112,881 DIRECT BENEFICIARIES
527 PROGRAMMES PERFORMED
4,042 EMPLOYMENT CONTRACTS ACHIEVED BY THE ACCEDER PROGRAMME
19.57% PERSONS RECEIVED ASSISTANCE FROM OUR EMPLOYMENT SERVICES
300 STUDY SCHOLARSHIPS ADMINISTERED BY THE FSG
207 FAMILIES ASSISTED IN LEAVING SLUM DWELLINGS
555 REGISTERED CASES OF DISCRIMINATION
2,000 CHILDREN AND THEIR FAMILIES PARTICIPATED IN THE AWARENESS CAMPAIGN OF THE "PHOTO-VAN"
19,622 BENEFICIARIES OF THE SOCIAL INCLUSION PROGRAMMES
19,574 PERSONS RECEIVED ASSISTANCE FROM OUR EMPLOYMENT SERVICES
207 FAMILIES ASSISTED IN LEAVING SLUM DWELLINGS
300 STUDY SCHOLARSHIPS ADMINISTERED BY THE FSG
555 REGISTERED CASES OF DISCRIMINATION
2,000 CHILDREN AND THEIR FAMILIES PARTICIPATED IN THE AWARENESS CAMPAIGN OF THE "PHOTO-VAN"
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
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.

**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.

**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.
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.

### TRANSPARENCY
- The FSG publicizes its activity making its 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

Programmes and services to improve living standards and boost equal opportunities

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.

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.

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.

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

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

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

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

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.

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.

1. Promotion of culture and social participation

2. Deepen the intercultural character, work within diversity

3. Organisational development

4. Economic sustainability

5. Influence policy, influence society
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.
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 Corporate 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.
INTERCULTURAL, YOUNG, PROFESSIONAL AND COMMITTED; THESE ARE THE FEATURES OF OUR STAFF

2001 was a key year for our Human Resources Department which was reorganized to include more specials work areas offering specific assistance. Our own Prevention Service, created in 2010, was consolidated al 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.
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 HAS A PROTAGONIST... AND THAT’S YOU.
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.
2011 SITUATION

THE ROMA

THE FSG IN

2011 IN FIG
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 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 hope that once the Spanish Roma Inclusion Strategy –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.
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 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 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 6th meeting of the European Platform for Roma 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.
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.

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.
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.
Despite 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.

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.
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

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.
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.
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.

**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

- 2005: €18,205,590
- 2006: €18,882,413
- 2007: €19,333,696
- 2008: €20,877,578
- 2009: €22,700,241
- 2010: €22,792,310
- 2011: €22,242,386
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 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 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 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.
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

**ACTIVITY TURNOVER:**

€ 22,242,386

- **527** programmes in 82 towns from 14 autonomous regions
- **318** volunteers
- **112,881** direct beneficiaries

**EDUCATION**

- **300** bursaries for secondary and higher studies
- **15,547** students participated in our programmes

- **127** programmes

- **40.7%** of the FSG’s staff is Roma
<table>
<thead>
<tr>
<th>Category</th>
<th>Stats</th>
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</thead>
<tbody>
<tr>
<td><strong>Equal Treatment</strong></td>
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<td>Recorded cases of</td>
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<tr>
<td>discrimination</td>
<td></td>
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<td>Direct consultancies</td>
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<td>People benefited</td>
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<td>From our prevention</td>
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<td>Programmes</td>
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<tr>
<td><strong>Communication</strong></td>
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<td>“When I grow up, I want</td>
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<td>To be...”</td>
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<td>People assisted</td>
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<td>Training actions</td>
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<td>Slum settlements</td>
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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
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.
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.
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

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
- COMMERCE: 77
- CONSTRUCTION: 1
- HOTEL INDUSTRY: 37
- BEAUTY: 12
- INDUSTRY: 1
- CLEANING AND MAINTENANCE: 21
- SERVICES: 26

