTION IS VERY INTENSE; WE ARE KNOWN AND ENJOY RECOGNITION, WE ARE CONSIDERED A BENCHMARK AND SPECIALISTS IN ROMA ISSUES. OUR OPINION IS HELD IN HIGH CONSIDERATION BY POLITICAL PARTIES, AUTHORITIES AND OTHER KEY STAKEHOLDERS OF THE CIVIL SOCIETY.

→ WE SHIFTED THE FOCUS OF OUR EDUCATION PROGRAMME SO THAT IT IS NOW FUNDAMENTALLY ORIENTED TOWARDS STUDENTS' COMPLETING SECONDARY EDUCATION. THIS NEW FOCUS IS SUPPORTED BY THE ANDALUSIAN REGIONAL GOVERNMENT.

WHAT WE DID IN 2011

ACCEDER ANDALUSIA 2011

acceder



CONTRACTS: 1,668

PEOPLE AIDED IN LABOUR MARKET INTEGRATION PATH: 4,336

1,668 CONTRACTS
107 TRAINING COURSES

REGIONAL DIRECTOR
JUAN MANUEL REYES CAMPOS

DEPUTY DIRECTOR
SILVIA FERNÁNDEZ VEGA

PROVINCIAL COORDINATOR ALMERIA
DOLORES RAMÓN ALONSO

PROVINCIAL COORDINATOR CÁDIZ (JEREZ DE LA FRONTERA)
CRISTINA FLORES CHAMORRO

LOCAL COORDINATOR CAMPO DE GIBRALTAR
LUZ MILAGROS JIMÉNEZ VILLANUEVA

PROVINCIAL COORDINATOR CÓRDOBA
FRANCISCO JIMÉNEZ ANTÚNEZ

PROVINCIAL COORDINATOR GRANADA
ANA ROMERO GARCÍA

PROVINCIAL COORDINATOR HUELVA
CRISTINA ROSAL LEÓN

PROVINCIAL COORDINATOR JAÉN (LINARES)
EVA LECHUGA QUESADA

LOCAL COORDINATOR JAÉN
GUADALUPE REVUELTAS HIDALGO

PROVINCIAL COORDINATOR MÁLAGA
TAMARA ESTEVE FLORES

PROVINCIAL COORDINATOR SEVILLA
ANTONIA SÁNCHEZ FRANCO

PERSONNEL

WORKERS: 206

ROMA: 90 NON-ROMA: 116

WOMEN: 155 MEN: 51

VOLUNTEERS: 87

ROMA: 33 | NON-ROMA: 54
MEN: 26 | WOMEN: 61

TRAINEES: 27

ROMA: 4 | NON-ROMA: 23
WOMEN: 14 | MEN: 13



THE PHOTO-VAN REVISITED ANDALUSIA



THE ROMA FLAG FLUTTERING AT THE ANDALUSIAN PARLIAMENT

EMPLOYMENT

ACCEDER. Our target groups are: Andalusian Roma, with special attention to women and young people; the business communities of the cities where we work; public authorities; Roma organisations and other social agents.

INTERNAL AND EXTERNAL TRAINING. Our own training is organised within the Acceder programme and is put into practice in collaboration with companies in which there are opportunities for insertion. In 2011, we ran 107 courses and trained 915 people. External training is another important tool for enhancing the employability of our users; this year we arranged vocational or other official training for 506 people.
BENEFICIARIES: 1,421 PEOPLE
BUDGET: € 2,473,435.93

PROFESSIONAL EXPERIENCE FOR EMPLOYMENT. Programme of the Employment Department of the Local Council of Andalusia for Almeria, Cordoba and Jerez. 120 people benefited from this programme and will complete paid traineeships.

WE REACHED: 120 PEOPLE
BUDGET: € 184,028.34

COMPREHENSIVE EMPLOYMENT PLAN IN CADIZ. Theoretical training and specific practice in companies, under the Comprehensive Employment Plan organised by the Provincial Government of Cadiz. A paid traineeship allows for continuity in the training process.

BENEFICIARIES: 49 PEOPLE
BUDGET: € 21,000

4TH EMPLOYMENT WORKSHOP ON INTERCULTURAL MEDIATION. In Motril, 75% of the students were Roma and 58% were women.
BENEFICIARIES: 12 PEOPLE

BUDGET: € 261,686.88

WORKSHOP SCHOOLS. In Jerez and Malaga we completed the workshop school on *Dynamising Information and Citizen Services*, for 40 students (36 Roma, of which 33 were women). In January we started another one in Seville, *Dynamising Information and Community Services*, for 20 students (of which 18 were women and 14 were Roma).

BENEFICIARIES: 60 PEOPLE
BUDGET: € 639,410.10

ROMA FROM EASTERN EUROPE. The purpose of this programme is to mitigate the occupational, educational, social, housing and documental inequalities of Roma immigrants from Eastern Europe via their incorporation to mainstream services and specific FSG programmes in the region.
WE PROVIDED ASSISTANCE IN 274 CASES.
80 PEOPLE STARTED AN EMPLOYMENT PATHWAY.

35 PEOPLE INTEGRATED INTO THE LABOUR MARKET.

BUDGET: INCLUDED IN ACCEDER, PLUS € 8,000 PROVIDED BY THE GENERAL DIRECTORATE FOR MIGRATORY POLICIES (ANDALUSIAN GOVERNMENT)

EDUCATION

CAIXA PROINFANCIA. This programme is carried out in Malaga and Seville and provides valuable support for families with children in educational pathways with the FSG. It offers help for acquisition of educational material (606), food and child hygiene (266), purchase of glasses (12), school tutoring (240), open centres (382), urban holiday camps (538) and psychological support (234).

WE REACHED: 890 PEOPLE, 548 CHILDREN AND 342 FAMILIES
BUDGET: € 674,310..

WHAT WE DID IN 2011

EDUCATIONAL ACTION PLAN FOR ANDALUSIA (PAEA). Under this plan we have three lines of action according to the curricular level of the students. Activity in this programme follows a tailored methodology and each case (student) has a specific plan, taking into account all the players involved in the educational process.

results. 97 students are included in this category.

WE REACHED: 684 PEOPLE
BUDGET: € 603,805.94 €

“PROGRESA- CÓRDOBA” PROGRAMME. Pilot school support programme for Roma students taking post-compulsory education courses, in collaboration with the Intervida Foundation.

WE REACHED: 50 PEOPLE
BUDGET: € 30,000

a) **Promociona PAEA:** students with good academic results and high probability of completing secondary education. Of 83 students enrolled in the 4th grade of Secondary Compulsory Education, 73 (86.75%) obtained the diploma.

BENEFICIARIES: 375 STUDENTS, 88 SCHOOLS AND 339 FAMILIES.

SUMMER SCHOOLS (JEREZ, CAMPO DE GIBRALTAR, GRANADA). They aim to maintain schooling habits and routines and to provide education for leisure and free time.

WE REACHED: 293 CHILDREN
BUDGET: € 33,700.00

b) **Reference PAEA.** Students in a phase prior to *Promociona*. Our tailored educational plan reached 212 students.

4TH MEETING OF ROMA STUDENTS, IN JEREZ. 27 families of Cordoba, Huelva, Seville, Campo de Gibraltar and Jerez participated.

BUDGET: € 4,500

c) **Continuous PAEA.** Students with high absenteeism and poor



THANKS TO ACCEDE, WE OBTAINED 1,668 EMPLOYMENT CONTRACTS

STUDENTS OF THE WORKSHOP SCHOOL IN LA RUTA FLAMENCA TRIANA, A WORLD OF ART.



HOUSING

ASSISTANCE TO FOREIGN FAMILIES WITH A SPECIAL SITUATION OF VULNERABILITY. "BRIDGE APARTMENTS" IN CORDOBA. Offers social support and housing to families during one year so that afterwards they may complete their integration process on their own.

WE REACHED: 11 PEOPLE (5 ADULTS AND 6 CHILDREN).
BUDGET: € 52,914.18

SOCIAL ACCOMPANIMENT ARISING FROM ERADICATION OF THE "ASPERONES" SLUM SETTLEMENT IN MALAGA. This settlement has a population of 264 families, of which 27 have already been relocated to standard dwellings and are at the stage of social, educational and community accompaniment.

BUDGET: € 40,333.33

PUBLIC INTERNET CENTRES

The Department for Innovation and Science is funding four public internet access centres

of the FSG, located in Almeria, (Pampanico en El Ejido, Los Almendros and La Fuentecica in Almeria) and in Malaga, in La Corta neighbourhood.

WE REACHED: 2,227 PEOPLE
BUDGET: € 90,000

YOUTH

YOUTH INFORMATION CENTRES. All FSG centres in Andalusia are Youth Information Centres under the auspices of the Andalusia Regional Government's Youth Institute.

WE REACHED: 700 YOUTHS

3RD ROMA YOUTH AND CITIZENSHIP PROGRAMME. This was our star programme in the area of youth in 2011. Its goal is to enable young Roma to understand the concept of citizenship.

WE REACHED: 150 YOUTHS
BUDGET: € 10,000

EQUAL TREATMENT

Throughout Andalusia, this year we detected 64 cases of discrimination, which gave rise to

151 actions of counselling and support for the victims.

TRANSVERSAL AREA WITHOUT A BUDGET

WOMEN

All FSG activities include transversal gender equality components, but there are also some specific actions targeting women exclusively.

WE REACHED: 400 WOMEN
TRANSVERSAL AREA WITHOUT A BUDGET

HEALTH

The actions carried out in this area were mainly two: one aimed at training and awareness for healthcare personnel and the other focusing on preventive healthcare, acquisition of a healthy lifestyle and participation in sports.

WE REACHED: OVER 1,700 PEOPLE TRANSVERSAL AREA WITHOUT A BUDGET

CULTURE

CULTURES FOR SHARING: ROMA TODAY. We held our exhibi-

tion in Cordoba schools and at events for all Cordoban citizens.

BENEFICIARIES 2,100 PEOPLE
BUDGET: € 6,000

COMMUNICATION AND AWARENESS

In 2011, FSG Andalusia has had countless appearances in the media. The presentation of the campaign "When I grow up, I want to be..." the *Andalusian Roma Day*, the *International Roma Day* and our action programmes have been promoted in the Andalusian media. In addition, it is becoming more and more common for the media, before producing programmes on the Roma community, to contact the FSG to take our point of view into account.

TRANSVERSAL AREA WITHOUT A BUDGET

IN 2011 WE TOOK A SIGNIFICANT STEP FORWARD IN THE EDUCATION AREA, THANKS TO THE LAUNCH OF THE *PROMOCIONA* PROGRAMME, SUPPORTED BY THE DEPARTMENT OF EDUCATION OF THE ANDALUSIAN REGIONAL GOVERNMENT, IN THE PERSON OF FRANCISCO JOSÉ ÁLVAREZ DE LA CHICA. THROUGH THIS PROGRAMME, WE ARE OFFICIALLY PERMITTED TO WORK IN EDUCATIONAL CENTRES, FOCUSING ON THE COMPLETION OF COMPULSORY STUDIES. UP TO THIS MOMENT, THE EDUCATIONAL MEASURES WITH ROMA STUDENTS HAD BEEN LIMITED TO THE CONTROL AND PREVENTION OF SCHOOL ABSENTEEISM.

AT THE END OF 2011 WE COMPLETED THE ISSUE NO. 60 OF THE MAGAZINE "ROMA, THOUGHT AND CULTURE," TO BE PUBLISHED IN 2012, WITH A SPECIAL REPORT ON ANDALUCIA, THAT CAN ALREADY BE READ ON WWW.GITANOS.ORG/REVISTA_GITANOS/60/

LOCATION

SEVILLE (regional headquarters)
C/ Juan Talavera Heredia, 1 Local Bajo
41006 Seville
Tel. 954 57 56 67
Fax: 954 57 53 16 direccionand@gitanos.org

ALMERÍA
C/ Antonio González Egea, 1, 2º
01001 Almería
TEL. 950 28 14 19
FAX. 950 28 14 20
fsgalmeria@gitanos.org

CORDOBA
C/Don Lope De Sosa, 35
14004 Cordoba Tel. 957 23 33 56 Fax. 957 76 15 79
fsgcordoba@gitanos.org

GRANADA
Camino de Ronda 189
18003 Granada
Tel. 958 80 48 00
Fax. 958 80 48 01
fsggranada@gitanos.org

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

JAÉN
C/Rey Alí, 11
23003 Jaén
Tel.953 29 56 10
Fax. 953 29 56 11
fsgjaen@gitanos.org

JEREZ
Ed. El Carmen, C/ Chapinería, 3, 3ª PL., Módulo 302
11403 Jerez De La Frontera (Cádiz)
Tel. 956 32 71 90
Fax. 956 32 71 91
fsgjerez@gitanos.org

LA LÍNEA (CAMPO DE GIBRALTAR)
C/ Hércules, 14, Entreplanta
11300 La Línea de la Concepción (Cádiz)
Tel. 956 69 02 89
Fax. 956 76 37 80 fsglaleia@gitanos.org

LINARES
C/ Canalejas, 28
23700 Linares (Jaén)
Tel. 953 60 74 20
Fax. 953 69 98 39
fsglinares@gitanos.org

MÁLAGA
C/ Fernando Rey, 6
29013 Málaga
Tel. 952 06 06 99
Fax. 952 06 07 25
fsgmalaga@gitanos.org



ARAGON



REGIONAL DIRECTOR
ISABEL JIMÉNEZ

REGIONAL DIRECTOR:
ISABEL JIMÉNEZ

PROVINCIAL COORDINATOR, ZARAGOZA:
RAÚL GUIU

PROVINCIAL COORDINATOR, HUESCA:
EDUARDO JULIÁN

BUDGET
€ 610,792

BENEFICIARIES:
2,433

PROGRAMMES
EXECUTED: 20

FOR MORE INFORMATION, VISIT:
www.gitanos.org/aragon

FOLLOW US ON FACEBOOK

THE ROMA COMMUNITY

Most of the programmes carried out by the FSG in Aragon aim at mitigating the consequences of the social exclusion that a large part of the Roma community in Aragon (around 12,000 people) is

facing. In spite of the progress made by the Roma community in the last 30 years, it is still by and large a vulnerable group characterised by low education levels, a high degree of job insecurity, significant social rejection and low presence in participative processes.

Although 2011 was a very difficult year for FSG Aragon –due to the budgets cuts for employment, education and housing projects, and the increase in the number of users– data prove once more the efficiency of our programmes and the attitude of our professionals.

THE FSG

In 2011, FSG Aragon developed 20 programmes, especially in the areas of employment, education and direct aid to families from a comprehensive intervention approach aiming at improving the living standards of

the Roma population and facilitating their access to the labour market. We aided around 2,433 people in over 3,000 consultations in various fields such as occupational counselling, obtaining financial allowances, counselling on housing problems, educational counselling

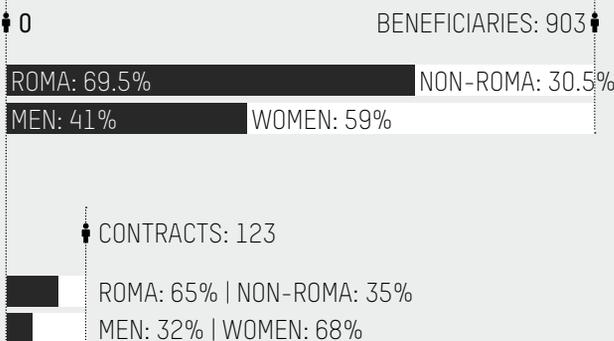
and support etc. Noteworthy was the significant increase in the training demand.

As regards socio-familiar intervention issues, the Caixa Proinfancia programme allowed us to meet the basic needs of 101 families facing social exclusion

WHAT WE DID IN 2011

ACCEDER ARAGON

> **acceder**



123 CONTRACTS
10,152 TRAINING HOURS
BUDGET: € 163,000
2,272 TRAINING HOURS

EMPLOYMENT

ACCEDER. We obtained 123 contracts and gave 10,152 hours of training to 128 people by means of 12 training activities.

ECOTUR, CONFERENCE HOSTESS PROGRAMME. Work integration service by means of which 17 hostesses for 12 events have been hired.

**WE OBTAINED: 46 CONTRACTS
BUDGET: € 17,281**

EDUCATION

CAIXA PROINFANCIA. School support and Open Centre activities.

**BENEFICIARIES: 150 CHILDREN
BUDGET: € 46,332**

PLANET CLASSROOM. Intercultural coexistence activities in 5 public centres, for primary and secondary education.

**BENEFICIARIES: 230 PEOPLE
BUDGET: € 8,000**

ADULT EDUCATION. Literacy and social abilities workshops.

**BENEFICIARIES: 25 PEOPLE
BUDGET: € 5,500**

EXTERNAL CLASSROOM. Pre-employment workshops carried out until June, targeting youths between 15 and 16 who have left school.

**BENEFICIARIES: 10 PEOPLE
BUDGET: € 17,500**

7TH MEETING OF ROMA SECONDARY SCHOOL STUDENTS IN ARAGÓN

BENEFICIARIES: 120 BUDGET: € 1,000

HOUSING

SOCIAL INNOVATION PROGRAMME. Initiated and coordinated by the Regional Government of Aragon and the FSG, it aims at refurbishing substandard dwellings and eliminating barriers, thus ensuring a higher living standard and access to the labour market.

PERSONNEL

WORKERS: 24

ROMA: 7 NON-ROMA: 17

WOMEN: 16 MEN: 8

VOLUNTEERS 7

ROMA: 1 | NON-ROMA: 6

WOMEN: 4 | MEN: 3

LOCATION

ZARAGOZA (REGIONAL HEADQUARTERS)
C/ Agustina de Aragón 47, Locales
1 y 2
50004, Zaragoza
Tel: 976 20 57 87
Fax: 976 20 57 89
Fgsgzaragoza@gitanos.org

HUESCA
C/ Benabarre, Nº1, Oficina 10
22002, Huesca
Tel: 974 23 24 44
Fax: 974 23 24 45
fsghuesca@gitanos.org



In these pages we account for the activity we carried out in 2011 which was based on a comprehensive approach and which demonstrates our commitment to the inclusion of the Roma population in Aragon on an equal footing with all the citizens.

and to support children's school enrolment by means of school accompaniment, by providing both materials and tutoring classes.

We will continue our work in this field.



MOTHERS' SCHOOL,
TARGETING ROMA MOTHERS.

VIA THE DIRECT ASSISTANCE SERVICE WE COUNSELLED OVER 400 PEOPLE ON SOCIAL, HEALTHCARE AND EDUCATIONAL BENEFITS, ON ADMINISTRATIVE PROCEDURES ETC. WE RECORDED 520 CONSULTATIONS.