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

COURSES BY SPECIALTY. TOTAL: 308
- FORKLIFT DRIVER 14
- SHOP ASSISTANT 46
- HOTEL AND RESTAURANT SERVICES 39
- CLEANING 10
- CHAMBERMAID 14
- COMPUTER SKILLS 12
- LITERACY AND HIGH SCHOOL GRADUATION 14
- BEAUTICIAN 11
- MAINTENANCE 10
- SUPERMARKET CASHIER 15
- DRIVING LICENCE 14
- SHELF STACKER 9
- CUSTOMER SERVICE 14
- COOKING 7
- BUILDING 7
- WAITING STAFF 12
- SOCIO-CULTURAL ACTIVITY INSTRUCTOR 6
- PRE-OCCUPATIONAL 5
- HOSTESSES 4
- AIR CONDITIONING 3
- LANDSCAPING 3
- WAREHOUSE ASSISTANT 8
- AGRICULTURAL WORKER 3
- SECURITY GUARD 3
- SOCIAL HEALTHCARE 4
- LAUNDRY 2
- FOOD HANDLING 20

SEVERAL YOUNG LADIES RECEIVE SALE ASSISTANT DIPLOMAS IN GALICIA

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

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

**BUDGET: € 150,000**
**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.

**43,805** CONTRACTS OBTAINED

WOMEN: 22,813 | MEN 20,992

ROMA: 30,574 | NON-ROMA 13,231

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"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"

---

**54,246** PARTICIPANTS

**112** SELF-EMPLOYMENT PROJECTS

PROMOTERS: 134

MEN: 75, WOMEN: 59

ROMA PEOPLE: 115

**16,159** EMPLOYING COMPANIES

**15,802** PEOPLE TRAINED

MEN: 6,697

WOMEN: 9,105

ROMA: 12,846

NON-ROMA: 2,956
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 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.

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

PERSONNEL: 8 PEOPLE, 5 IN THE INSERTION PROCESS

INCOME IN 2011: € 212,728.15

2011 BUDGET: € 181,426.78

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

Uzipen-Madrid was created in 2011 for the purpose of facilitating the work integration of excluded persons by rendering services such as cleaning, maintenance, refurbishment and among others.

Also, in 2011 Uzipen-Madrid became a permanent member of the Madrid Association of Integration Companies, which allowed it to participate in INSER-CIONA, 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

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

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.

ECOTUR, A PROFESSIONAL HOSTESS SERVICE

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.
The educational advancement of the Roma community is 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.

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.

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

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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.

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The educational advancement of the Roma community is one 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.
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.

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.
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.
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).
**PROMOCIONA DATA**

**STUDENTS**

<table>
<thead>
<tr>
<th>Year</th>
<th>Boys</th>
<th>Girls</th>
<th>Total</th>
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<tbody>
<tr>
<td>2011</td>
<td>42.7%</td>
<td>57.3%</td>
<td>710</td>
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<tr>
<td>2010</td>
<td>48%</td>
<td>52%</td>
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</tr>
<tr>
<td>2009</td>
<td>44%</td>
<td>56%</td>
<td>208</td>
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</table>

**EDUCATIONAL CENTRES**

<table>
<thead>
<tr>
<th>Year</th>
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<th>Secondary</th>
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</tr>
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<tbody>
<tr>
<td>2011</td>
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<tr>
<td>2010</td>
<td></td>
<td></td>
<td>86</td>
</tr>
<tr>
<td>2009</td>
<td></td>
<td></td>
<td></td>
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</table>

**FAMILIES**

<table>
<thead>
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<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
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</tr>
<tr>
<td>2010</td>
<td>280</td>
</tr>
<tr>
<td>2009</td>
<td>179</td>
</tr>
</tbody>
</table>

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

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

*“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.”*

Patricia Vázquez, 16, is in the third year of the ESO.

Promociona Classrooms offer support and high-quality extra tuition in small groups.
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 substandard 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.
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 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.

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.

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

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.
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.

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.

Funded by:

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.

BENEFICIARIES: 650 FAMILIES
RECEIVING CONTINUOUS ACCOMPANIMENT AND SUPPORT
1,352 INTERVENTIONS
BUDGET: € 126,000

BENEFICIARIES: 288 PEOPLE
7 FAMILIES WERE RELOCATED
BUDGET: € 52,000
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 interrelated 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 INCLUSION OF 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.
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. 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*, 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.

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.

1. [http://www.who.int/social_determinants/es/](http://www.who.int/social_determinants/es/)
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.

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:

MINISTERIO DE SANIDAD, SERVICIOS SOCIALES E IGUALDAD

260 ACTIVITIES IN 24 TOWNS AND 11 REGIONS

BENEFICIARIES: 1,658 YOUTH AND OVER 200 PROFESSIONALS
2011 BUDGET: € 51,000

Funded by:

MINISTERIO DE SANIDAD, SERVICIOS SOCIALES E IGUALDAD

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.
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 difficult 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.
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 youth 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

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:** ALMERÍA, 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, BADAJOS, CÁCERES, MÉRIDA, MADRID, PAMPLONA.

**2011 BUDGET:** € 40,000

**FUNDED BY:**
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.

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.

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

PHOTO: SANNI SAARINEN
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.

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.

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FUNDED BY: 

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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.
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 maintaining 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.
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.

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.

2011 BUDGET: € 1,583,000

FUNDING BY:

BENEFICIARIES:
2,500 CHILDREN AND 1,400 FAMILIES

THE FSG IMPLEMENTS THE CAIXA PROINFANCIA IN:
VALENCIA – WHERE IT MANAGES THE PROGRAMME DIRECTLY –, BARCELONA, ZARAGOZA, MURCIA, MADRID, SEVILLE AND MÁLAGA
FOSTERING POSITIVE COEXISTENCE IN LA COMA, PATERNA (VALENCIA)

The objective of the Inter-cultural 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 culturally 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

TOTAL INHABITANTS: 6,956

SPANISH NON-ROMA POPULATION: 3,556
SPANISH ROMA POPULATION: 2,786
FOREIGN ORIGIN POPULATION: 614

BENEFICIARIES: 6,967 PEOPLE
2011 BUDGET: € 155,000.
Funded by: MINISTERIO DE SANIDAD, SERVICIOS SOCIALES E IGUALDAD DELEGACIÓN DEL GOBIERNO EN MADRID

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:
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.

**ACCOMPANIMENT DURING RELOCATION IN HUESCA**

**BENEFICIARIES:**

208 PEOPLE

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

**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:**

Ayuntamiento de Huesca

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**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”.

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**ROSA GIMÉNEZ IS A HOUSEWIFE AND LIVES IN THE LOS MÁRTIRES VILLAGE, WHERE WE WORK WITH THE URBAN PROJECT**
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 Fundación Secretariado Gitano’s main lines of action is the advancement of equal treatment (in all ways) both with regard to society in general and to the internal operation of the organisation.

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.

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.

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.

→ 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.


→ 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.
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.
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.

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.

FUNDIED 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
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.
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.
Roma women are bringing 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.

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.
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 published 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.

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 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.

**FUNDING:**

- **Beneditaries:** 209 persons
- **2011 budget:** €75,000
- **To which the Women’s Institute contributed with:** €55,000

**Funded by:**

- European Union
- Ministry of Social Affairs and Inclusion
- Regional Government of Madrid
- City Council of Madrid
- University of the City of Madrid
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.
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.
In addition, 2011 was marked by the following activities:

- Organisation of two half-yearly meetings of EURoma, in Prague (May) and Budapest (November). These periodsical 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:
**‘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 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.
RENEWING TOOLS AND OPENING UP NEW SPACES

2011 meant the beginning of a new stage in the FSG’s communication and awareness-raising actions. One 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 website. 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)

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.
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.