IN 2011 WE CELEBRATED FSG ARAGON'S 10TH ANNIVERSARY BY MEANS OF A VIDEO DOCUMENTARY PRESENTING OUR CONTRIBUTION TO IMPROVING LIVING STANDARDS AND THE EMPLOYABILITY OF APPROXIMATELY A FOURTH PART OF THE ROMA POPULATION IN ARAGON

BENEFICIARIES: 14 FAMILIES AND 7 WORKERS
BUDGET: € 49,467

BRIDGE APARTMENT IN ZARAGOZA. It is an apartment provided by the Government of Aragon to the Social Entities Network in Aragon and managed by FSG Zaragoza. It will accommodate people included in work integration pathways who do not own a house for 18 months.

BENEFICIARIES: 1 FAMILY
BUDGET: 300 €

CAMINAR HUESCA. Tailored accompaniment service for the social inclusion of Roma families in new dwellings through the *Urban Project* in Huesca (see page 67).

BENEFICIARIES: 208
BUDGET: € 42,712

COMMUNITY SOCIAL ACTION

ASSISTANCE AND COUNSELLING. Social and healthcare

guidance, procedures and steps for obtaining access to housing etc. 520 consultations were recorded.

BENEFICIARIES: 400
BUDGET: € 169,000

CAIXA PROINFANCIA. Covering the basic food and hygiene needs for children under three years old.

BENEFICIARIES: 72 CHILDREN.
BUDGET: € 62,000

HEALTH

PROMOTING HEALTH. Under The National Plans against Drugs and AIDS, we held two workshops for raising awareness and providing training on drug addiction and AIDS prevention.

BENEFICIARIES: 53
BUDGET: € 1,500

IMMIGRATION

ROMA FROM EASTERN EUROPE. We are working in Zaragoza and in the Valdejalón district

to facilitate inclusion of Roma from Eastern Europe.

BENEFICIARIES: 53
BUDGET: € 20,200

GENDER EQUALITY

EQUALITY AND PROMOTION OF ROMA WOMEN. We work by means of several activities financed by the Aragon Women's Institute (IAM). We highlight one conference on gender equality, a gathering on Women's Day, a video-forum workshops and a pre-employment *tapas* workshop.

BENEFICIARIES: 260
BUDGET: € 700

PROMOTING CULTURE

CELEBRATING SIGNIFICANT DAYS. On 12th January we commemorated the Roma's entry in Aragon and on 8th April the International Roma Day.

BUDGET: € 300

COMMUNICATION AND AWARENESS

VIDEO FOR THE ANNIVERSARY OF FSG ARAGON. We produced a video on our work to celebrate the ten years of activity of FSG Aragon.

BUDGET: € 6,000

INTERCULTURAL COMMUNITY INTERVENTION IN ZARAGOZA. By means of coordination meetings and participation in seminars and intercultural conferences with social organizations and residents of the Historic Centre.

BENEFICIARIES: 20

ASTURIAS



REGIONAL DIRECTOR
VÍCTOR GARCÍA ORDÁS

REGIONAL DIRECTOR:
VÍCTOR GARCÍA ORDÁS

TRAINING AND EMPLOYMENT
COORDINATOR, OVIEDO:
EVA RODRÍGUEZ ZARDAÍN

AREA III AND SOCIAL
ACTION COORDINATOR:
MATILDE UGARTE ÁLVAREZ

COORDINATOR, AVILÉS:
CARMEN POVEDANO GALLARDO

COORDINATOR, GIJÓN:
JUAN ANTONIO GABARRE JIMÉNEZ

BUDGET
€ 801,819

BENEFICIARIES:
6,551

PROGRAMMES
EXECUTED: 39

FOR MORE INFORMATION, VISIT:
www.gitanos.org/asturias

THE ROMA COMMUNITY

In the Principality of Asturias live around 10,000 Roma people who, in spite of the transformations occurred in the past 30 years, still suffer significant disadvantages. The education and professional training rates

are still very low. Of the active population, 9% are completely illiterate and 74% have not completed primary school. As regards the unemployment rate, in 2007 it was 9.1% for the overall population, while the Roma unemployment rate was almost twice as high (16.1%).

With respect to education, the disadvantage with respect to the general population is aggravated by the degree of participation in the various stages of formal education and especially by the secondary school drop-out rate. As regards housing, spite of progress towards

THE FSG

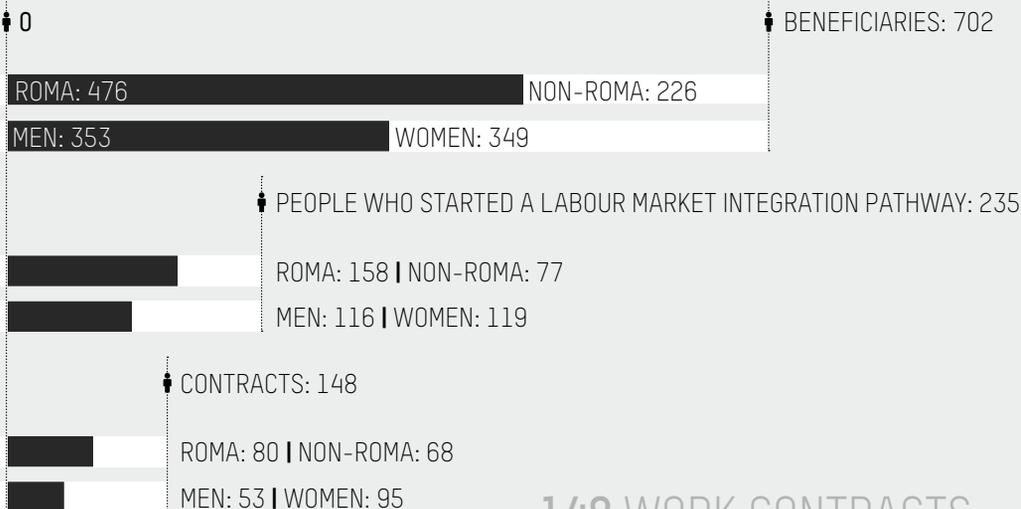
Thanks to the work of our teams and the collaboration with the various agents involved as well as to the social participation of Roma families, it was possible to achieve the results we present below. Al-

though FSG Asturias had been for several years developing certain programmes in slum settlements, it was not until 2001 that we launched the comprehensive intervention thanks to our interdisciplinary teams of professionals and volunteers.

Acceder and *Promociona*, the Area III Comprehensive Intervention Project and the accompaniment actions under programmes related to the Statutory Minimum Wage, among other, supposed a transformation in terms of the progress regarding the inclusion of the Roma population in Asturias.

WHAT WE DID IN 2011

ACCEDER ASTURIAS



148 WORK CONTRACTS
702 BENEFICIARIES
BUDGET: € 221,464.56

EMPLOYMENT

ACCEDER. In a year when the economic crisis became more aggravated, thanks to *Acceder* we concluded 148 work contracts. We maintained our commitment to training, and we carried out 24 training activities.

BUILDING NETWORKS THROUGH DIVERSITY. A transnational and interregional cooperation project under the Priority Axis 4 of the ESF P.O. for Asturias. Applied in the management of work pathways in work integration enterprises.

BUDGET: € 10,462

“VEDELAR” SOCIO-OCCUPATIONAL INSERTION CENTRE, PREVENTIVE FORESTRY SCHOOL IN AVILES. Vocational training in forestry and gardening. Inclusion Plan in Aviles (see page 42).

BENEFICIARIES: 17
BUDGET: € 49,400

PERSONNEL

WORKERS: 45

ROMA: 10 NON-ROMA: 35

MEN: 16 WOMEN: 29

VOLUNTEERS: 24

TRAINEES: 12

LOCATION

AVILÉS (Regional Headquarters)
C/ Sánchez Calvo, Nº 2, Bajo
33402, Avilés
Tel: 985 56 35 05
Fax: 985 56 56 04
fsgaviles@gitanos.org

GIJÓN
C/ Domingo Juliana, Nº 29,
Barrio de La Calzada
33212, Gijón
Tel: 985 30 11 86
Fax: 985 30 02 98
fsggijon@gitanos.org

OVIEDO
C/ Llano Ponte, Nº 11, Bajo
33011, Oviedo
Tel: 985 11 69 58
Fax: 985 11 68 73
fsgoviedo@gitanos.org



standardisation, there are still municipalities that have serious problems with substandard housing. Discrimination by the population in general is still limiting the development of Roma on an equal footing with the rest of the citizenship.

Working in a network is also fundamental. We are part of the EAPN network in Asturias, of the Association of Work Integration Companies and of the National Organisation for Social Intervention (OEIS), of the Youth Council and of the Regional Council of Volunteers.



THE AWARDING OF THE DIPLOMAS FOR THE TRAINING AND OCCUPATIONAL ACTIVITIES UNDER ACCEDER IN THE PRINCIPALITY OF ASTURIAS

SOCIAL PARTICIPATION OF THE ROMA COMMUNITY INDICATES THE PROGRESS TOWARDS OBTAINING CITIZEN RIGHTS AND OBLIGATIONS.

VEDELAR, AN INSERTION COMPANY IN THE LANDSCAPING AND FORESTRY SECTOR. Founded in 2009 to address socio-occupational, environmental and conservation needs (see page 42).

BUDGET: € 251,018.93

ACCOMPANIMENT FOR FAMILIES LIVING ON THE STATUTORY MINIMUM WAGE IN GIJÓN AND TAPIA DE CASARIEGO.

BENEFICIARIES: 119 FAMILIES. 391 PEOPLE.

BUDGET: € 49,700

EDUCATION

PROMOCIONA. Promotes the educational mainstreaming of Roma students by achieving higher academic success rates in the last cycle of Primary Education and in the Compulsory Secondary Education.

BENEFICIARIES: 53 STUDENTS, 58 FAMILIES AND 22 CENTRES

BUDGET: 69.754,33

EDUCATIONAL ACTION IN OVIEDO: VENTANIELLES, SANTA MARINA DE PIEDRAMUELLE AND CAS-CAYU. To foster mainstream education for Roma children in compulsory and non-compulsory stages.

BENEFICIARIES: 51 STUDENTS AND FAMILIES

BUDGET: € 31,389.08

EDUCATIONAL MAINSTREAMING. TUTORING ACTIVITY. To improve the academic success rate.

BENEFICIARIES: 65 PUPILS FROM

25 EDUCATIONAL

CENTRES. BUDGET: € 11,400

COMMUNITY SOCIAL ACTION

ROMA SOCIAL INCLUSION. Comprehensive intervention in Castrillón, Corvera, Gozón, Muros de Nalón, Soto del Barco and Pravia. Advance-ment and access to decent housing is one of the main lines of action, as well as participation in slum settlement eradication plans.

BENEFICIARIES: 994 BUDGET: € 176,247

HEALTH

HEALTHCARE EDUCATION FOR ROMA. Actions of information, awareness, training and prevention. Assistance and accompaniment.

BENEFICIARIES: 721 BUDGET: € 6,000

YOUTH

CHAVÓS NEBÓ YOUTH NETWORK. Social participation and empowerment of Roma youth, on the basis of recognition of their cultural identity within the framework of full exercise of active citizenship.

ROMA FROM EASTERN EUROPE

COMPREHENSIVE AID PROGRAMME FOR ROMA FROM EASTERN EUROPE IN AVILES AND OVIEDO.

BENEFICIARIES: 263

BUDGET: € 25,371

COMMUNICATION AND AWARENESS

AWARENESS, EDUCATION, ANTI-DOTE FOR POVERTY AND SOCIAL EXCLUSION? EDUCATIONAL ACTIVITIES FOR STUDENTS IN COMPULSORY SECONDARY EDUCATION CENTRES.

BENEFICIARIES: 31 CENTRES, 2,364 STUDENTS,

60 TEACHERS

BUDGET: € 25,097

VOLUNTEERING

TRAINING AND PROMOTION OF VOLUNTEERS. To strengthen the organisation in the volunteering area and raise public awareness on the reality of the Roma community.

BENEFICIARIES: 25

BUDGET: € 5,698.38

CANTABRIA



REGIONAL DIRECTOR
ROSA PÉREZ

REGIONAL DIRECTOR:
ROSA PÉREZ

MEDIATOR:
CARMEN DUAL

ACCEDER SUPERVISOR:
RAÚL PÉREZ GONZÁLEZ

PROMOCIONA SUPERVISORS:
ANGELES SARO BALDOR Y VIRGINIA MARTÍN

BUDGET
€ 130,299

BENEFICIARIES:
1,171

PROGRAMMES
EXECUTED: 6

FOR MORE INFORMATION, VISIT:
www.gitanos.org/cantabria

FOLLOW US ON FACEBOOK

THE FSG

Although the situation of the Roma community in Cantabria has improved, we are still facing many challenges. Although practically all minors are enrolled in Primary school, the dropout rate is very high in Secondary education. Of youths over 20 years old, very few have completed Primary school or have obtained the standardised training diploma.

As regards employment, the main occupations are itinerant sales and scrap metal dealing and more and more Roma are

also employed in cleaning and the hospitality industry. The women are mainly engaged in housekeeping and childcare.

In 2011, FSG Cantabria focused on four main lines of action: employment promotion (via *Acceder*), school support (via *Promociona*), adult training and leisure and free time training.

We also highlight the presentation of the awareness-raising campaign "When I grow up, I want to be..." and the launch of our Facebook page: www.facebook.com/FundacionSecretariadoGitanoCantabria.

HEADQUARTERS

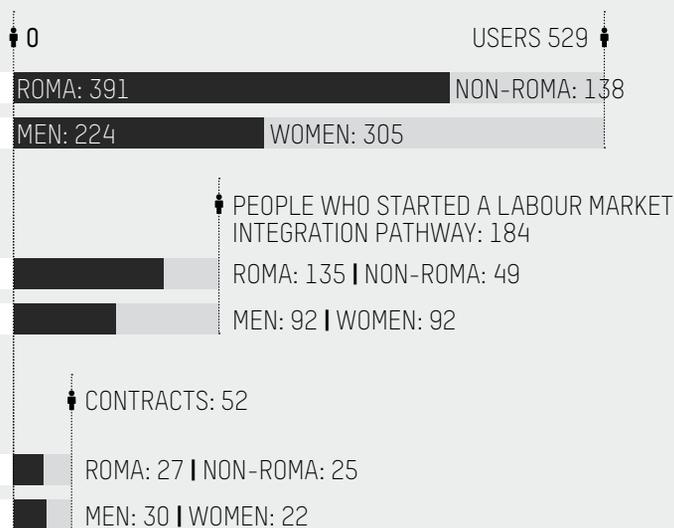
C/José María Cossío, 31 bajo.
Santander, 39011
Tel. 942 322 281
rosa.perez@gitanos.org

PERSONNEL: 16 PEOPLE



WHAT WE DID IN 2011

ACCEDER IN CANTABRIA



BUDGET: € 52,073.04
52 CONTRACTS OBTAINED
6,225 TRAINING HOURS
164 COMPANIES PROSPECTED

EMPLOYMENT

EMPLOYMENT ROMA DEVELOPMENT PROGRAMME. Occupational counselling and insertion. *Acceder*. We provided 6,225 hours of training and 747 traineeships by means of five training actions.

RETOMANDO (CARRYING ON). Fostering permanent attendance or return to the educational system of Roma adolescents and youth with no motivation to continue their studies.
BENEFICIARIES: 10 PEOPLE
BUDGET: TRANSVERSAL

EDUCATION

PROMOCIONA. Educational support and guidance programme.
BENEFICIARIES: 12 STUDENTS, 12 FAMILIES AND 7 CENTRES
BUDGET: € 20,000

LEISURE AND FREE TIME. Free time and leisure activities with students.
BENEFICIARIES: 200 PEOPLE
BUDGET: € 24,000

ADULT EDUCATION. Computer literacy and reading and writing workshops.
BENEFICIARIES: 38 PEOPLE
BUDGET: € 5,300

SOCIAL INCLUSION

SOCIAL AND GENERAL INTEREST WORK. Strengthening of all programmes run by the FSG in 2011.
BUDGET: € 42,206

BASQUE COUNTRY



PROVINCIAL COORDINATOR, ARABA:
NURIA DE LA CRUZ
PROVINCIAL COORDINATOR, BIZKAIA:
MARÍA DEL CARMEN PINEDO
PROVINCIAL COORDINATOR, GIPUZKOA:
M^o JOSÉ RUBIO

PERSONNEL: 16 PEOPLE
VOLUNTEERS: 1

LOCATION

ARABA
C/ Antonio Machado 48-52 Bajo
01010 Vitoria-Gasteiz (Araba)
Tel: 945 213 789
Fax: 945 213 796
fsgvitoria@gitanos.org

BIZKAIA
C/ San Diego nº 3 (C.P. Las Llanas)
48910 – Sestao (Bizkaia)
Tel: 944 956 458
Fax: 944 722 202
fsgsestao@gitanos.org

GIPUZKOA
Avd. Ategorrieta nº 9 Bajo
20013- Donostia (Gipuzkoa)
Tel: 943 297 879
Fax: 943 298 221
fsgsansebastian@gitanos.org

BUDGET
€ 474,785.21

USERS: 861

PROGRAMMES
EXECUTED: 12

FOR MORE INFORMATION, VISIT:
www.gitanos.org/pais_vasco

THE FSG

In the Basque Country there are around 14,000 Roma people who, although they are experiencing an important and continuous process of transformation, are still facing significant challenges: the rate of substandard housing is still high (especially in Bizkaia); there is still a high dropout rate as regards Secondary education. Itinerant sales and scrap metal dealing are still very common activities.

Since the creation of the FSG in the Basque Country, our aim

has been to foster Roma social inclusion, via actions focused on access to professional training and employment (*Acceder*), and to improve the average standard of living. In addition, we have been carrying out various activities in terms of education, health, housing etc., by means of which we are trying to meet the overall needs of the Roma in the Basque Country.

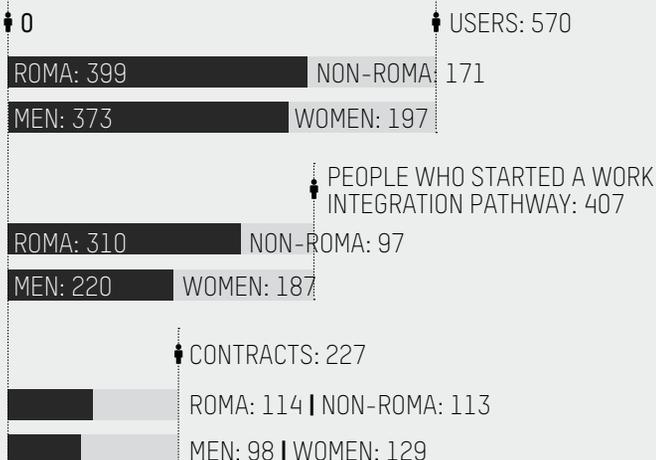
For 2012, our goals are: to focus on training actions, to render our work more visible, to increase the number of agreements signed and to become a benchmark.



WHAT WE DID IN 2011

ACCEDER BASQUE COUNTRY

> **acceder**



227 CONTRACTS OBTAINED
BUDGET: € 348,000

EMPLOYMENT

ACCEDER. This year our results improved and we obtained 227 work contracts. We launched 19 training courses.

EMPLOYMENT DOCUMENTARY. Specific training for bringing Roma women closer to the labour market.

BENEFICIARIES: 35 WOMEN

"ADIQUERANDO ON SIKLARIPEN" TRADE SCHOOL. A focal point for inclusion through training and employment. Modular training pathway focusing on the speciality of cultural mediation.

BENEFICIARIES: 12 YOUTHS

BUDGET: € 148,151.82

EDUCATION

EDUCATION FOR TOLERANCE. Targeting students in the 4th cycle of the Compulsory Secondary Education (Roma and non-Roma).

BENEFICIARIES: 20 PEOPLE

GENDER EQUALITY

ROMI SINELO. Comprehensive intervention with Roma women.

BENEFICIARIES: 12

BUDGET: € 5,000

HOUSING

COLLABORATION AGREEMENT. Assistance in specific cases derived from rehousing.

BENEFICIARIES: 25 PEOPLE

BUDGET: € 3,871

FOOD WORKSHOP

BENEFICIARIES: 15 BUDGET: € 759

PROMOTING CULTURE

TRAIN THE TRAINERS. Targeting education and social work professionals, the programme consists of training sessions held in the relevant universities.

CASTILE-LA MANCHA



REGIONAL DIRECTOR
CARLOS RUIZ MARTÍN

REGIONAL DIRECTOR:
CARLOS RUIZ MARTÍN

PROVINCIAL COORDINATOR, CIUDAD REAL:
MATILDE HINOJOSA SERENA

PROVINCIAL COORDINATOR, ALBACETE:
ENCARNACIÓN BALLESTEROS SEVILLA

PROVINCIAL COORDINATOR, CUENCA AND GUADALAJARA:
MARISA MARTÍN PÉREZ

PROVINCIAL COORDINATOR, TOLEDO:
EVA FERNANDEZ SIERRA

BUDGET:
€ 1,422,386.96

BENEFICIARIES:
3,765

PROGRAMMES EXECUTED: 22

FOR MORE INFORMATION, VISIT:
www.gitanos.org/castilla_la_mancha

THE ROMA COMMUNITY

In Castile-La Mancha live approximately 26,000 Roma, whose social situation is very diverse.

Despite the significant improvement of their living conditions in the last few dec-

ades – thanks to their access to social protection systems, public housing, healthcare and education –, a large part of the Roma population in Castile-La Mancha continue to be concentrated in areas with a high degree of insecurity and social and economic exclusion.

They are still victims of frequent discriminatory practices that render more difficult their access to goods and services on an equal footing with the rest of the population in the region.

THE FSG

Since 2001, the year when FSG Castile-La Mancha was established, we have been carrying out our activity in various towns and in 2006 we prepared a map showing our presence in all provinces.

In time we became a benchmark in the work with Roma community from Castile-La Mancha thanks to our clear institutional mission, that we carry out strategically – meeting diverse realities – and that we implement due to the progressive creation of alliances and

partnerships and to our work in the network.

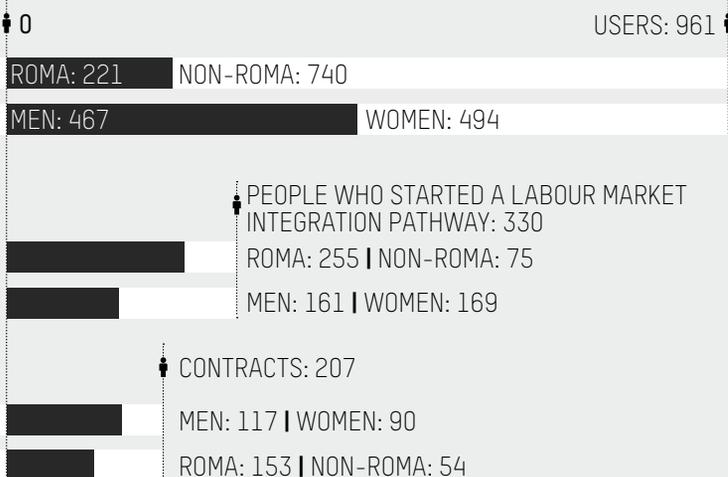
SOME OF OUR ACHIEVEMENTS IN 2011:

- MORE TRAINING HOURS UNDER OUR *ACCEDER* PROGRAMME.
- EXPANSION OF THE *PROMOCIONA* PROGRAMME
- EXCELLENT RESULTS IN TERMS OF EDUCATION

WHAT WE DID IN 2011

ACCEDER CASTILE-LA MANCHA

> **acceder**



207 CONTRACTS
23,396 TRAINING HOURS
BUDGET: € 817,120

EMPLOYMENT

ACCEDER. We held a great deal of training actions (20) with over 23,300 training hours, of which 6,800 were practical classes. We trained over 180 Roma of Castile-La Mancha and we worked with 83 companies.

WITH TARGETS (CUENCA). Programme for counselling, accompaniment and employability monitoring at levels 3 and 4 (employment) of the individualised insertion pathways within the framework of the *Cuenca Local Social Inclusion Plan*.
BENEFICIARIES: 50
BUDGET: € 34,877

HAIRDRESSER COURSE. Dedicated to people who are unemployed or have low qualifications, grouped under *Module III* of the *Castile-La Mancha Professional Training Programme*

organised y the Employment Department of the local Government.

BENEFICIARIES: 17 STUDENTS
BUDGET: € 18,600

AULA INFORMÁTICA/ IT ROOM (CUENCA). Dedicated to socially excluded people. Held under the initiative for helping NGOs of the Social Work Area of the Cuenca County Council.
7 DIRECT AND 324 INDIRECT BENEFICIARIES
BUDGET: € 2,050

COURSE ON ROAD SAFETY AND EFFICIENT DRIVING (TALAVERA DE LA REINA). Dedicated to people who are unemployed and have low qualifications, grouped under *Module III* of *Castile-La Mancha Professional Training Programme*.
BENEFICIARIES: 10 STUDENTS
BUDGET: € 32,500

CUSTOMER SERVICE COURSE (CIUDAD REAL). Dedicated to people who are unemployed and have low qualifications,

PERSONNEL

EMPLOYEES: 48

ROMA: 16 NON-ROMA: 32

WOMEN: 32 MEN: 16

VOLUNTEERS: 27

LOCATION

CIUDAD REAL (Regional headquarters)
Paseo Carlos Eraña, Nº 4, semisótano.

13004, Ciudad Real
Tel: 926 27 11 36
Fax: 926 27 10 47
Email: fsgciudadreal@gitanos.org

ALBACETE
C/ Hermanos Quintero, Nº 13
02002, Albacete
Tel: 967 22 09 75
Fax: 967 50 06 64
Email: fsgalbacete@gitanos.org

CUENCA
C/ Fermín Caballero, Nº 24
16004 Cuenca
Tel: 969 24 11 30
Fax: 969 24 11 31
Email: fsgcuenca@gitanos.org

PUERTOLLANO
C/ Los Navarros Nº 1
13500, Puertollano (Ciudad Real)
Tel: 926 41 41 00
Fax: 926 41 41 02
Email: fsgpuertollano@gitanos.org

TALAVERA DE LA REINA
C/ Cerería, Nº 3, local 3
45600 Talavera de la Reina (Toledo)
Tel: 925 72 17 90
Fax: 925 72 17 91
Email: fsgtalavera@gitanos.org

IN JANUARY, PROMOCIONA REACHED ALBACETE. IN 2011 WE ASSISTED 17 STUDENTS AND 17 FAMILIES AND WE WORKED WITH THREE EDUCATIONAL CENTRES OF THE CITY.



WE FOCUSED ON TRAINING: IN 2011 WE PROVIDED OVER 23,300 TRAINING HOURS AND 6,800 PRACTICAL CLASSES IN REAL CONTEXTS

83 COMPANIES IN THE REGION COLLABORATED WITH FSG CASTILE-LA MANCHA, WE SIGNED 7 AGREEMENTS, OF WHICH WE HIGHLIGHT THOSE CONCLUDED WITH INDITEX AND THE CORTEFIEL GROUP



→ THE PARTICIPATION OF OVER 3,200 PEOPLE IN OUR COMMUNITY SOCIAL ACTION PROJECTS.

→ THE FIRM STEPS TAKEN TOWARDS THE DEVELOPMENT OF THE STRATEGIC PLAN FOR VOLUNTEERING OF THE FSG CASTILE-LA MANCHA 2010/2013.

grouped under *Module III* of the *Castile-La Mancha Professional Training Programme*.

BENEFICIARIES: 20 STUDENTS
BUDGET: € 18,500

IT COURSE (CIUDAD REAL). Grouped under *Module III* of the *Castile-La Mancha Professional Training Programme*.

BENEFICIARIES: 17 STUDENTS
BUDGET: € 7,200

CONFERENCE ASSISTANT HOSTESS COURSE (PUERTOLLANO).

Grouped under *Module III* of the *Castile-La Mancha Professional Training Programme*.

BENEFICIARIES: 20 STUDENTS
BUDGET: € 13,275

BUILDING MAINTENANCE COURSE (PUERTOLLANO).

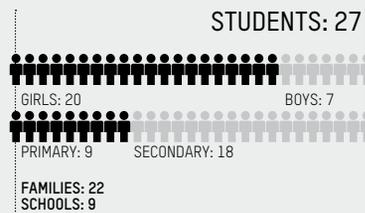
Dedicated to Roma youth from the El Pino, El Carmen, Cañabares and Las 600 districts.

BENEFICIARIES: 10 STUDENTS
BUDGET: € 33,549

EDUCATION

PROMOCIONA. Programme for educational support and guidance that we are carrying out in Ciudad Real and Albacete dedicated to Roma youth and to various agents participating in the education of minors.

BUDGET: € 50,255



EXTENSION OF SCHOOL TIME-TABLE. PEBEM (ALBACETE).

Dedicated to students from schools centres in the Estrella and Milagrosa. It covers: dynamisation of school libraries, school support and tutoring and literary gathering.

BENEFICIARIES: 118
BUDGET: € 33,354

ADULT EDUCATION. Support for distance ESPA courses, Spanish for foreigners and food handler. In Albacete.

BENEFICIARIES: 13 STUDENTS
BUDGET: € 7,940

COMMUNITY SOCIAL ACTION

DEVELOPMENT AND PROMOTION OF THE ROMA COMMUNITY.

In Albacete, La Roda, Hellin, Ciudad Real, Puertollano and Guadalajara. Projects of intercultural mediation, dissemination of Roma culture, youth empowerment, healthcare promotion, increase of the employability level and intervention in the education field.

535 DIRECT BENEFICIARIES
BUDGET: 224.881 €

APRÉNDEME/ LEARN ME (ALBACETE). Informal education for children and youth.

BENEFICIARIES: 126
BUDGET: € 50,000

YOUTH

CHAVOS BALGISÍ.NET (JUVENTUD BELLA). It focuses on bringing Roma youth together and fostering cooperation in common spaces for youth participation in Talavera de la Reina.

BENEFICIARIES: 14
BUDGET: € 2,500

VOLUNTEERING

FSG-CLM VOLUNTEERING 2011. Programme for planning and implementing social action and volunteering activities by the FSG in the Municipalities of Castile-La Mancha, focusing on 4 lines of action: awareness, promotion, support and institutional action and coordination.

VOLUNTEERS: 27
INDIRECT BENEFICIARIES: 327
BUDGET: € 10,000

CASTILE-LEÓN



REGIONAL DIRECTOR
Mª DEL MAR DEL FRESNO GARCÍA

REGIONAL DIRECTOR:
Mª DEL MAR DEL FRESNO GARCÍA
PROVINCIAL COORDINATOR, BURGOS:
ANA MARÍA SEDANO BERNAL
PROVINCIAL COORDINATOR, LEÓN:
IRENE VELADO FERNÁNDEZ
PROVINCIAL COORDINATOR, PALENCIA:
RAQUEL GARCÍA PARIS
PROVINCIAL COORDINATOR, SALAMANCA:
MARÍA DOLORES MOLINA ALONSO
PROVINCIAL COORDINATOR, SEGOVIA:
LUÍS MARTÍNEZ CUADRADO
PROVINCIAL COORDINATOR, VALLADOLID:
MARÍA DOLORES VILLARRUBIA MERINO
PROVINCIAL COORDINATOR, ZAMORA:
ANA BELÉN PRADA

BUDGET:
€ 1,537,197
USERS: 4,342
PROGRAMMES
EXECUTED: 25

FOR MORE INFORMATION, VISIT:
www.gitanos.org/castilla_y_leon

THE ROMA COMMUNITY

2011 was a difficult year for the Roma community of Castile-León (26,500 people), which was seriously affected by the crisis. We have witnessed a setback on the progress achieved in terms of social inclusion, access to employment, integration in the educational system etc. This context triggers a step back as regards social justice, territorial cohesion, which brings to light even more the absence

of equal opportunities and the cases of discrimination. This is why it is important to:

- STRIVE TO GUARANTEE THAT THE HIGHEST NUMBER OF ROMA STUDENTS SUCCESSFULLY COMPLETE SECONDARY EDUCATION
- REDUCE THE ROMA UNEMPLOYMENT RATE AND FOCUS ON TRAINING THAT IMPROVES THEIR EMPLOYABILITY
- TACKLE THE SUBSTANDARD AND SLUM SETTLEMENT AREAS THAT STILL EXIST, IN SPITE OF THE GREAT PROGRESS ACHIEVED

THE FSG

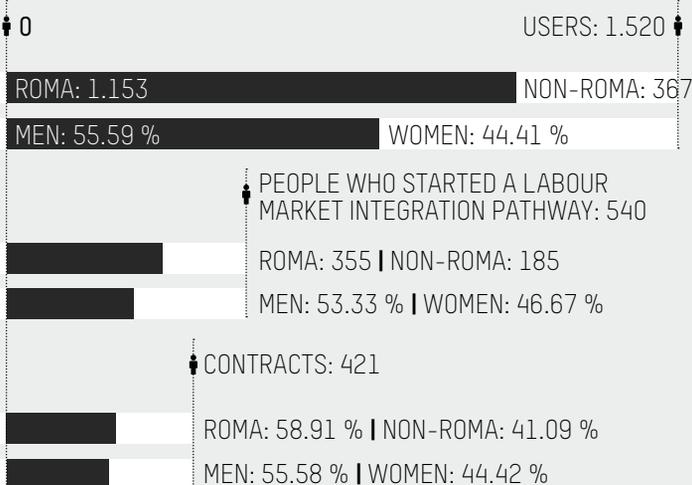
The FSG in Castile-León has become a benchmark in Roma intervention, not only due to our territorial network but thanks to our comprehensive work approach. In 2011, our work focused mainly on:

- **EMPLOYMENT.** THE LAUNCH OF THE "UZIPEN CASTILE-LEÓN" WORK INTEGRATION SOCIAL COMPANY AND ENHANCEMENT OF OUR WORK WITH MINIMUM INCOME BENEFICIARIES WITH TWO PROGRAMMES CARRIED OUT IN COLLABORATION WITH OTHER ENTITIES. WITH

WHAT WE DID IN 2011

ACCEDER CASTILE-LEÓN

> **acceder**



421 CONTRACTS OBTAINED
58,000 TRAINING HOURS
BUDGET: € 609,398.92

EMPLOYMENT

ACCEDER. We consolidated 9 self-employment initiatives, we signed 421 contracts and we carried out 33 training actions with 58,000 training hours and 12,000 practical classes.

EMPLOYMENT WORKSHOPS. Two workshops: *Aromali II Duplo* (social and healthcare of dependent persons) and *Lombardo I* (junior personnel for nursery gardens, park and gardening centres)
BENEFICIARIES: 24 PEOPLE
BUDGET: € 266,947.04

INSERENTA. Training and employment initiative aimed at improving employability with young beneficiaries of the Statutory Minimum Wage (SMW) or at risk of social exclusion.
BENEFICIARIES: 13 PEOPLE
BUDGET: € 15,000

AQUERANDO DROM (OFI). A comprehensive multiannual training and counselling plan, with insertion commitment and targeting the unemployed.
BENEFICIARIES: 60 PEOPLE
BUDGET: € 57,420

AQUERANDO DROM (OFI) for immigrants.
BENEFICIARIES: 24 PEOPLE
BUDGET: € 38,745

IMPLANTA (PCPI). Basic Professional Qualification Programme, aimed at people under 25.
BENEFICIARIES 15 STUDENTS
BUDGET: €29.889

COMPENSA. Development of individualised and personalised social and occupational integration pathways in Palencia for people who are at risk or are already socially excluded and who receive the SMW.
BENEFICIARIES: 14 PEOPLE
BUDGET: € 8,000

"LA CAIXA" FOUNDATION PROGRAMME. Project for improving employability of Roma population benefiting from the SMW. Comprehensive work in the social, work-related and awareness-raising field.
BENEFICIARIES: 24
BUDGET: € 26,000

CAMELAMOS MURABAR. Youth employability enhancement programme.
BENEFICIARIES: 25 PEOPLE.
BUDGET: € 7,500

PERSONNEL

WORKERS: 37

ROMA: 9 NON-ROMA: 28
WOMEN: 31 MEN: 6

VOLUNTEERS: 40

ROMA: 16 NON-ROMA: 24
WOMEN: 27 MEN: 13

LOCATION

VALLADOLID (Regional headquarters)
C/ Verbena, 6 bajo
47005, Valladolid
Tel: 983 219622
Fax: 983 219623
e-mail: fsgvalladolid@gitanos.org

BURGOS
C/ Manuel Altolaguirre, 22 bajo
09007 Burgos
Tel: 947 242425
Fax: 983 242183
e-mail: fsgburgos@gitanos.org

LEÓN
C/ Cardenal Cisneros, 65
24010 León
Tel: 987 276600
Fax: 987 276601
e-mail: fsgleon@gitanos.org

PALENCIA
C/ Travesía del Secretario Vázquez, 1-2ºB
34001 Palencia
Tel: 979 706073
Fax: 979 706491
e-mail: fsgpalencia@gitanos.org

SALAMANCA
C/ Santa Clara, 15 planta baja
37001 Salamanca

Tel: 923 280985
Fax: 923 280969
e-mail: fsgsalamanca@gitanos.org

SEGOVIA
Centro Cívico San Lorenzo
C/ Anselmo Carretero, s/n
40003 Segovia
Tlf / Fax: 921 435241
e-mail: fsgsegovia@gitanos.org

ZAMORA
Avda. Requejo, 24, Portal 3-4
49029 Zamora
Tlf / Fax: 980 512727
e-mail: fsgzamora@gitanos.org

THE SOCIAL SERVICES - WE CONTINUED THE EMPLOYMENT WORKSHOPS.