Gitano’s 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).
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 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

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

Funded by:
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:

1. To raise the awareness of Roma population regarding the importance of education and the need to finish secondary school.
2. 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.
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.
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 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:

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
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.

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).

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.
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.


**→ Selective dissemination of information**

The Documentation Centre’s recent acquisitions are notified via a series of periodical digital newsletters.
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
NAVARRE
ROMANIA
WHAT WE DID IN 2011

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.

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 HUEVA – 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.

For more information, visit: www.gitanos.org/andalucia
Follow us on Facebook
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.

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

35 PEOPLE INTEGRATED INTO THE LABOUR MARKET.
BUDGET: INCLUDED IN ACCEDER, PLUS € 8,000 PROVIDED BY THE GENERAL DIRECTORATE FOR IMMIGRANT 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.

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.

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

c) Continuous PAEA. Students with high absenteeism and poor 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

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

4TH MEETING OF ROMA STUDENTS, IN JEREZ. 27 families of Cordoba, Huelva, Seville, Campo de Gibraltar and Jerez participated. BUDGET: € 4,500

THANKS TO ACCEDER, WE OBTAINED 1,668 EMPLOYMENT CONTRACTS
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

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

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 ANDALUSIA, THAT CAN ALREADY BE READ ON WWW.GITANOS.ORG/REVISTA_GITANOS/60/

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2012, WITH A SPECIAL REPORT ON ANDALUSIA, THAT CAN ALREADY BE READ ON WWW.GITANOS.ORG/REVISTA_GITANOS/60/
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 occup-pational 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

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: 48 CONTRACTS
BUDGET: € 17,281

EDUCATION

CAIXA PROINFANCIA. School support and Open Centre activities.

WE OBTAINED: 46 CONTRACTS
BUDGET: € 17,281

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

BENEFICIARIES: 230 PEOPLE
BUDGET: € 8,000

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.
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.

**PERSONNEL**

WORKERS: 24

ROMA: 7
NON-ROMA: 17
WOMEN: 16
MEN: 8

**VOLUNTEERS**

ROMA: 1
NON-ROMA: 6
WOMEN: 4
MEN: 3

**LOCATION**

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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 via the direct assistance service we counselled over 400 people on social, healthcare and educational benefits, on administrative procedures etc. We recorded 520 consultations.

**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

**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

**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 €

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

BENEFICIARIES: 72 CHILDREN.
BUDGET: € 62,000

**COMMUNITY SOCIAL ACTION**

**MOTHERS’ SCHOOL, TARGETING ROMA MOTHERS.** 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.

**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

**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

**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: 72 CHILDREN.
BUDGET: € 62,000

**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
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 dropout rate. As regards housing, spite of progress towards 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.

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. Although 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.

WHAT WE DID IN 2011

ACCEDER ASTURIAS

BUDGET: € 221,464.56

148 WORK CONTRACTS

702 BENEFICIARIES

BENEFICIARIES: 702

Roma: 476 | Non-Roma: 226

Men: 353 | Women: 349

People who started a labour market integration pathway: 235

Roma: 158 | Non-Roma: 77

Men: 116 | Women: 119

Contracts: 148

Roma: 80 | Non-Roma: 68

Men: 53 | Women: 95

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
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.

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 CASARIO. 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: VENTANIÉLLES, 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 AVILÉS AND OVIEDO.

BENEFICIARIES: 263
BUDGET: € 25,371

COMMUNICATION AND AWARENESS

AWARENESS, EDUCATION, ANTIDOTE FOR POVERTY AND SOCIAL EXCLUSION? EDUCATIONAL ACTIVITIES FOR STUDENTS IN COMPEL-SORY 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: € 5,696.38
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 lives 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/FundacionSecretarioGitanoCantabria.

WHAT WE DID IN 2011

ACCEDER IN CANTABRIA

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.