→ **EDUCATION.** *PROMOCIONA* WAS LAUNCHED IN LEÓN AND WE REORIENTED OUR EDUCATION INTERVENTION SO THAT MORE STUDENTS COMPLETE SECONDARY EDUCATION.

→ **HOUSING.** 2011 MEANT THE END OF SEGREGATED SETTLEMENTS IN SEGOVIA.



2011 MEANT THE END OF SLUM SETTLEMENTS IN SEGOVIA. THE DEMOLITION OF THE SUBSTANDARD SETTLEMENT IN CARRETERA DE MADRONA PUT AN END TO A 30-YEAR PERIOD, OF WHICH THE LAST SIX SUPPOSED AN ACTIVE INVOLVEMENT OF THE FSG.

FOR THE FSG IN CASTILE-LEÓN, 2011 MEANT GREAT PROGRESS IN TERMS OF EMPLOYMENT AND TRAINING THANKS TO THE CREATION AND LAUNCH OF THE FIRST WORK INTEGRATION SOCIAL COMPANY, "UZIPEN CASTILLA LEÓN", THAT DEALS WITH REFURBISHMENT, MAINTENANCE, CLEANING AND AUXILIARY SERVICES.

OAEDR. Within the *Formados (Trained)* programme held by the Salamanca Provincial Government. Two pluri-annual training actions for people at risk of exclusion.

BENEFICIARIES: 30 STUDENTS
PLURIANNUAL BUDGET: € 9,600

EDUCATION

PROMOCIONA. Fosters the permanence in mainstream education of Roma students, ensuring higher academic success rates in Primary and Secondary school.

BENEFICIARIES: 58 STUDENTS,
53 FAMILIES AND 35 CENTRES
BUDGET: € 88,032

APRENDER A CHANELAR (LEARNING TO KNOW MORE). It seeks to reduce early school leaving.

BENEFICIARIES: 254 CHILDREN
BUDGET: € 13,200

HEALTH

SOCIAL AND FAMILY INTERVENTION. In collaboration with the Provincial Governments of Burgos, León and Valladolid. Boosting the associative activity and assistance in situations

of social and housing exclusion.

BENEFICIARIES: 345 PEOPLE
BUDGET: € 34,850.36

COMPREHENSIVE INTERVENTION WITH HEARING IMPAIRED ROMA. To favour their social and educational mainstreaming.

BENEFICIARIES: 91 PEOPLE
BUDGET: € 18,850

HEALTHCARE PROGRAMME.

Actions to improve healthcare conditions.

BENEFICIARIES: 215 PEOPLE
BUDGET: € 10,000

OIGS SOCIAL ACTION PROGRAMME. Social and family intervention.

BENEFICIARIES: 358 PEOPLE
BUDGET: € 149,573.73

COLLABORATION AGREEMENT WITH THE ARANDA DE DUERO LOCAL COUNCIL. Assistance to socially excluded Roma families.

BENEFICIARIES: 732
BUDGET: € 18,000

SOCIAL INCLUSION

SOCIAL INTERVENTION IN ZAMORA. Preventing and limiting the early school leaving and

improving employability and equal opportunities.

BENEFICIARIES: 153 USERS
BUDGET: € 46,191

IMMIGRATION

INTERVENTION WITH ROMA FROM EASTERN EUROPE. It fosters social and occupational inclusion. It is being carried out in several towns of Burgos Province.

BENEFICIARIES: 51 PEOPLE
BUDGET: € 15,000

HOUSING

SOCIAL ACCOMPANIMENT TO FAMILIES AT RISK OF HOUSING EXCLUSION. Dedicated to Roma families in the slum settlements in Carretera de Madrona and El Tejerín, in Segovia (see page 55).

BENEFICIARIES: 288 PEOPLE
BUDGET: € 52,000

GENDER EQUALITY

PERSONAL DEVELOPMENT SCHOOLS. Aim to improve the employability of Roma women.

BENEFICIARIES: 109 FEMALE USERS
BUDGET: € 25,000

YOUTH

7TH PROVINCIAL YOUTH CONFERENCE. Theme: "Volunteering, a way to participate."

BENEFICIARIES: 50 PEOPLE.
BUDGET: € 1,361.86

BUILDING A CULTURAL SPACE. Interculturality and social integration projects.

BENEFICIARIES: 14 PEOPLE
BUDGET: € 1,065

YOUTH IN ACTION (JCYL). Action 1.2 Youth Initiative, "Camelamos Chanelar, We want to know" carried out by the youths themselves with guidance.

BENEFICIARIES: 59 YOUTHS
BUDGET: € 7,500

VOLUNTEERING

EUROPEAN VOLUNTEERING SERVICE. (Youth in Action Programme). European volunteering programme in which we participate as host and sending organisation. In 2011, two of our projects were approved and we hosted three volunteers from Italy, Poland and Belgium.

BUDGET: € 14,485

CATALONIA



REGIONAL DIRECTOR
CARMEN MÉNDEZ LÓPEZ

REGIONAL DIRECTOR:
CARMEN MÉNDEZ LÓPEZ

COORDINATOR, SABADELL:
FRANCISCA MAYA HEREDIA

COORDINATORS, BARCELONA:
SOLEDAD SOTO Y GERARDO TIRADANI

TRAINING AND EMPLOYMENT AREA
SOCIAL ACTION AND COMMUNITY AREA

BUDGET:
€ 700,297

BENEFICIARIES:
7,936

PROGRAMMES
EXECUTED: 23

FOR MORE INFORMATION, VISIT:
www.gitanos.org/cataluna

FOLLOW US ON FACEBOOK

THE ROMA COMMUNITY

The Roma population living in Catalonia (around 75,000 people) is heterogeneous and diverse and has experienced a significant improvement in the past few years, although it is still facing many challenges.

As regards education, despite an almost complete schooling rate in Kindergarten and Primary School, there is still a low rate of illiteracy, mini-

attendance at university and a high dropout rate in Secondary school. There are still many neighbourhoods with Roma people rejecting inter-cultural coexistence. And there are a lot of Roma facing problems in obtaining housing or entering the regular labour market, due to discrimination and inequalities, along with Roma's poor qualification. Inequalities and exclusion have always increased in times of crisis, such as the current one.

THE FSG

In 2011, the FSG in Catalonia has become a benchmark in the work with and for Roma in Catalonia.

More and more people come to our offices to register for employment pathways. Despite the difficult state of affairs, the results we obtained via interventions in the field of employment confirm the success Acceder has had.

As regards education, we continued to foster the educational

WHAT WE DID IN 2011

ACCEDER IN CATALONIA 2011



BENEFICIARIES: 1.304

ROMA: 464 | NON-ROMA: 188

MEN: 276 | WOMEN: 376

PEOPLE WHO STARTED
A LABOUR MARKET
INTEGRATION PATHWAY: 410

ROMA: 286 | NON-ROMA: 124

MEN: 175 | WOMEN: 235

CONTRACTS: 220

ROMA: 68 | NON-ROMA: 24

MEN: 37 | WOMEN: 73

220 CONTRACTS OBTAINED
7,574 TRAINING HOURS
820 INSERTION PATHWAYS
BUDGET: € 226,267.71

EMPLOYMENT

ACCEDER. The results obtained confirm that *Acceder* is one of the most effective and stable inclusion initiatives.

RMI. Targeting women beneficiaries of the Minimum Insertion Income (RMI) in Montcada i Reixac. A two-year training pathway for improving their employability.

BENEFICIARIES: 10 WOMEN
BUDGET: € 18,983.68

"CAIXA-INCORPORA". Work integration of socially excluded people and involvement of the companies in corporate social responsibility (CSR).

120 PARTICIPANTS,
41 VISITED COMPANIES,
15 COMMITTED AND ONE AGREEMENT
BUDGET: € 10,833.33

XARXA ORIENTA. Integration guidance and support for vulnerable groups: comprehensive actions.

BENEFICIARIES: 75
BUDGET: € 50,213.14

JOVES AMB FUTUR. Tutoring and monitoring of youths between 16 and 25 years old who are unemployed. Technical and professional phase plus training agreements.

BENEFICIARIES: 32
BUDGET: € 9,375

ECOTUR – HOSTESSES. Seeks to professionally train Roma young women, especially as conference assistant hostesses.

TURNOVER: € 6,207.20

TRAINING ACTIONS. MONTCADA-REIXAC (2010-2011). A course on dry-cleaning and ironing (140 h.) and another course on industrial cleaning (140 h.).

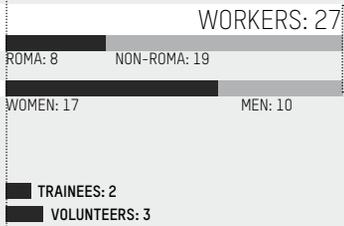
BENEFICIARIES: 14 WOMEN AND 12 MEN
BUDGET: € 32,406

HEALTH

INTERCULTURAL MEDIATION. Social and healthcare accompaniment and intercultural mediation with the Roma community from Eastern Europe.

BENEFICIARIES: 67 FAMILIES
BUDGET: € 9,200

PERSONNEL



LOCATION

BARCELONA (REGIONAL HEADQUARTERS)
C/ Segadors, 2, 6a planta
08030, Barcelona
Tel.: 93 274 55 82
Fax: 93 274 55 83
fsgbarcelona@gitanos.org

SABADELL
Carretera de Barcelona, 208, B
08205, Sabadell
Tel.: 93 710 50 30
Fax: 93 710 50 31
fsgsabadell@gitanos.org



advancement of the Roma immigrants from Eastern Europe. In addition, in Sabadell, the *Promociona* programme achieved its objective of reducing early school leaving.

In terms of **health**, thanks to a programme carried out along with the Provincial Government of Barcelona and the relevant Department, we provided social- healthcare assistance and healthcare education, a project that will continue thanks to the support of “la Caixa”.



OUTING IN TIBIADO WITH THE SCHOOL SUPPORT GROUP.

THE CRISIS IS SLOWING DOWN THE PROGRESS ACHIEVED IN THE PAST FEW YEARS BY THE ROMA COMMUNITY, WHO IS FACING VARIOUS CHALLENGES IN TERMS OF EDUCATION, EMPLOYMENT, AND HOUSING. THESE CHALLENGES REQUIRE THE ATTENTION OF THE SOCIETY IN GENERAL AND PARTICULARLY THAT OF POLITICAL PARTIES. THERE IS STILL A NEED AND A REQUEST FOR NON-STANDARDISATION OF THE ROMA PEOPLE, FOR HIGHLIGHTING THE EXTREME MARGINALISATION CASES EXPERIENCED BY SOME OF THESE PEOPLE, BEYOND ANY PUNCTUAL CASES AND BEYOND THE INTERESTS OF POLITICIANS OR THE MEDIA.

FOR ALL THESE REASONS, WE BELIEVE THAT THIS IS NOT THE TIME TO CUT ON SOCIAL EXPENDITURE. INSTEAD, IT IS TIME WE COMMITTED TO CLEAR AND PRECISE POLICIES THAT GUARANTEE DECENT LIVING CONDITIONS FOR ALL CITIZENS.

HOUSING

O KER LE ROMA. Provision of a house to a Roma family from Eastern Europe and support for facilitating their social inclusion. Provided by Rose Foundation of Caja Mediterránea (CAM).
BENEFICIARIES: 5 PEOPLE
BUDGET: € 1,200 + € 1,200 CONTRIBUTION OF THE FAMILIES

EDUCATION

PROMOCIONA. Fosters mainstream education of Roma students, ensuring higher academic success rates in the last year at primary school and at secondary school.
BENEFICIARIES: 21 STUDENTS, 15 FAMILIES AND 6 CENTRES.
BUDGET: € 24,000

PROINFÀNCIA REFORÇ. School support classrooms related to the work carried out in regular classrooms.
BENEFICIARIES: 127 SERVICES, 75 IN KIND
BUDGET: € 132,459.33

SUPPORT A L'ESCOLARITZACIÓ. Seeks to guarantee the progressive and optimum schooling of

Roma children from the Eastern Europe living in Badalona and Santa Coloma.
BENEFICIARIES: 110 MINORS
BUDGET: € 36,500

CONTES RROMANE. Dissemination of Roma stories and legends for bringing Roma reality closer to school and to society in general.
BENEFICIARIES: 1500 AND 120 TEACHERS
BUDGET: € 25,825

INTERVIDA. Educational reinforcement and social accompaniment to Roma families from the Eastern Europe.
BENEFICIARIES: 103 MINORS
BUDGET: € 12,500

ROMA FROM EASTERN EUROPE

Fostering the Integration of Roma from Eastern Europe.
BUDGET: € 10,473.50

COMMUNITY SOCIAL ACTION

COMMUNITY INTERVENTION IN THE SANT ROC. Improve the

participation of the stakeholders living or working in the Sant Roc neighbourhood, Badalona.
BUDGET: € 10,797

YOUTH

DIVERSE WORLD (COINED). International education project for disseminating the culture of ethnic minorities.
BENEFICIARIES: 25, BUDGET: € 2,000

GENDER EQUALITY

PLA DE BARRIS SABADELL. Accompaniment, training and promotion of Roma young women in the south area of Sabadell.
USERS: 15
BUDGET: 12.000 €

EMPOW-AIR. International Project funded under the *Daphne* EU initiative, coordinated by the women's foundation SURT and developed with various social organisations for investigating male violence occurring among ethnic minorities in our country.
BUDGET: € 17,429.60 (2011/13)

EQUAL TREATMENT

ROMA=CITIZENS CONFERENCE. Reflection on fundamental rights. There participated, among others the Antidiscrimination Prosecutor's Office and representatives of the Sant Andreu District.
USERS: 120
BUDGET: € 4,500

ACCESS TO CITIZENSHIP OF IMMIGRANT ROMA. It includes two lines of action: detection and basic aid.

COMMUNICATION AND AWARENESS-RAISING

EDUCATION CAMPAIGN. Presentation of the campaign “When I grow up, I want to be,” attended by all the Roma entities in the city and by 250 people.

MEDIATION SERVICE IN MUNICIPAL POOLS OF SABADELL. Preventing conflict situations.
MEDIATORS: 5, BENEFICIARIES: 2,000
BUDGET: € 37,220.29

VALENCIA REGION



REGIONAL DIRECTOR
LOLA FERNANDEZ

REGIONAL DIRECTOR:
LOLA FERNÁNDEZ

COORDINATOR, CASTELLÓN:
FRANCISCO ESCUDERO

COORDINATOR, VALENCIA:
HELENA FERRANDO

COORDINATOR, ALICANTE:
ALEJANDRO NOVELLA

TEAM AND PROGRAMMES COORDINATORS

BUDGET
€ 2,112.693

BENEFICIARIES:
7,450

PROGRAMMES
EXECUTED: 50

FOR MORE INFORMATION, VISIT:
www.gitanos.org/andalucia

FOLLOW US ON FACEBOOK

LA THE ROMA COMMUNITY

Around 65,000 Roma, approximately 9% of the total Roma population in Spain, live in the Valencia Region. The Roma population is present in all three provinces, although the greatest number is located in the province of Alicante.

In spite of the significant improvement in recent years of the situation of this minority in the Valencia Region, the current economic crisis has meant a step back for this community.

The situation has worsened in terms of inequalities in education, employment and professional qualification, access to housing etc.

At the moment, we can safely say that the majority of Roma in the Valencia Region have lower living standards than the rest of the population and they face obstacles preventing their escape from exclusion.

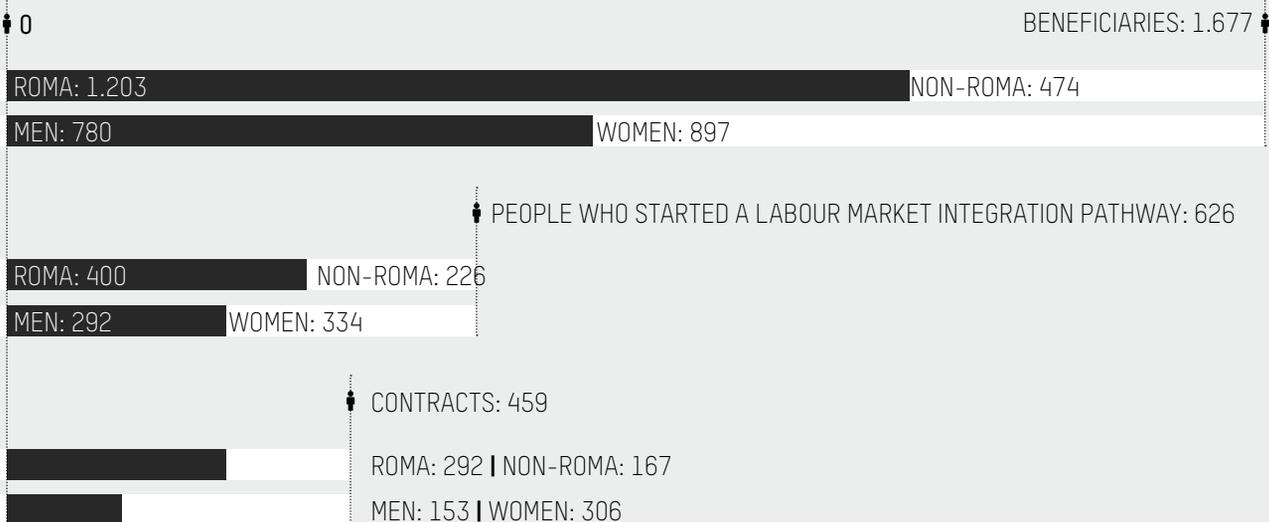
THE FSG

2011 was marked by the effects of a deep recession which continues to afflict Roma community living in the Valencia Region and which has forced us to adapt and prioritise our lines of action.