Benefits: 10 people
Budget: € 5,300

Leisure and free time. Free time and leisure activities with students.
Benefits: 200 people
Budget: € 24,000

Adult education. Computer literacy and reading and writing workshops.
Benefits: 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

Education
Promociona. Educational support and guidance programme.
Benefits: 12 students, 12 families and 7 centres
Budget: € 20,000

Budget: € 130,299
Benefits: 1,171
Programmes executed: 6

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Personnel: 16 people

For more information, visit: www.gitanos.org/cantabria

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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

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 decades—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.

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 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.

BENEFICIARIES: 10 STUDENTS
BUDGET: € 32,500

CUSTOMER SERVICE COURSE (CIUDAD REAL). Dedicated to people who are unemployed and have low qualifications,
THE PARTICIPATION OF OVER 3,200 PEOPLE IN OUR COMMUNITY SOCIAL ACTION PROJECTS.


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

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 PART BUDGET: € 10,000

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. BENEFACTORS: 13 STUDENTS BUDGET: € 7,940

STUDENTS: 27

COMMUNITY SOCIAL ACTION

DEVELOPMENT AND PROMOTION OF THE ROMA COMMUNITY. In Albacete, La Roda, Hellín, Ciudad Real, Puertollano and Guadalajara. Projects of inter-cultural 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). In Albacete, La Roda, Hellín, Ciudad Real, Puertollano and Guadalajara. Projects of inter-cultural mediation, dissemination of Roma culture, youth empowerment, healthcare promotion, increase of the employability level and inter-vention in the education field. 535 DIRECT BENEFICIARIES BUDGET: 224,881 €

VOLUNTEERING

FSG-CLM VOLUNTEERING 2011. Programme for planning and implementing social action 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

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. BENEFACTORS: 14 BUDGET: € 2,500
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

WHAT WE DID IN 2011

ACCEDER CASTILE-LEÓN

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) 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 MURABA. Youth employability enhancement programme.
BENEFICIARIES: 25 PEOPLE
BUDGET: € 7,500

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 107

421 CONTRACTS OBTAINED
58,000 TRAINING HOURS
BUDGET: € 609,398.92
THE SOCIAL SERVICES – WE CONTINUED THE EMPLOYMENT WORKSHOPS.

EDUCATION. Promocióna 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.

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.

EDUCATION

Promocióna. 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 Chelamar (Learning to Know More). It seeks to reduce early school leaving.

BENEFICIARIES: 254 CHILDREN
BUDGET: € 15,200

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: 286 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 Chelamar, 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
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, minimum 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.

EMPLOYMENT

ACEDER. 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: € 10,983.68

“CAIXA-INCORPORA”. Work integration of socially excluded people and involve-ment of the companies in corporate social responsibility (CSR).

120 PARTICIPANTS,
41 VISITED COMPANIES,
15 COMMITTED AND ONE AGREEMENT
BUDGET: € 10,833.33

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. MONT-CADA-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

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...
advancement of the Roma immigrants from Eastern Europe. In addition, in Sabadell, the Promociona programme achieved its objective of reducing early school living.

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”.

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

SUPORT 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 ROMANE. 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 €

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: € 37,020.29
WHAT WE DID IN 2011

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-

ACCEDER IN THE VALENCIA REGION

0

Beneficiaries: 1,677

| Roma: 1,203 | Non-Roma: 474 |
| Men: 780 | Women: 897 |

People who started a labour market integration pathway: 626

| Roma: 400 | Non-Roma: 226 |
| Men: 292 | Women: 334 |

Contracts: 459

| Roma: 292 | Non-Roma: 167 |
| Men: 153 | Women: 306 |

459 contracts obtained
1,677 beneficiaries
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 Community 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.