We focused especially on **employment and training** via the *Acceder* programme, and we continued with our firm commitment to **an education** based especially on fostering actions targeting school dro-

WHAT WE DID IN 2011

ACCEDER IN THE VALENCIA REGION



459 CONTRACTS OBTAINED
1,677 BENEFICIARIES

PERSONNEL

WORKERS: 95

ROMA: 29 NON-ROMA: 66

WOMEN: 64 MEN: 26

TRAINEES: 9
VOLUNTEERS: 25

LOCATION

VALENCIA (Regional Headquarters)
Concha Espina, 7 Bajo
46021 Valencia
Tfn: 963 69 99 40
Fax: 963 69 19 89

ALICANTE
Monseñor Romero, 3 Local
03010, Alicante
Tel: 965 25 79 83
Fax: 965 25 79 93

CASTELLÓN
Plaza Juez Borrull Nº 1
Entresuelos 2 y 3
12003, Castellón
Tel: 964 22 04 54
Fax: 964 22 04 27

ELCHE
Manuel Vicente Pastor, 28.
03206, Elche
Tel: 965 43 50 52
Fax: 965 43 72 95

LA COMA (Paterna)
Burriana, 59, Bajo dcha.
Barrio La Coma. Paterna
Tel: 963 90 13 71
Fax: 963 90 13 71



Ayuntamiento de Castellón



Ajuntament d'ELX



AJUNTAMENT DE VALÈNCIA



DIPUTACIÓ DE CASTELLÓ



pout prevention and favouring academic success.

Another aspect we should highlight for 2011 is the networked work carried out and our participation in the *Xarxa per L'inclusió Social. EAPN-CV (EAPN-CV Social Inclusion Network)*.

We also received support from private entities, such as the Social Work Department of **Caja Mediterráneo** savings bank, the **"la Caixa"** Foundation via the *Caixa Proinfancia* programme and the *Intercultural Commu-*

nity Intervention Programme; and the support offered by the Social Work Department of **Bancaja** to the *Acceder* programme and to the *Roma from Eastern Europe Programme*. We have maintained a good collaboration with regional and local authorities.



IN NOVEMBER, TOGETHER WITH ENTITIES OF THE OPERATIONAL PROGRAMME, WE HELD A SEMINAR IN VALENCIA ON "EMPLOYMENT AND VULNERABLE GROUPS" THAT HAD A GREAT IMPACT AND WAS ATTENDED BY THE PRESIDENT OF THE GENERALITAT OF CATALONIA.

IN 2011, THE FSG OF THE VALENCIA REGION REACHED 7,450 PEOPLE THROUGH 50 PROGRAMMES

EMPLOYMENT

ACCEDER. Aimed at providing the Roma community with training and employment.
BUDGET: € 578,731.25

CAM ROMÍ. Funded by Caja Mediterráneo, the goal of this programme is the labour integration of Roma women via training activities.
BENEFICIARIES: 191 WOMEN
BUDGET: € 80,700

INCORPORA. Elche. Alicante. The "la Caixa" Foundation.
BENEFICIARIES: 100.
PEOPLE HIRED: 40
AGREEMENTS WITH COMPANIES: 20

THE EMPLOYMENT PROGRAMME. The Bancaja Foundation.
BENEFICIARIES: 90 PEOPLE
PEOPLE HIRED: 17
BUDGET: € 80,000

PUBLIC EMPLOYMENT OF SOCIAL INTEREST PROGRAMME.
PEOPLE HIRED: 15
BUDGET: € 101,872.72

OTHER EMPLOYMENT PROGRAMMES.

We run other training and employment programmes subsidised by the Training and Employment Service (SERVEF) of the Valencia Regional Government.

Training and Occupational Insertion Workshops: Sales Activities (Elche), Assistant Beautician (Valencia) and type B driver's licence.

STUDENTS: 30
BUDGET: € 135,000

Training workshops for employment. A course of Children and Youth Leisure Activities Monitor (Valencia); two courses of Socio-cultural monitor (Valencia and Alicante) and a Sports Monitor course (Alicante).

STUDENTS: 40
BUDGET: € 190,472

MOTIVAT Comprehensive Employment Plans. Employment pathways.

Comprehensive Plans against Exclusion. Employment pathways with 300 and 90 placements.

OPEAS Actions. Professional counselling.

EDUCATION

PROMOCIONA. Seeks permanence in mainstream education of Roma students, for ensuring higher academic success rates.
BUDGET: € 26,280

EXPERIMENTAL COMPENSATORY PROJECT. The goal of this project is social and academic inclusion, reduction of absenteeism, cooperation and individual work in all areas, development of social skills, provision of options for further education, vocational training and labour market integration.

BENEFICIARIES: 50 STUDENTS FROM 5 CENTRES
BUDGET: € 15,000

RACÓ MÀGIC (MAGIC CORNER). Social and educational action with minors.
BENEFICIARIES: 50
BUDGET: 21.800 €

MAINSTREAM EDUCATION PROJECT. Extracurricular activities in the Casalarga and Virgen del Remedio schools in Alicante.
BENEFICIARIES: 160
CHILDREN BUDGET: € 17,222.22

STUDENTS: 43

GIRLS: 23 BOYS: 20

AT PRIMARY: 19 AT SECONDARY: 24

FAMILIES: 35
SCHOOLS INVOLVED: 19

ADULT LITERACY PROGRAMME. For obtaining the secondary school diploma.

BENEFICIARIES: 159 PEOPLE

Among the different educational actions we carry out, we also highlight: educational reinforcement, extracurricular activities, professional training and counselling and adult training. Overall, in 2011 we reached **523 Roma children and youths and 159 adults.**

COMMUNITY SOCIAL ACTION

ROMA COMMUNITY COMPREHENSIVE SOCIAL ACTION PROGRAMME. The methodology is based on community development in the San Lorenzo (Castellon), La Coma (Paterna-Valencia) and Virgen del Carmen (Alicante) districts.

BENEFICIARIES: 1,446 PEOPLE

BUDGET: € 63,900

CAIXA PROINFANCIA PROGRAMME. THE "LA CAIXA" FOUNDATION. Supporting children and the family. The priority areas are education and

healthcare. It is implemented in Valencia and the La Coma district.

BENEFICIARIES: 1,400 PEOPLE AND 800 FAMILIES.

2,700 BENEFITS.

BUDGET: € 491,962

INTERCULTURAL COMMUNITY INTERVENTION PROGRAMME (ICII).

Its main objective is to design a social action model to drive local development processes and to equip society as a whole to prevent social conflicts. It was launched in the La Coma district (Paterna).

BENEFICIARIES: 200 PEOPLE

BUDGET: € 155,000

HEALTH

Numerous healthcare initiatives were put into effect in 2011.

Outstanding projects:

- HEALTH PROMOTION ACTIVITIES AIDS AWARENESS AND PREVENTION ACTIVITIES TARGETING THE ROMA COMMUNITY
- PREVENTION OF DRUG ADDICTIONS
- TRAINING OF HEALTHCARE AGENTS MENTAL HEALTH PROGRAMMES.

Overall, we reached **1,733 people.**

BRÚJULA ROMANÓ SASTIPEN.

Drug addiction awareness programme.

BENEFICIARIES: 225 PEOPLE

BUDGET: € 3,900

KAMELAMOS GUINAR. HIV prevention programme.

BENEFICIARIES: 40 PEOPLE

BUDGET: € 2,225

DROM SASTIPEN. Drug addiction prevention programme.

BENEFICIARIES: 1,733 PEOPLE

BUDGET: € 16,000

IMMIGRATION

ROMA FROM EASTERN EUROPE.

Implementation of comprehensive actions aimed at improving the living standards and employability of Roma from Eastern Europe.

BENEFICIARIES: 592 PEOPLE

BUDGET: € 55,000

GENDER EQUALITY

Gender equality programmes aim at promotion of Roma women to enable them to escape from the twin disadvantages of being both women and Roma. We aim at fostering their capacity of finding their personal development path. Overall, our direct actions reached **721 women.** The following are some of these programmes:

CUARTO MUNDO (THE FOURTH WORLD). Intervention with Roma women.

BENEFICIARIES: 10 WOMEN

BUDGET: € 10,058

CONFERENCE ON LIFELONG PROMOTION OF ROMA WOMEN.

PARTICIPANTS: 350

BUDGET: €10,830

ROMÍ WORKSHOP. Psychosocial support

BENEFICIARIES: 10 WOMEN

BUDGET: € 7,020

PROMOTION AND INCLUSION OF ROMA WOMEN. Alicante City Council. 469 women.

BUDGET: € 23,800



SEVERAL ROMA YOUNG WOMEN SUCCESSFULLY COMPLETED THE TPV CASHIER COURSE, UNDER THE ACCEDER PROGRAMME

MADRID



REGIONAL DIRECTOR
EDUARDO CONEJO ABIL



DEPUTY DIRECTOR
ROCÍO GARCÍA GARCÍA

BUDGET
€ 2,308,000

BENEFICIARIES:
4,440

**PROGRAMMES
EXECUTED: 26**

FOR MORE INFORMATION, VISIT:
www.gitanos.org/madrid

REGIONAL DIRECTOR:
EDUARDO CONEJO ABIL

DEPUTY DIRECTOR:
ROCÍO GARCÍA GARCÍA

RESPONSIBLE, VALLECAS:
DAVID DE MIGUEL

RESPONSIBLE, VILLALVERDE-HORTALEZA:
CARMEN RONCAL

RESPONSIBLE, CARABANCHEL-LATINA:
MANUEL ORTÍZ

COORDINATOR OF THE CAÑADA TEAM:
SUSANA CAMACHO

LOCATION

VALLECAS
(Regional headquarters)
C/ Ahijones, s/n (Vallecas)
28018, Madrid
Tel: 91 507 91 40
Fax: 91 507 91 39
Email: fsgvallecas@gitanos.org

CARABANCHEL
C/ Besolla, Nº 16, bajo
28025, Madrid
Tel: 91 422 07 70
Fax: 91 422 07 71
Email: fsgcarabanchel@gitanos.org

HORTALEZA
Centro Integrado "Apóstol Santiago"
C/ Carrión de los Condes s/n
28033, Madrid
Tel: 654 567 689
Email: fsghortaleza@gitanos.org

LATINA - CAÑO ROTO
C/ Alfaro Nº 2, bajo 3
28025, Madrid
Tel: 91 461 33 89
Fax: 91 461 22 75
Email: fsglatina@gitanos.org

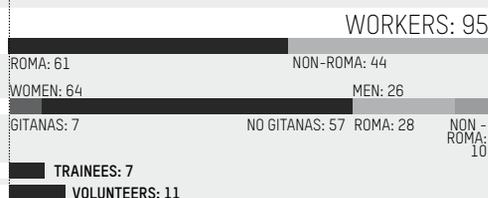
LA PERLA
C/ Oligisto Nº 15, bajo A
28041, Madrid
Tfno 91 475 30 46
Email:
fsglaperla@gitanos.org

SAN CHINARRO
C/ Pintor Antonio Saura, 16 B Bajo A
28050 Madrid
Tel: 91 383 34 04

SOTO DEL REAL
Centro Penitenciario Soto del Real,
Madrid
28791, Soto del Real
Tel: 91 884 77 59
Fax: 91 884 78 03

VILLALVERDE
C/ Unanimidad, Nº 29
28041, Madrid
Tel: 91 369 90 76
Fax: 91 369 80 35
Email: fsgvillaverde@gitanos.org

PERSONNEL



THE ROMA COMMUNITY

In the Madrid region live around 70,000 Roma people. Despite the progress made, there are still many goals to achieve. More than seven out of ten Roma over 15 years old are totally or functionally illiterate. As for the youth, their challenge is to complete Secondary Education. Eight

of every ten Roma abandon the compulsory studies before completion. In addition, in some schools in Madrid there is a large number of students with special needs.

The low formal educational attainment of the Roma is one of the main obstacles to accessing employment. In the Madrid Region, the Roma

unemployment rate is nine percentage points higher than that of the general population. Among the employed Roma, job insecurity is a problem, given that they usually work in unregulated sectors; 56% of the contracts are temporary and a third of these are no more than verbal agreements. The new law on refuse collection has worsened the

activity of many Roma families that are currently seeking new ways of carrying out their activity.

In terms of housing, despite the significant progress after the demolition of slum settlements, there are still certain areas of substandard housing. The Cañada Real Galiana is an area of special concern.

THE FSG

Our achievements in 2011:

- ACTIONS TARGETING EMPLOYMENT HAVE BEEN ESSENTIAL IN A YEAR OF AGGRAVATED CRISIS. APART FROM THE ACCEDER DATA, WE SHOULD HIGHLIGHT THE AGREEMENT SIGNED WITH "LA CAIXA" FOR THE INCORPORA PROGRAMME, WHICH ALLOWED US TO MITIGATE THE EFFECTS OF THE CRISIS, SO THAT IN ONLY 4 MONTHS WE OBTAINED THE EMPLOYMENT OF 30 PEOPLE.
- THE START OF THE SECOND BASIC VOCATIONAL TRAINING PROGRAMME (PCPI) ON AUXILIARY ADMINISTRATION AND MANAGEMENT OPERATIONS IN VALLECAS, IN COLLABORATION WITH THE EDUCATION AND EMPLOYMENT DEPARTMENT.
- THE PLAN FOR SOCIAL AND EDUCATIONAL ADVANCEMENT AND MEDIATION WITH ROMA IN MADRID, UNDER AN AGREEMENT WITH THE CITY COUNCIL, ALLOWED US TO CARRY OUT BASIC ASSISTANCE ACTIVITIES WITH 513 PEOPLE. WE ALSO WORKED IN THE EDUCATION AREA WITH 500 MINORS, COMPLETING THE ACTIONS UNDER THE CAIXA PROINFANCIA PROGRAMME.
- THE ARRIVAL OF THE PHOTO-VAN -UNDER THE CAMPAIGN "WHEN I GROW UP, I WANT TO BE"- TO THE PONCE DE LEON CENTRE WAS A COMPLETE SUCCESS. OVER 100 MINORS DREAMT ABOUT WHAT THEY WANT TO BECOME WHEN THEY GROW UP.
- THE IMPLEMENTATION OF THE INTERVENTION TEAM IN LA CAÑADA REAL. THANKS TO AN AGREEMENT WITH THE SOCIAL WORK DEPARTMENT OF CAJA MADRID, WE OWN A MOBILE UNIT THAT ALLOWED US TO ENHANCE OUR ACTIVITY (SEE PAGE 66).

WHAT WE DID IN 2011

EMPLOYMENT

ACCEDER. 2011 has been a difficult year for our employment service, due to an increase in the number of users and the fewer employment opportunities.
BUDGET: € 612,000

AGREEMENT WITH MADRID CITY COUNCIL, ACCEDER. Focused on the insertion of Roma women via socio-occupational pathways.
BENEFICIARIES: 274 WOMEN
BUDGET: € 80,400

THE INCORPORA PROGRAMME. Employment intermediation with companies for obtaining employment insertion of *Acceder* users.
BENEFICIARIES: 585
BUDGET: € 10,000

EUROPEAN PROGRAMMES OF THE MADRID REGION. Socio-occupational pathways with low-qualification and less motivated people for achieving employment. Awareness-raising and computer literacy actions, pre-employment courses and accompaniment.
BENEFICIARIES: 30
BUDGET: € 12,746

EMPLEAROM. Experimental programme, funded by the General Directorate for Employment, for the development of work integration pathways.
BENEFICIARIES: 140
BUDGET: € 240,000

WORK INTEGRATION OF ROMA WOMEN IN THE CARE OF DEPENDENT PERSONS. Funded by Caja Madrid Social Work Area and integrated in *Acceder*.
BENEFICIARIES: 40
BUDGET: € 30,000

"AMARO TEGARA II" SCHOOL WORKSHOP. Theoretical and practical training in building maintenance.
BENEFICIARIES: 16
BUDGET: € 241,340.68

ECOTUR HOSTESS PROGRAMME. Training and work integration as assistant conference hostesses for young Roma women. 18 people were hired for 23 events.
BENEFICIARIES: 30
BUDGET: € 30,000

PCPI ON AUXILIARY ADMINISTRATION AND MANAGEMENT OPERATIONS. Basic vocational training Programme in Valle-

cas. It includes the orientation towards continuous training resources.
BENEFICIARIES: 12
BUDGET: € 40,000

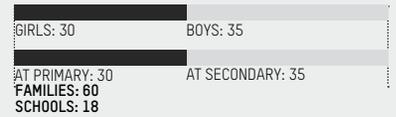
DESPIERTA. Dedicated to young people from La Latina district for bringing them closer to training resources, for their work advancement in the medium and long term.
BENEFICIARIES: 24
BUDGET: € 12,000

WORKS OF SOCIAL AND GENERAL INTEREST. Hiring unemployed people to reinforce comprehensive action programmes with the Roma community.
BENEFICIARIES: 14
BUDGET: € 207,000

EDUCATION

WORKSHOP FOR BRINGING YOUTH CLOSER TO THE CLASSROOM. Awareness-raising and reinforcement group activities and tailored tutoring with youth and their families in San Isidro and Pan Bendito districts.
BENEFICIARIES: 27
BUDGET: € 16,436

PROMOCIONA. Educational support to Roma students for successfully completing the Compulsory Secondary Education. We have *Promociona* Classrooms in Vallecas, Caño Roto and Ponce de León.
BUDGET: € 110,000



EDUCATIONAL ACTIVITIES UNDER THE AGREEMENT SIGNED WITH MADRID CITY COUNCIL. Via individual assistance, actions with families and coordination with our offices.
BENEFICIARIES: 497 MINORS. 283 PROFESSIONALS. 41 SCHOOLS
BUDGET: € 80,000

WE ACTIVELY PARTICIPATED IN THE EAPN MADRID, IN THE REGION OF MADRID OBSERVATORY OF EXCLUSION, THE MADRID FORUM, THE DISTRICT DIALOGUE AND COEXISTENCE BOARDS, THE BOARD FOR EQUALITY OF ROMA WOMEN AND A LONG LIST OF PLATFORMS AT DISTRICT LEVEL TO ADDRESS ISSUES SUCH AS EMPLOYMENT, EDUCATION, COEXISTENCE ETC.

ACCEDER IN MADRID



PEOPLE WHO STARTED A LABOUR MARKET INTEGRATION PATHWAY: 585



CONTRACTS: 101

ROMA: 46 | NON-ROMA: 55
 MEN: 43 | WOMEN: 58

101 CONTRACTS 83,145 TRAINING HOURS

PREVENTION OF TRUANCY IN THE LA LATINA DISTRICT. Awareness-raising and reinforcement, with tailored tutoring for youths and their families.