**EMPLOYMENT**

**ACEDER.** Aimed at providing the Roma community with training and employment.

BUDGET: € 579,731.25

**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: € 86,700

**INCORPORA.** Elche, Alicante. The “la Caixa” Foundation.

BENEFICIARIES: 100

PEOPLE HIRED: 40

AGREEMENTS WITH COMPANIES: 40

**THE EMPLOYMENT PROGRAMME.** The Bancaja Foundation.

BENEFICIARIES: 90 PEOPLE

PEOPLE HIRED: 17

BUDGET: € 60,000

**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: € 28,280

**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: 180

CHILDREN BUDGET: € 17,222.22
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:** € 83,900

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:** € 401,962

INTERCULTURAL COMMUNITY INTERVENTION PROGRAMME (ICI).
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.**

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:

- **BRÚJULA ROMANO 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

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
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 INCORPORATION 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 (PCCP) 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 DREAMED 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

ACEDER. 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

ACEDER IN MADRID

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<th>BENEFICIARIES: 626</th>
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<td>ROMA: 375</td>
<td>NON-ROMA: 251</td>
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<td>MEN: 344</td>
<td>WOMEN: 282</td>
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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

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

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: € 20,000

“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 Vallecas. It includes the orientation towards continuous training resources.

BENEFICIARIES: 140
BUDGET: € 240,000

WORKS OF SOCIAL AND GENERAL INTEREST. Hiring unemployed people to reinforce comprehensive action programmes with the Roma community.

BENEFICIARIES: 14
BUDGET: € 207,000

EDUCATIONAL ACTIVITIES UNDER THE AGREEMENT SIGNED WITH MADRID CITY COUNCIL. Via individual assistance, actions with families and coordination with our offices.

BENEFICIARIES: 407 MINORS. 283 PROFESSIONALS.
41 SCHOOLS
BUDGET: € 80,000

**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

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**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

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**Educational Compensation.** Activities in schools with the goal of furthering educational mainstreaming.

**Beneficiaries:** 70  
**Budget:** € 30,000

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**Swimming Pool Mediation Programme.** Conflict prevention and mediation at public pools in Moratalaz, Villaverde, and Usera districts.

**Impact:** 30,000 swimming pool users  
**Beneficiaries:** 80 adults  
**Budget:** € 128,000

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**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

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**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

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**Communication and Awareness-Raising Programme of Caja Madrid Social Work Area.**

**Beneficiaries:** 120 adults, 23 minors  
**Budget:** € 42,480

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**Health**

**Information and Counselling.** With minors and adults. Social assistance and educational insertion with Roma people under rehabilitation process in relation to drug addiction.

**Beneficiaries:** 88  
**Budget:** € 32,000

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**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

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**In 2011, the FSG Madrid launched the Promociona Programme in the Ponce de León 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.
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 Promocióna 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

BENEFICIARIES: 633

ROMA: 524
NON-ROMA: 109

MEN: 343
WOMEN: 290

PEOPLE WHO STARTED A LABOUR MARKET INTEGRATION PATHWAY: 207

ROMA: 149
NON-ROMA: 58

MEN: 101
WOMEN: 106

CONTRACTS: 125

ROMA: 105
NON-ROMA: 20

MEN: 63
WOMEN: 62

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: 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
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). 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-VIVARES). Collaboration in a European volunteering project under which we carried out educational activities regarding life values with Roma children.  
BenEFiciarIES: 14  
BUDGET: € 1,450

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 Cáceres Provincial Government.

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

Volunteering was extremely important for our offices this year and we had 13 volunteers. We highlight the agreement with the Office for Cooperation towards Development of the University of Extremadura, who helped us with 6 volunteers for the Promocióna classrooms and the summer school.

We also participated in the conference “Volunteering Guarantees Social and Personal Welfare,” with our own stand and one lecture.

THE VOLUNTEERS AND TRAINEES WERE ESSENTIAL IN THE WORK CARRIED OUT BY THE FSG EXTREMADURA DURING 2011, WHICH FOCUSED ON EMPLOYMENT AND EDUCATION.
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.

WHAT WE DID IN 2011

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: € 20,588.19

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.

BENEFICIARIES: 39 PEOPLE
BUDGET: € 4,000

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

CHANELLAR. 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...
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)

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)

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)

HEALTH

KAMELAMOS GUINAR. For the promotion of a healthy lifestyle.

ACAI§ | 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.

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.

GENDER EQUALITY


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 Románinet. (Porriño)

VOLUNTEERING

HALOVAV. A Galician Volunteers’ programme. Intervention for promoting, training, assigning, accompanying and assessing volunteers working with FSG Galicia.
WHAT WE DID IN 2011

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.

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.

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.

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.

“ECOLOGICAL LANDSCAPING” COURSE. Training people with a low qualification and at risk of social exclusion.

BASIC AID FOR ROMA FROM EASTERN EUROPE. User assistance service that fosters social inclusion and equality by means of a comprehensive intervention.

INCORPORA. Employment mediation programme that facilitates access to employment for disadvantaged people.

“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.
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 for help has diminished. However, we believe the data are positive, although they should be much improved.

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.

BENEFICIARIES: 182 MINORS AND THEIR FAMILIES.

BUDGET: € 275,073

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 is 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.
WHAT WE DID IN 2011

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.

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

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.
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.

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 Purchase Programme (VIS) 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.

The Social Inclusion Housing Renting Programme (VAIS) provides the possibility of renting houses to families with income 1.7 lower than the IPREM (Public Income Index) in situation or at risk of social exclusion.

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.

Community Social Action


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.

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.
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 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 piaţa 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.
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 “IMPREUNĂ PE PIATĂ 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 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

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, 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 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 Promociona, among others) are already available in Romanian.

In 2011, FSG and FSR activated their institutional relations in Romania and presented their future collaboration guidelines.

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.
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 €)

<table>
<thead>
<tr>
<th>Year</th>
<th>INCOME</th>
<th>PERSONNEL EXPENSES</th>
<th>EXPENSES FOR ACTIVITIES</th>
</tr>
</thead>
<tbody>
<tr>
<td>2005</td>
<td>€ 18,205,590</td>
<td>68.93%</td>
<td>29.42%</td>
</tr>
<tr>
<td>2006</td>
<td>€ 18,882,413</td>
<td>65.35%</td>
<td>33.67%</td>
</tr>
<tr>
<td>2007</td>
<td>€ 19,333,696</td>
<td>67.29%</td>
<td>31.94%</td>
</tr>
<tr>
<td>2008</td>
<td>€ 20,877,578</td>
<td>65.36%</td>
<td>31.86%</td>
</tr>
<tr>
<td>2009</td>
<td>€ 22,792,310</td>
<td>70.61%</td>
<td>28.41%</td>
</tr>
<tr>
<td>2010</td>
<td>€ 22,700,241</td>
<td>73.43%</td>
<td>27.81%</td>
</tr>
<tr>
<td>2011</td>
<td>€ 22,242,386</td>
<td>73.43%</td>
<td>27.81%</td>
</tr>
</tbody>
</table>
INCOME AND EXPENSES IN 2011 (IN €)

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%
ANNUAL REPORT 2011

112,881 DIRECT BENEFICIARIES
527 PROGRAMMES PERFORMED
4,042 EMPLOYMENT CONTRACTS ACHIEVED BY THE ACCEDER PROGRAMME
19.57% 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 INCLUSION PROGRAMMES
207 FAMILIES ASSISTED IN LEAVING SLUM DWELLINGS
19,574 PERSONS RECEIVED ASSISTANCE FROM OUR EMPLOYMENT SERVICES
207 FAMILIES ASSISTED IN LEAVING SLUM DWELLINGS
19,622 BENEFICIARIES OF THE SOCIAL INCLUSION PROGRAMMES
207 FAMILIES ASSISTED IN LEAVING SLUM DWELLINGS