BENEFICIARIES: 16
BUDGET: € 5,084

SOCIAL INCLUSION OF ETHNIC MINORITIES IN THE LA LATINA DISTRICT. Education of adults benefiting from the minimum income; educational reinforcement, leisure and free time activities with Roma girls.

BENEFICIARIES: 95 BUDGET: € 32,723

EDUCATIONAL COMPENSATION. Activities in schools with the goal of furthering educational mainstreaming.

BENEFICIARIES: 70
BUDGET: € 30,000

ADULT EDUCATION PROGRAMME.

BENEFICIARIES: 52
BUDGET: € 5,400

HOUSING

RELOCATED PERSONS SUPPORT PROGRAMME, EMVS. Monitoring of families relocated by the Madrid Municipal Housing

Corporation (EMVS). Intervention in mediation and conflict prevention.

BENEFICIARIES: 820 ADULTS
BUDGET: € 126,000

SOCIAL INCLUSION

MINIMUM INSERTION INCOME (RMI). Assistance to people and families as risk of social exclusion via group activities and individual monitoring in Carabanchel and Hortaleza districts.

BENEFICIARIES: 56 ADULTS
BUDGET: € 41,611

CAIXA-PROINFANCIA. Socio-educational actions targeting minors at risk of social exclusion and their families. Workshops with families in Villa de Vallecas and Villaverde districts.

BENEFICIARIES: 149 FAMILIES AND 205 MINORS
BUDGET: € 220,000

SUPPORT IN PENITENTIARIES. Social, educational and work advancement via individual and group assistance with Soto del Real inmates and their families.

BENEFICIARIES: 207 INMATES
BUDGET: € 90,000

SWIMMING POOL MEDIATION PROGRAMME. Conflict prevention and mediation at public pools in Moratalaz, Villaverde and Usera districts.

IMPACT: 30,000 SWIMMING POOL USERS
BUDGET: € 85,000

BASIC SUPPORT AND NEIGHBOURHOOD MEDIATION. Social advancement, information on mainstream resources and training abilities for being autonomous.

BENEFICIARIES: 513
BUDGET: € 160,000

SOCIAL ACTION PROGRAMME IN LA CAÑADA REAL.GALIANA. Educational, free time and leisure activities with minors, basic assistance, healthcare promotion activities and development of socio-vocational pathways.

BENEFICIARIES: 60 FAMILIES
BUDGET: € 140,000

COMMUNITY SOCIAL ACTION

ACCOMPANIMENT TO RELOCATED FAMILIES. In San Chinarro.

BENEFICIARIES: 120 ADULTS. 23 MINORS
BUDGET: € 42,480

HEALTH

INFORMATION AND COUNSELLING. With minors and adults. Social assistance and occupational insertion with Roma people under rehabilitation process in relation to drug addiction.

BENEFICIARIES: 88
BUDGET: € 32,000

IMMIGRATION

ROMA FROM EASTERN EUROPE. Information, counselling, accompaniment, training and work integration activities in the northern districts of Madrid and Cañada Real.

BENEFICIARIES: 30
BUDGET: € 10,000

COMMUNICATION AND AWARENESS-RAISING

AWARENESS-RAISING PROGRAMME OF CAJA MADRID SOCIAL WORK AREA

BUDGET: € 10,000

ARRIVAL OF THE PHOTO-VAN AT THE PONCE DE LEON SCHOOL, IN MADRID.



IN 2011, THE FSG MADRID LAUNCHED THE PROMOCIONA PROGRAMME IN THE PONCE DE LEON EDUCATIONAL CENTRE IN USERA, IN COLLABORATION WITH CAJA MADRID SOCIAL WORK AREA. THUS, WE MADE KNOWN THE CAJA MADRID PROMOCIONA CLASSROOM, A SPACE FOR SCHOOL SUPPORT AND REINFORCEMENT WITHIN THE CENTRE ITSELF, WHERE WE WORK ON THE ACQUISITION OF STUDY ABILITIES AND HABITS, RHYTHMS AND NORMS THAT WILL FACILITATE THE MINORS' EDUCATIONAL INTEGRATION, AS WELL AS THEIR PERMANENCE IN THE EDUCATIONAL SYSTEM.

THE CENTRE IS CURRENTLY VISITED BY STUDENTS, BOTH ROMA AND NON-ROMA, FROM DIFFERENT DISTRICTS AND MUNICIPALITIES OF MADRID, MOSTLY WITH HEARING DISABILITIES. ROMA STUDENTS ARE DISADVANTAGED FOR THEIR BELONGING TO AN ETHNIC MINORITY AND ALSO FOR THEIR OWN IMPAIRMENT, WHICH TRIGGERS AN IMPORTANT RISK SITUATION. TO THIS MOMENT, 30 STUDENTS HAVE BENEFITED FROM THIS PROGRAMME AND, THANKS TO THE INVOLVEMENT AND WORK OF A TEAM OF PROFESSIONALS AND VOLUNTEERS, 90% OF THEM COMPLETED THE COURSE AND IMPROVED THEIR ACADEMIC RESULTS.



EXTREMADURA



REGIONAL DIRECTOR:
Mª TERESA SUÁREZ VEGA

COORDINATOR, BADAJOZ:
CARMEN DURÁN BELLORÍN

COORDINATOR, MÉRIDA:
Mª TERESA SUÁREZ VEGA

COORDINATOR, DON BENITO:
LUIS MIGUEL MARTÍN-ROMO HOLGUÍN

COORDINATOR, CÁCERES:
INMA MÁRQUEZ BERMEJO

REGIONAL DIRECTOR
Mª TERESA SUÁREZ VEGA

BUDGET
€ 765,000

BENEFICIARIES:
2,309

PROGRAMMES
EXECUTED: 22

FOR MORE INFORMATION, VISIT:
www.gitanos.org/extremadura

FOLLOW US ON FACEBOOK

THE ROMA COMMUNITY

Around 15,000 Roma live in Extremadura. As regards employment, most of them have low qualifications, due to the low educational attainment. A large part of the Roma population

work in itinerant sale and see it as their only work option.

In terms of education, the main challenge is the low number of Roma children that complete primary school and start secondary school, as well as the high school failure rate.

Despite this, every year there are a few youths who go further to medium and higher education.

We are noticing a change in the population's attitude towards training and social participation.

LA THE FSG

In 2011, the FSG Extremadura activity in the employment and education areas have increased. As regards employment, we continued with *Acceder* and we joined the *Incorpora* Programme in Badajoz, fostered by "la Caixa" Social Work Department.

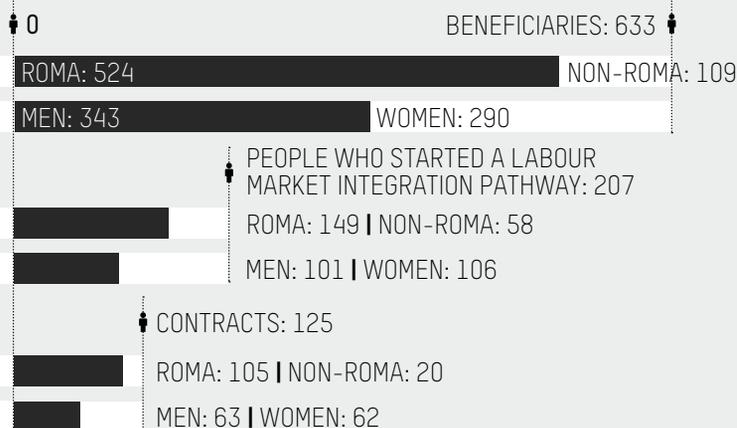
As regards education, we continued the activities of awareness-raising, motivation and monitoring of Roma students. The *Promociona* in Badajoz and Cáceres has allowed us to work with boys and girls in primary and secondary education, with their families and schools, to foster their educational mainstreaming and promote continuity in their studies.

We highlight that we launched actions under the PNSD (National Plan against Drugs) and PNS (National Plan against AIDS), youth and culture. We carried out the PDG Programme in Almendralejo, where we launched educational, social participation and cultural promotion initiatives. We also participated in the EAPN-Extremadura.

WHAT WE DID IN 2011

ACCEDER EXTREMADURA

> **acceder**



125 WORK CONTRACTS
23 TRAINING ACTIONS
BUDGET: € 655,347

EMPLOYMENT

ACCEDER. Given the current crisis, *Acceder* was of utmost importance in our work during 2011. Over 600 people came to our offices.

INCORPORA (LA CAIXA SOCIAL WORK). Fosters work integration within companies of people at risk of social exclusion.
BENEFICIARIES: 32 BENEFICIARIES, 20 COMPANIES BUDGET: € 17,000

FENIX-RED CONECTA. Innovative development model fostering social inclusion through the use of new technologies. It targets especially youth, women with difficult access to employment, long-term unemployed persons and people with work integration difficulties.

BENEFICIARIES: 163 BUDGET: € 14,000

ROMA ROLE MODELS. Creation of study units for primary and secondary school to promote Roma role models in schools.

COPIES: 800 BUDGET: € 5,220

EDUCATION

PROMOCIONA. Fosters educational mainstreaming of Roma students for obtaining higher academic success rates.
BENEFICIARIES: 32 BENEFICIARIES, 20 COMPANIES BUDGET: € 3,974.86

COMMUNITY SOCIAL ACTION

PDG ALMENDRALEJO. Cultural promotion, comprehensive development and social participation of the Roma people, to

PERSONNEL

WORKERS: 22

ROMA: 8 NON-ROMA: 15

MEN: 7 WOMEN: 16

TRAINEES: 7

VOLUNTEERS: 13

LOCATION

MÉRIDA (REGIONAL HEADQUARTERS)
Avda. Juan Carlos I, 52, Bajo-Dcha.
06800 Mérida.
Tel: 924 303979
Fax: 924 304325.
e-mail: fsgmerida@gitanos.org

DON BENITO
Avda. Cánovas 4
06400 Don Benito
Tlf. y Fax: 924 81 16 09
e-mail: fsgdonbenito@gitanos.org

BADAJOS
C/Argüello Carvajal, 27-A
06007 Badajoz
Tlf. 924 277 136
Fax: 924 277 590
e-mail: fsgbadajoz@gitanos.org

CÁCERES
Avda. Río Tiber s/n
10195 Cáceres
Tlf. 927 626870 Fax: 927 62 68 71
e-mail: fsgcaceres@gitanos.org



THE VOLUNTEERS AND TRAINEES WERE ESSENTIAL IN THE WORK CARRIED OUT BY THE FSG EXTREMADURA DURING 2011, WHICH FOCUSED ON EMPLOYMENT AND EDUCATION.

improve their life conditions and guarantee equal treatment.

BENEFICIARIES: 291

BUDGET: € 9,764

HEALTH

PNS. GUITAR WORKSHOP.

Using guitar learning as centre of interest, the workshop *Habla del Sida sin Lache* (Talk about AIDS without being ashamed) allowed us to work on rules of behaviour, such as perseverance, effort and respect for others and for differences between people.

BENEFICIARIES: 8

BUDGET: € 600

INFORMATION AND AWARENESS-RAISING WORKSHOPS. Focused, above all, on drug addiction prevention.

BENEFICIARIES: 8

BUDGET: € 600

TALKS ON HIV (INJUVE – THE SPANISH YOUTH INSTITUTE).

BENEFICIARIES: 15 BUDGET: € 250

PNSS – CHANELANDO SASTIPEN (KNOWING MORE ON HEALTH).

Workshops on information about and prevention of AIDS and HIV.

BENEFICIARIES: 19

BUDGET: € 1,450

YOUTH

CHAVÓS NEBÓ- YOUTH INFORMATION AND ACTIVATION NETWORK. One activity included a theoretical summary of the most significant painting styles, mentioning those that were influenced by Roma culture.

BENEFICIARIES: 14

BUDGET: € 300

JÓVENES LEVANTANDO LOS PUEBLOS DEL MUNDO (CERUJO-VIVI-VIVARES). Collaboration in a

European volunteering project under which we carried out educational activities regarding life values with Roma children.

BENEFICIARIES: 14

PROMOTING CULTURE

Apart from the International Roma Day, celebrated on 8th April, we paid our homage to nine elders of the region by means of a photo exhibition and the award of a commemorative plate, thanks to the collaboration with the Romani Art programme of the Caceres Provincial Government.

VOLUNTEERING

Volunteering was extremely important for our offices this year and we had 13 volunteers. We highlight the agreement with the Office for Coopera-

tion towards Development of the University of Extremadura, who helped us with 6 volunteers for the *Promociona* classrooms and the summer school.

We also participated in the conference “Volunteering Guarantees Social and Personal Welfare,” with our own stand and one lecture.

EDUCATIONAL PROMOTION OF THE ROMA COMMUNITY III. The intervention is carried out with minors, the family and educational centres.

BENEFICIARIES: 557

BUDGET: € 29,544

3RD STUDENT MEETING IN EXTREMADURA.

BENEFICIARIES: 59

BUDGET: € 1,496



REGIONAL DIRECTOR
EVA VERA LEDO

REGIONAL DIRECTOR:
EVA VERA LEDO

COORDINATOR, A CORUÑA:
GORKA DE LUIS GONZÁLEZ

COORDINATOR, LUGO:
MANUEL REQUEJO ARNEJO

COORDINATOR OF THE SANTIAGO DE COMPOSTELA TEAM:
ANA ISABEL SUÁREZ CARBALLO

COORDINADORA PROVINCIAL PONTEVEDRA:
M^a JOSÉ OBELLEIRO PÉREZ

COORDINADORA PROVINCIAL VIGO:
LUCY BLANCO PÉREZ

THE ROMA COMMUNITY

In Galicia live around 9,000 Roma people, i.e., 2% of the total Roma population in Spain.

Despite the considerable progress in previous years, they still are the most socially rejected group, affected by social exclusion processes. They have difficulties in finding employment and especially in gaining access to standardised housing. Slum settlements are

one of the biggest problems in the region: 25% of the Roma population in Galicia live in slum settlements.

In terms of education, the Roma population in Galicia has a clear disadvantage as compared to the rest of the population, due to the high absenteeism and school dropout rate in Secondary education.

THE FSG

In 2011, our intervention focused on four lines of work:

Employment. Roma population's access to the labour market was diminished by the crisis, so that we obtained 25% less contracts compared to 2010. Our efforts focused on training and qualification under *Acceder*.

Housing. This was the year of the eradication of the slum settle-

BUDGET
€ 1,719,227.80

BENEFICIARIES:
2,469

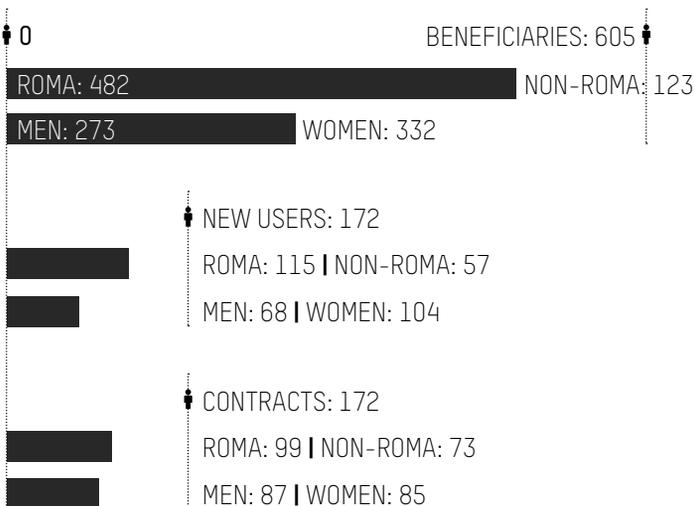
PROGRAMMES
EXECUTED: 18

FOR MORE INFORMATION, VISIT:
www.gitanos.org/galicia

WHAT WE DID IN 2011

ACCEDER GALICIA

> **acceder**



172 CONTRACTS OBTAINED
30 TRAINING ACTIONS
BUDGET: € 784,748.55

EMPLOYMENT

ACCEDER. This year we focused on training and we conducted 30 training actions that reached 222 people, most of whom have also taken traineeships in companies.

INFORMATION, COUNSELLING AND JOB-SEEKING ACTIVITIES. (IOBE). SANTIAGO. Comprehensive professional counselling pathways within the framework of the Galician Public Employment Service.

BENEFICIARIES: 139 PEOPLE
BUDGET: € 26,588.19

JOB AGENTS. A programme for job prospecting, occupational mediation and self-employment within the framework of the public employment plan of Galicia.

BENEFICIARIES: 14 COMPANIES
BUDGET: € 26,733.96

TRABALLO PARA TODOS/AS (WORK FOR ALL). This programme was developed under the *Cooperation Programmes* within the framework of Work of Social and General Interest.
BUDGET: € 32,118.08

EDUCATION

PROMOCIONA. Fostering educational mainstreaming of Roma students for obtaining higher academic success rates in Primary and Secondary Education. (Pontevedra).

BENEFICIARIES: 8 STUDENTS, 6 FAMILIES AND 3 CENTRES.
BUDGET: € 20,444.40

EDUCATIONAL PROGRAMME. School monitoring in educational centres with Roma students for reducing and preventing truancy via mediation with families and schools.

BENEFICIARIES: 75 PEOPLE
BUDGET: € 24,000

CHANELAR. External educational compensation, educational reinforcement activities for Roma students. (Pontevedra)

BENEFICIARIES: 39 PEOPLE
BUDGET: € 4,000

HOUSING

SOCIAL HOUSING ACCOMPANIMENT. PENAMOA. Fostering access to decent standardised housing for families relocated

PERSONNEL



LOCATION

LUGO (REGIONAL HEADQUARTERS)
Ronda del Carmen, 50 entlo C
27004 Lugo
Tel: 982 265 422
Fax: 982 265 423
fsglugo@gitanos.org

A CORUÑA
Centro Cívico Municipal Os Mallos
Avda. Arteixo, 147, Baixo
15007, A Coruña
Tel: 981 184 364
Fax: 981 184 365

NARÓN
Parroquia de San Xosé Obreiro
Rúa Os Reis Magos, nº 32
15570, Domirón, Narón (A Coruña)
Tel: 981 380 406

PONTEVEDRA
Calle Sor Lucía, 2 planta baja
36002 Pontevedra
Tel: 986 840 911
Fax: 986 840 746
fsgpontevedra@gitanos.org

SANTIAGO DE COMPOSTELA
Rua Fontiñas, 29 local
15701 Santiago de Compostela
Tel: 981 55 41 90
Fax: 981 55 41 91
fsgsantiago@gitanos.org

VIGO
Calle Burgos, 9 bajo
36205 Vigo
Tel: 986 260 255
Fax: 986 260 564
fsgvigo@gitanos.org

ments in Penamoa (one of the biggest in Spain), thanks to the cooperation between the Coruña City Council and the FSG.

Education. We consolidated the *Promociona* programme in Pontevedra and our other actions for improving the educational situation of the Roma community in Galicia.

Health. We focused on healthcare promotion and drug consumption prevention.

from slum settlements in Penamoa. (See page 54)

BENEFICIARIES: 80 FAMILIES – 400 PEOPLE
BUDGET: € 317,000.00

O PORTIÑO PLAN. Investment project for improving the habitat and housing in the slum settlement of “O Portiño” and other substandard housing areas in the city. (A Coruña)

USERS: 72 FAMILIES
BUDGET: € 200,000

SOCIAL HOUSING ACCOMPANIMENT. With families from O Carqueixo who accessed rented social housing via the Municipal Housing Company. (Lugo)

BENEFICIARIES: 14 FAMILIES BUDGET: € 26,000

COMMUNITY SOCIAL ACTION

SOCIAL INTERVENTION. Plans for intervention, counselling, information and orientation towards social resources in the area. Social monitoring of the families subject to intervention, social accompaniment etc. (Narón)

BENEFICIARIES: 249 PEOPLE
BUDGET: € 20,000



ABILLELAR. Family education programme targeting Roma and cigano-trasmontana families participating in a personalised social insertion pathway, in collaboration with basic assistance social services. (Vigo)

BENEFICIARIES: 235 PEOPLE
BUDGET: € 109,200

LACHO DROM. Social inclusion programme developing training pathways; related to the Minimum Income Programme. (Vigo)

BENEFICIARIES: 39 PEOPLE
BUDGET: € 10,147

WORKSHOPS ON SOCIO-VOCATIONAL SKILLS. Fostering social inclusion and integration on the labour market of people at risk of social exclusion. Collaboration with the Social Welfare Services in Galicia.

BENEFICIARIES: 60 PEOPLE
BUDGET: € 3,500

HEALTH

KAMELAMOS GUINAR. For the promotion of a healthy lifestyle.

BUDGET: € 6,996.60

ACAIS (DRUG PREVENTION AND HEALTHCARE). The objective is to promote a healthy lifestyle on the basis of prevention, working with adolescents, their families and healthcare personnel.

BENEFICIARIES: 92 PEOPLE
BUDGET: € 39,419

ROMA FROM EASTERN EUROPE

ROMANINET. ONLINE ROMANÍ LANGUAGE COURSE. Programme funded by the Language Department of the EU Directorate-General for Education, which allows local intervention with Romanian population in Vigo.

BENEFICIARIES: 165 PEOPLE
BUDGET: € 21,733.125

GENDER EQUALITY

YO ME CUIDO – YO TE CUIDO (I TAKE CARE OF MYSELF – I TAKE CARE OF YOU). Self-care workshops targeting women.

BENEFICIARIES: 27 PEOPLE
BUDGET: € 600

COMMUNICATION AND AWARENESS-RAISING

SOCIAL AWARENESS CAMPAIGN “WHEN I GROW UP, I WANT TO BE...”. Presentation of the campaign within the framework of the *Promociona* programme, targeting society in general. (Pontevedra)

PHOTO-VAN. Campaign event under the framework of *Promociona*, targeting Roma students, their families and teachers. (Lugo and Santiago de Compostela)

ROMA SINGER-SONGWriters RECITAL. Music recital, under the framework of the *Programa Romaninet*. (Porriño)

VOLUNTEERING

HALOVAV. A Galician Volunteers’ programme. Intervention for promoting, training, assigning, accompanying and assessing volunteers working with FSG Galicia.





REGIONAL DIRECTOR
JESUS SALMERÓN RUIZ

REGIONAL DIRECTOR:
JESÚS SALMERÓN RUIZ

PROVINCIAL COORDINATOR:
ASCENSIÓN PARRA ANTOLINOS

EDUCATION COORDINATOR:
ISABEL DÍAZ SERRANO

SOCIAL INCLUSION COORDINATOR:
MARÍA JOSÉ NAVARRO LUCAS

BUDGET
€ 646,579.34

BENEFICIARIES:
3,850

PROGRAMMES
EXECUTED: 16

FOR MORE INFORMATION, VISIT:
www.gitanos.org/murcia

THE ROMA COMMUNITY

The Roma community in Murcia is nowadays facing many difficulties and their opportunities have diminished: unemployment is spiking and work offers have decreased; training possibilities are reduced, economic difficulties are ever higher and subsidies are lower or non-existent. In short, there is an obvious reduction as regards their rights and serious problems such as slum settlements or substandard housing persist. The

Roma community is an especially vulnerable group and its inclusion process is becoming excessively slow and discontinuous. Some of the reasons behind this situation are the lack of studies, of professional training or professional experience and their academic situation. The possibilities for obtaining social inclusion and a good image in the community of the Roma families living in slum settlements, substandard dwellings and deteriorated environments have significantly diminished.

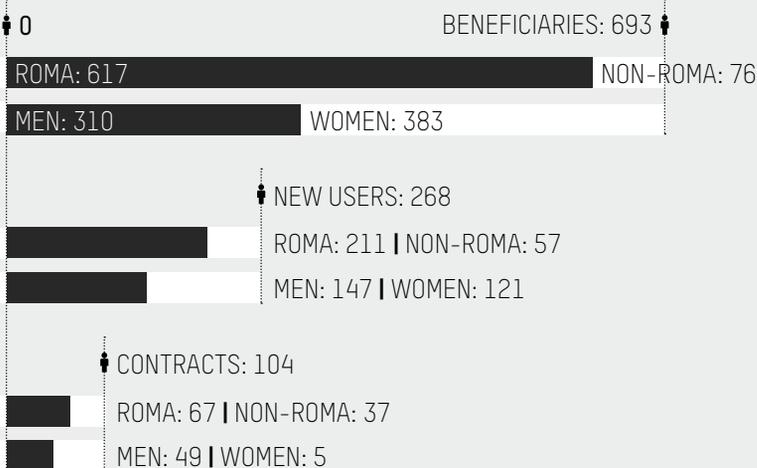
THE FSG

This year, the priorities of FSG Murcia have been improving Roma people's qualifications and seeking opportunities. Our objectives have been the fostering of public knowledge on the reality of the Roma community, the improvement of their social image, equal treatment and non-discrimination. We defended before public authorities the rights of the Roma community.

WHAT WE DID IN 2011

ACCEDER MURCIA

> **acceder**



104 EMPLOYMENT CONTRACTS
241 COMPANIES PROSPECTED
BUDGET: € 195,440.44

EMPLOYMENT

ACCEDER. 104 work contracts were obtained and 14 training actions were carried out.

CURRÉLATELO. Enhancing the employability of people at serious risk of social exclusion, especially women from the municipalities of Murcia and Alcantarilla.

BENEFICIARIES: 50 WOMEN
BUDGET: € 51,330

PCPI ASSISTANT HAIRDRESSER. Basic Professional Qualification Programme aiming to equip students with and enhance their skills, which will allow them to develop a satisfactory personal, social and professional project, in keeping with the values and coexistence in a democratic society. In addition, it equips students with the professional skills pertaining to a Level 1 qualification.

BENEFICIARIOS: 15 STUDENTS
BUDGET: € 44,000

LABOUR MARKET INTEGRATION. Fostering access to training and employment for students who have completed the PCPI and

are facing serious obstacles to socio-occupational inclusion.

BENEFICIARIES: 15
BUDGET: € 8,850

"ECOLOGICAL LANDSCAPING" COURSE. Training people with a low qualification and at risk of social exclusion.

BENEFICIARIES: 15
BUDGET: € 49,364

BASIC AID FOR ROMA FROM EASTERN EUROPE. User assistance service that fosters social inclusion and equality by means of a comprehensive intervention.

BENEFICIARIES: 68
BUDGET: € 10,000

INCORPORA. Employment mediation programme that facilitates access to employment for disadvantaged people.

BENEFICIARIES: 45 PEOPLE. 6 CONTRACTS
BUDGET: € 13,564.50

"EMPLÉATE" (BECOME EMPLOYED) SAN JAVIER. Work counselling service aimed at raising awareness about training and employment. We also offered educational reinforcement. It ended on 30th June due to the economic situation.

BENEFICIARIES: 104 PEOPLE

PERSONNEL

WORKERS: 38

ROMA: 5 NON-ROMA: 33

WOMEN: 29 MEN: 9

TRAINEES: 2

VOLUNTEERS: 4

LOCATION

MURCIA
Plaza Pintor Pedro Flores, nº 2 – bajo
30002, Murcia
Tel: 968 259 510
Fax: 968 259 513
fsgmurcia@gitanos.org

ALCANTARILLA
Centro Integral de San José Obrero
C/ de la Luz, 4
30820, Alcantarilla
Tel: 968 807 621
fsgalcantarilla@gitanos.org



THE GRADUAL, BUT NEVER-ENDING REDUCTION OF RESOURCES, THE DISAPPEARANCE OF FINANCING LINES AND THE UNCERTAINTIES RELATED TO THE COLLECTION OF VARIOUS SERVICE CHARGES FOR SERVICES ALREADY PROVIDED HAS FORCED US TO REDUCE THE SIZE OF OUR TEAMS, AFFECTING NEGATIVELY OUR CAPACITY TO ATTEND TO THE NEEDS OF MANY PERSONS.

It is mandatory to highlight the gradual yet continuous decrease in resources, the disappearance of funding and the uncertainty regarding the payment of services, which has forced us to reduce our teams and assist fewer people. In short, our capacity to assist people asking us for help has diminished. However, we believe the data are positive, although they should be much improved.

STUDENTS FROM EDUCATIONAL SUPPORT GROUPS IN SAN JAVIER



INSTITUTIONAL PUBLIC EMPLOYMENT. Work reintegration of long-time unemployed people who want to work again. This programme allowed us to collaborate with employment services and with people that we selected, and thus complete our activity in the fields of education, employment and administrative support.

BUDGET: € 27,203

EDUCATION

ACCOMPANIMENT FOR SCHOOL ATTENDANCE BY ROMA STUDENTS. Fostering the development of mainstream education processes.

BENEFICIARIES: 137 STUDENTS AND THEIR FAMILIES; 12 PRIMARY AND 6 SECONDARY EDUCATION SCHOOL CENTRES.

BUDGET: € 28,000

EDUCATIONAL COMPENSATION. Support for Roma students in the form of educational compensation measures and mediation between family and school.

BENEFICIARIES: 39 STUDENTS AND 5 SCHOOLS
BUDGET: € 8,500

CAIXA PROINFANCIA. Targeting children in situation of economic poverty and social vulnerability, with the goal of promoting their comprehensive development. We have 25 educational reinforcement groups, 12 open centres, 15 tailored assistance cases and 19 minors receiving psychological assistance.

BENEFICIARIOS: 182 MINORS AND THEIR FAMILIES.
BUDGET: € 275,073

PROMOCIONA. Seeks to facilitate transition from Primary to Secondary school, to foster permanence in the educational system, obtaining the Secondary education diploma and progressing to higher education.

BENEFICIARIOS: 38 STUDENTS, 30 FAMILIES AND 14 CENTRES
BUDGET: € 61,436

YOUTH

FOSTERING YOUTH PARTICIPATION. We conducted a workshop for preparing the *Chavorrillas naqueran* magazine.

BENEFICIARIES: 20 YOUTHS
BUDGET: € 700

SUPPORTING THE SOCIAL PARTICIPATION OF ROMA YOUTH.

BENEFICIARIES: 91 YOUTHS
BUDGET: € 973

COMMUNITY ACTION AND SOCIAL INCLUSION

ACCOMPANIMENT FOR FAMILIES DURING THE RELOCATION PROCESS. Comprehensive social support for families in FSG dwellings.

BENEFICIARIES: 27 MINORS AND 15 ADULTS
BUDGET: € 12,000

WOMEN

WE USED A TRANSVERSAL APPROACH REGARDING ROMA WOMEN ISSUES. We played an active part in the Gender Violence Group of our Women's Area. On Women's Day we held a conference for reflecting on women's present-day situation.

EQUAL TREATMENT

We conducted an awareness-raising action targeting security personnel and security forces

and other social action professionals. We signed an agreement with the Ombudsman, under which we committed to collaborate for the promotion and defense of the rights of Roma people.

CULTURE

We celebrated the *International Roma Day* in several schools and we conducted various creative workshops attended by children from several schools and from the *Caixa Proinfancia* project.

WORKING IN A NETWORK

We play an active part in EAPN-Murcia and in the network's workgroups. The objective of our participation are enhancing the Third Sector and promoting its recognition, fostering participation and improving the financing model. We want the reality of the Roma community to be present in the proposals for social exclusion and poverty eradication.

NAVARRRE



REGIONAL DIRECTOR:
INÉS GARCÍA PÉREZ

SOCIAL ACTION COORDINATOR:
NEREA IZCO SALVADOR

EDUCATION COORDINATOR:
ITZIAR ZUDAIRE DE LUIS

CIS NABUT COORDINATOR:
M^a JOSE ALIAGA RETABÉ

EMPLOYMENT COORDINATOR:
MONTSE TEJERO ROJO

REGIONAL DIRECTOR
INÉS GARCÍA PÉREZ

BUDGET
€714,234.68

BENEFICIARIES:
1,900

PROGRAMMES
EXECUTED: XX

FOR MORE INFORMATION, VISIT:
www.gitanos.org/navarra

THE ROMA COMMUNITY

Around 7,000 people make up the Roma community in Navarre, around 1.2% of the total population.

Despite the important and evident progress in recent years, the Roma population in Navarre still suffers from a low educational-training level, job instability and financial insecurity and lack of role models and Roma development

models that could boost their comprehensive social insertion.

By presenting these data we do not deny the existence of individual, family and group pathways that are diverse – and oftentimes invisible – but rather we acknowledge the extension of vulnerability situations in a community whose specific problems are often diffused in the wider social exclusion context. It is this community that FSG Navarra targets.

THE FSG

In 2011 we relocated to a FSG-owned space in La Rochapea district of Pamplona. From this new epicentre and given the economic depression context, we prolonged our priority intervention lines: fostering employment, educational support, access to housing, social and family intervention and youth information and activation.

WHAT WE DID IN 2011

ACCEDER NAVARRRE

> acceder



91 CONTRACTS OBTAINED
9 TRAINING ACTIONS
BUDGET: € 206,406.35

EMPLOYMENT

ACCEDER. This year we carried out 9 training actions for the following occupations: chambermaid; literacy; common areas helper; cashier; food hygiene; fish retail personnel; intercultural mediation; ambulance transport assistant and fresh product handler.

ROMEMPLEA. A mixed training-employment programme aimed at enhancing access to employment for minimum insertion wage earners or unemployed people without any income.
BENEFICIARIES: 22 PEOPLE
BUDGET: € 82,147.29

LACHO BUTIPEN (ROMA KIOSK). A social protected employment programme designed to improve competences, skills and attitudes in order to favour labour market integration of Roma women with ages between 18 and 30.
BENEFICIARIES: 8 WOMEN
BUDGET: € 80,628.38

NABUT SOCIO-OCCUPATIONAL INTEGRATION CENTRE. The objective of this centre, which

acquired the legal status of body corporate in 2011, is to foster the integration to the normal labour market of people at risk of exclusion. (See page 45)
BENEFICIARIES/WORKERS: 28 PEOPLE
BUDGET: € 387,275.82

EMPLOYMENT CENTRE. Targeting Roma population and employment in the Navarre region.
BUDGET: € 12,000

EDUCATION

PROMOCIONA. It is aimed at encouraging the educational continuity of Roma students and improving their academic success rate. It has been implemented in Pamplona, Carcastillo, Murillo el Fruto and Santacara. Of 22 students, four completed de Compulsory Secondary Education in September and started post-secondary Professional Training courses.
BENEFICIARIES: 22 STUDENTS, 16 FAMILIES AND 9 SCHOOLS

EDUCATIONAL MAINSTREAMING IN THE MENDIALDEA SCHOOL. It offers socio-educational

PERSONNEL

WORKERS: 25

ROMA: 3 NON-ROMA: 22
WOMEN: 22 MEN: 3

TRAINEES: 3
VOLUNTEERS: 13

LOCATION

PAMPLONA (REGIONAL HEADQUARTERS)
C/San Blas, Nº 2
31014 Pamplona
Tel: 948 38 26 80 (31001)
Fax: 948 38 26 81 (31002)
Email: fsgpamplona@gitanos.org

KIOSKO DE PRENSA NABUT
Universidad pública de Navarra
Campus de Arrosadía, s/n
31006, Pamplona
Tel: 948 16 62 20
www.nabutnavarra.org

TIENDA NABUT
Avda. Marcelo Celayeta, Nº 44 bajo
310014, Pamplona
Tel and Fax: 948 12 45 58 (31050)
www.nabutnavarra.org

LAVANDERIA NABUT
Polígono Morea Sur nº 84
31191 Beriain - Navarra
Tel: 948 34 26 66
www.nabutnavarra.org



The employment area structured its activity around two priority lines of action: the *Acceder* and the NABUT integration centre that this year acquired the legal status of body corporate.

Our educational work focused on educational support programmes in schools and on *Promociona*, which consolidated its trajectory. The housing area continued its work on social integration housing programmes.



ROMEMPLEA TEAM, AIMING AT IMPROVING THE EMPLOYABILITY OF MINIMUM WAGE EARNERS

support to Roma students and their families.

BENEFICIARIES: 46 MINORS AND 26 FAMILIES
BUDGET: € 29,426

EDUCATIONAL MAINSTREAMING IN THE BERRIOZAR SECONDARY SCHOOL, which extends the work done in the Mendialdea primary school to secondary level.

BENEFICIARIES: 26 STUDENTS AND 20 FAMILIES
BUDGET: € 31,300

SCHOOL SUPPORT IN AOI.

Punctual educational intervention in the town of Aoiz upon request of the Social Services in the area. School support during holidays.

BENEFICIARIES: 6 STUDENTS
BUDGET: € 2,000

HOUSING

Our work in the housing area is based on the Social Integration Housing programmes promoted by the Regional Government of Navarre and it involves selection and counselling of families in rental and purchase transactions, processing the required documents and subsequent social monitoring of these families for periods of 3 to 5 years.

Noteworthy in 2011 was the importance acquired by the VAIS rental programme and the corresponding decline of the VIS (purchase), as a result of the economic crisis that triggered a radical change in the banks' crediting policies.

THE SOCIAL INCLUSION HOUSING RENTAL PROGRAMME (VAIS) provides the possibility of renting houses to families with income 1.0 lower than the IPREM (Public Income Index) in situation or at risk of social exclusion.

BENEFICIARIES: 10 FAMILIES
BUDGET: € 42,285.31

THE SOCIAL INCLUSION HOUSING PURCHASE PROGRAMME (VIS).

Favours the purchase of houses by socially vulnerable families with income 1.7 lower than the IPREM (Public Income Index).

BENEFICIARIES: 1 FAMILY
BUDGET FOR PURCHASE: € 23,490 OF DIRECT SUBSIDIES GRANTED BY THE HOUSING DEPARTMENT OF THE REGIONAL GOVERNMENT OF NAVARRE AND € 5,800 FROM THE SOCIAL AFFAIRS DEPARTMENT.

COMMUNITY SOCIAL ACTION

SOCIAL-URBAN PLANNING ACTION PROGRAMME IN THE MERCED DISTRICT IN ESTELLA. Intensive monitoring of families with special social needs. It came to an end in 2011.

BENEFICIARIES: 18 FAMILIES
BUDGET: € 10,700

SOCIO-EDUCATIONAL ACTION. With families, in collaboration with Social Welfare Services in various regions in Navarre.

BENEFICIARIES: 48 FAMILIES. 236 PEOPLE. 132 MINORS.
BUDGET: PERALTA: € 40,000, FITERO: € 40,000, SOCIAL WELFARE SERVICES OF ARTAJONA: 21.450 €, BUZTINTXURI: € 39,700

ACCOMPANIMENT AND MONITORING OF FAMILIES SUFFERING CHRONIC SOCIAL EXCLUSION.

BENEFICIARIES: 10 FAMILIES. 51 PEOPLE
BUDGET: € 37,508.85

YOUTH

FSG Navarre is still managing the AMALE Youth Information Centre, that in 2011 operated without any funding. In the

2011 WAS KEY TO OUR NABUT WORK INTEGRATION CENTRE IN WHICH BOTH THE SERVICES OFFERED AS WELL AS ITS NUMBER OF WORKERS HAVE INCREASED.

PROMOCIONA WAS CONSOLIDATED IN 2011, WE WORKED WITH 22 STUDENTS AND 9 SCHOOLS.

same line, FSG's Office for Youth in Navarre was created. It financed recreational and educational activities dedicated to Roma youth in Navarre.

BEEFICIARIES: 120
BUDGET: € 700

GENDER EQUALITY

EMPOWERMENT AND EQUALITY OF ROMA WOMEN. Fosters equal opportunities by means of transversal and positive action initiatives that should lead to real and effective equality.

BENEFICIARIES: 80 BUDGET: € 10,200

VOLUNTEERING

Our volunteering programme focuses on providing school support to school-age minors that participate in the FSG's educational programmes. This year we had 21 volunteers.

ROMANIA



FSG AND FSR INTERNATIONAL ACTIVITIES ARE MANAGED AND COORDINATED BY THE FSG'S INTERNATIONAL DEPARTMENT.

FSR DIRECTOR:
BELÉN SÁNCHEZ-RUBIO (FSG'S DIRECTOR OF INTERNATIONAL PROGRAMMES)

PERSONNEL:
ADRIÁN MARIN

FSR DIRECTOR
BELÉN SÁNCHEZ-RUBIO



FUNDAȚIA SECRETARIATUL ROMILOR (FSR)

FSR BOARD OF TRUSTEES

PEDRO PUENTE: FSG PRESIDENT

DANIELA-ALEXANDRA MARINESCU: EXPERT ON ROMANIAN ROMA POPULATION.

JESÚS LOZA: MEMBER OF THE BASQUE COUNTRY REGIONAL PARLIAMENT AND OF THE FSG BOARD OF TRUSTEES

THE ROMA COMMUNITY

Romania, with an estimated Roma population of two million people (making up 10% of the total population), is the European country with the highest proportion of this minority. The situation of this community is characterised by poverty, social exclusion and discrimination, and there is still a significant gap between the Roma and the Romanian population as a

whole: lower education levels, higher unemployment rate, etc.

Since Romania joined the EU in 2007, financial instruments aimed at addressing these serious inequalities have multiplied, and a specific State body for Roma affairs has been created: the National Roma Agency (NRA). However, there is a lack of political will to implement the public measures aimed at improving the serious situation of this minority.

This is proved by the persistence of extreme poverty and marginalisation and the constant migration of a large part of the Romanian Roma citizens to other EU countries in search of a better life.

Structural funds, especially the European Social Fund (ESF) and the FEDER, may play a fundamental part in for breaking the generational circle of poverty, exclusion and discrimination that characterizes

THE FSG

At the end of 2011, the FSG completed the transfer of the *Acceder* programme in 8 Romanian cities, under the Project, "Împreună pe piața muncii" ("Together in the Labour Market"), funded by the Romanian ESF and having FSG as transnational partner and the National Roma Agency (NRA) as leader.

During over two years, FSG personnel from various departments and regions took part in the transfer of the *Acceder* methodology.

The FSG has also continued to participate, as transnational partner, in another transnational project also funded by the Romanian ESF, the "EU-Inclusive" project, whose result

will be a comparative sociological study on Roma population and employment in Romania, Bulgaria, Italy and Spain. This study enables us to repeat the study on employment conducted by the FSG in 2005, which serves as reference for this new study. This project will be completed in 2012.

WHAT WE DID IN 2011



WORKERS OF THE ROMANIAN NATIONAL ROMA AGENCY (NRA) DURING THE TRAINING ON THE ACCEDER METHODOLOGY IN THE FSG ALICANTE HEADQUARTERS.

HEADQUARTERS

FUNDATIA SECRETARIATUL ROMILOR
STR. STRAMOSILOR 1A.
SPATIU NR. 14. SECTOR 6.
BUCHAREST. ROMANIA.
Tel: 0040 766 74 05 51
belen.sanchez@gitanos.org
adrian.marin@gitanos.org



the Romanian Roma population. This would be possible if the funds available were used effectively and efficiently and with a focus on priority areas in order to trigger a social change: employment, education, housing and healthcare. At the end of 2011, the Romanian government approved its National Strategy for Roma Inclusion as provided by the European Commission's Communication on the *EU Framework for National Roma*

Integration Strategies up to 2020, which establishes for the first time a common framework for the development of measures and policies at national level, starting from approaches, objectives and work areas shared by all EU member states. This is a great opportunity to really achieve changes in the years to come.

In 2011, FSG held several high-level meetings with people in charge with political and technical issues from various Romanian public bodies, for the purpose of presenting our foundation and our work, and in order to be able to progress in our potential projects in Romania that may start in 2011. During this process, we have also worked closely with the

Spanish Embassy in Bucharest, which has been supporting us ever since we started our activity in this country.

In the previous years, the FSG created a foundation in Romania, Fundatia Secretariatul Romilor (FSR), so that this new foundation may manage directly the intervention that FSG would carry out in

EMPLOYMENT

'EU INCLUSIVE' EUROPEAN PROJECT. STUDY ON EMPLOYMENT AND THE ROMA COMMUNITY. THE EUROPEAN INCLUSION EXPERIENCE AND TRANSFER OF DATA ON INCLUSION OF THE ROMA COMMUNITY IN THE LABOUR MARKET IN ROMANIA, BULGARIA, ITALY AND SPAIN, 2010-2012. This project enables us to repeat the study on employment and the Roma community first conducted by the FSG in 2005 on the basis of the EPA methodology (Active Population Survey). It also enables transfer of the latter to three other EU countries which will also draw up the report:

Romania, Bulgaria and Italy. The result will be a comparative study. In 2011 we carried out the field work and we began the report of the study.

**PARTNERS: SOROS FOUNDATION ROMANIA (COORDINATOR), SOROS FOUNDATION BULGARIA AND CASSA DELLA CARITÀ, ITALY.
BUDGET: € 350,000 FOR 2010-2012**

TRANSFER IN ROMANIA OF THE ACCEDER PROGRAMME "ÎMPREUNĂ PE PIATA MUNCII" ("TOGETHER IN THE LABOUR MARKET"). In 2007, the Romanian Government decided to transfer the *Acceder* programme, managed by the FSG, to the eight largest cities in Romania. The scheme was



WORK MEETING FOR TRANSFER OF THE ACCEDER METHODOLOGY IN ROMANIA

IN 2011, THE FSG AND FSR ACTIVATED THEIR INSTITUTIONAL RELATIONS IN ROMANIA AND PRESENTED THEIR FUTURE COLLABORATION GUIDELINES.

Romania. In 2011, the Romanian ESF calls for proposals were suspended and it was not possible to apply for any new projects.

Many reference documents of the FSG (of *Acceder* and *Pro-mociona*, among others) are already available in Romanian.

AT THE END OF 2011, THE ROMANIAN GOVERNMENT APPROVED ITS NATIONAL STRATEGY FOR ROMA INCLUSION THAT ESTABLISHED FOR THE FIRST TIME A COMMON FRAMEWORK FOR THE DEVELOPMENT OF MEASURES AND POLICIES AT NATIONAL LEVEL, STARTING FROM APPROACHES, OBJECTIVES AND WORK AREAS SHARED BY ALL EU MEMBER STATES. THIS IS A GREAT OPPORTUNITY TO REALLY ACHIEVE CHANGES IN THE YEARS TO COME

funded by Structural Funds and managed through the National Roma Agency (NRA). From 2008 until October 2011, the FSG, as trans-national partner, performed consultancy, adaptation, transfer and methodological implementation of the *Acceder* programme in the Romanian context. In 2011 we completed the activities and carried out the final assessment. This initiative provided the opportunity to test the potential for transferring *Acceder* to contexts different from its origins in Spain. The intervention model that we deem best for achieving greater impact and efficiency in our work will be, from now

on, the direct management of this type of programmes, by the FSG. This way we believe we will better approach the inherent difficulties of an administrative, political and economical context which is significantly more different than the Spanish one.

BUDGET: € 700,000 FOR 2008-2011

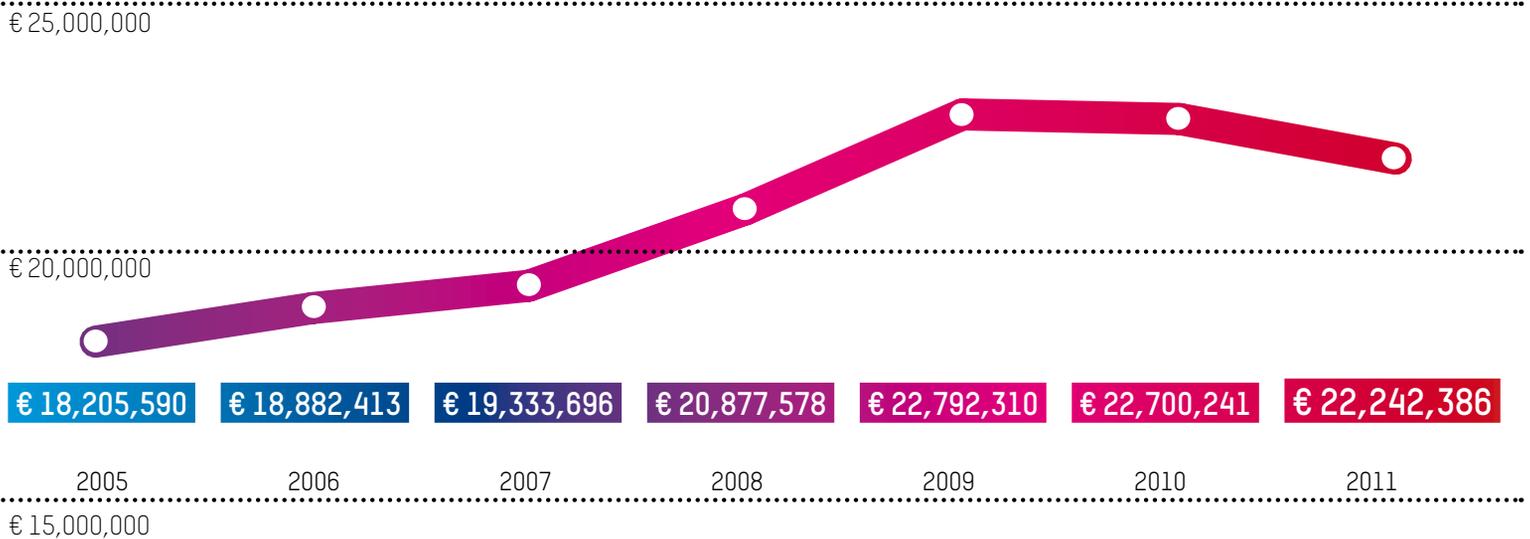
ECONOMIC DATA AND AUDIT REPORT

The annual accounts of the Fundación Secretariado Gitano (FSG), made up of the balance sheet as of 31st December 2011, the income statement and the report corresponding to the financial year that ended at the said date, have been audited by Ernst & Young.

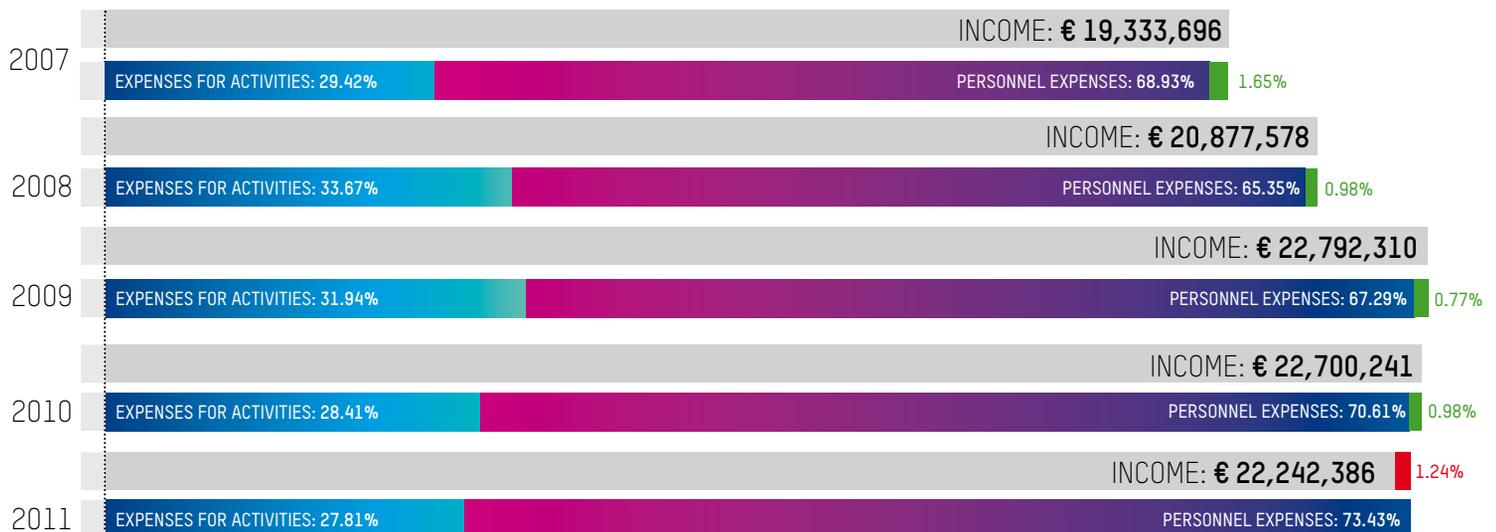


The complete audit report on annual accounts issued by Ernst & Young may be consulted on our webpage: www.gitanos.org/memoria11/auditoria, as well as the complete annual accounts of the FSG, which may be consulted on www.gitanos.org/cuentasanuales2011.

EVOLUTION ON THE FINANCIAL RESOURCES



EVOLUTION OF INCOME AND EXPENSES (IN €)



INCOME AND EXPENSES IN 2011 (IN €)

BUDGET



REAL



■ PROFIT ■ DEFICIT

FINANCING SOURCES 2011

TOTAL: € 22,242,386

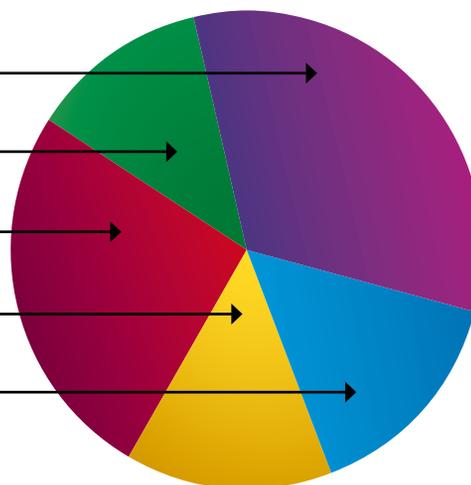
REGIONAL: **33%**

PRIVATE AND OWN FUNDS: **12%**

EUROPEAN: **26%**

LOCAL: **14%**

GOVERNMENT: **15%**



INCOME BY WORK AREA IN 2011

EMPLOYMENT: **55.64%**

EDUCATION: **7.70%**

HOUSING: **4.18%**

EQUAL TREATMENT: **0.73%**

GENDER EQUALITY: **0.78%**

HEALTH: **1.36%**

YOUTH: **0.36%**

INTERNATIONAL: **0.60%**

SOCIAL INCLUSION: **23.38%**

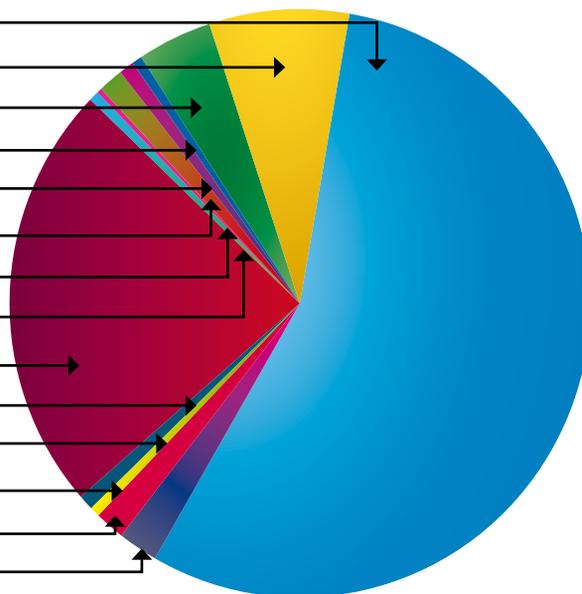
IMMIGRATION: **1.08%**

INMATES: **0.41%**

PROMOTION OF CULTURE: **0.08%**

COMMUNICATION: **1.57%**

OTHER: **2.13%**





C/Ahijones s/n. 28018 Madrid (España)
Tel. (34) 91 422 09 60
Fax (34) 91 422 09 61
Email: fsg@gitanos.org
www.gitanos.org