



Fundación Secretariado Gitano



We are a professional team that achieves results that impact the lives of nearly 30,000 people

THE FUNDACIÓN SECRETARIADO GITANO

The Fundación Secretariado General Gitano (FSG) is an inter-cultural social organisation that has been working for over 35 years for the advancement and equal opportunities of the Roma community in Spain and the rest of Europe.

It develops projects and services to reduce social inequalities and to defend the rights of Roma, mainly in the fields of employment, education, health and housing. It also works to promote more active policies for the social inclusion of the Roma population, fight against discrimination and guarantee equality.

LETTER FROM THE PRESIDENT

We develop programmes and services to defend the rights of Roma. Pedro Puente.



We present the 2017 Annual Report featuring the most noteworthy results of our activities. Through this report we share the impact of our work with the people who participate in our programmes, public administrations, organisations, enterprises, partners, volunteers, our team of professionals and all of you who support our mission. Thank you for the trust you place in us. That is what drives us and makes it possible for all of us to build a society which compensates for inequalities, protects rights and where the most disadvantaged social groups have opportunities for development.

OUR MISSION

“The mission of the Fundación Secretariado Gitano is the comprehensive advancement of the Roma community based on respect for their cultural identity. We seek equal opportunities, personal advancement and social change.”

OUR VALUES

DIGNITY we believe in the intrinsic value of human beings.

SOCIAL JUSTICE we believe in a society in which human rights are respected.

EQUALITY not only of the legal or formal sort but also equal opportunities.

FULL CITIZENSHIP where Roma are able to fully exercise their rights and duties.

OUR TEAM

754 STAFF MEMBERS



426 VOLUNTEERS



NEW STRATEGIC PLAN 2017/2023

This new Strategic Plan 2017/2023 reinforces progress made and opens up new approaches through four priority axes:



SOCIAL PROMOTION



DEFENCE OF RIGHTS



PARTICIPATION



SUSTAINABILITY

Our goal is to be a driver of change promoting the full citizenship of the Roma community: reducing inequalities and guaranteeing social promotion, defending their rights and promoting their social participation.

EMPLOYMENT > **acceder** promoting Roma employment

Acceder, an effective benchmark programme fostering the socio-labour market inclusion of the Roma community

Incorporation into working life is key in the fight against social exclusion and discrimination. The Acceder employment and training programme offers an adapted response to the dramatic unemployment figures in the Roma community.

New innovation projects to combat social exclusion

accenture *Empleando Digital (digital employment) is an innovative project with new methodologies and actions linked to the digital labour market designed to improve the labour market inclusion of Roma.*



Acceder is the most effective employment initiative with the greatest impact on the socio-labour market inclusion of the Roma community

SIGNIFICANT RESULTS IN 2017



From 2000 to 2017:

98,864	74,792	27,630
participants	labour contracts	people found jobs

orange *EDYTA, technology at the service of Roma women and families*

This combines technology training and implementation of the project www.gitanasavanzando.org designed to develop the digital skills of women in vulnerable situations.





Investing in young people is investing in the future of families

Learning by Doing shows that it is possible to tackle the unemployment problem faced by the most excluded youth

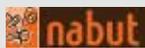
5TH EDITION OF *LEARNING BY DOING*



KEYS TO THE SUCCESS OF *LEARNING BY DOING*



Our social enterprises: protected employment opportunities to combat social exclusion



NABUT
Cleaning, laundry and retail, 50 people working in the northern region of Navarre.



UZIPEN
Remodelling, Maintenance and Cleaning. 27 people hired in Madrid in 2017.



ECOTUR
Auxiliary services for congresses. In 2017, more than 25 hosts and hostesses went through Ecotur.



VEDELAR
Located in the northern region of Asturias, supporting the employment of 15 people in the area of gardening and forestry work.



Learning by Doing is about innovation, quality, social commitment and competitive value to achieve **a labour market inclusion rate of 52% in 2017**

EDUCATION



Through Promociona we foster academic success and the continuation in the education system

EDUCATION AS THE DRIVING FORCE FOR CHANGE FOR ROMA YOUTH

The *Promociona* Programme helps more and more young Roma to finish secondary school and continue on to higher studies.

The main thrust of *Promociona* is the Individualised Educational Counselling aimed at students and their families in coordination with schools. It is complemented with actions at the group and socio-community level, among which the *Promociona classrooms* stand out. These are designed for academic support and reinforcement.

In 2017 Promociona receives the National Education Award

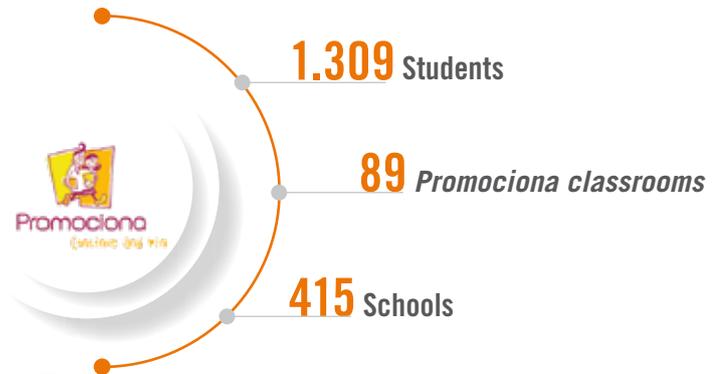
aimed at students and their families in coordination with schools. It is complemented with actions at

79 students participated in the **Mentoring project** with the collaboration of **62 companies**.



PROMOCIONA STUDENTS SUCCEED IN THEIR STUDIES

151 Students graduated from secondary school



Primary school:

57% of the students pass all of their classes

91% of 6th grade students promoted to secondary school



Secondary school:

39% pass all of their classes

73% earn their diploma



Post-compulsory education:

90% proceed on to post-compulsory studies



Graduation of Promociona students in Granada



EDUCATION

WE FACILITATE ACCESS TO AND PERSEVERANCE IN MIDDLE AND HIGHER EDUCATION

In 2017 we supported access to and perseverance in school for 195 Roma students in high school, intermediate and upper level vocational training and university.

In addition, 1,762 people participated in 22 regional and local meetings of Roma students and families. A national meeting was also held with 133 participants from more than 40 towns and cities.



Fundación Secretariado Gitano-Luis Sáez scholarships



University Diploma in Social Intervention with the Roma community. Graduation, 2016/2017 school year

162 Academic scholarships

We encourage young Roma to continue in post-compulsory studies.

30 Scholarships

To enrol on the University Course in Social Intervention with the Roma community. Taught by the Public University of Navarre in collaboration with the FSG.

3 Luis Sáez Scholarships for post-graduate studies awarded by the Fundación Secretariado Gitano

For young Roma women. In collaboration with FUESCYL and the Villalar Foundation.



HOUSING

WE SUPPORT ROMA FAMILIES IN GAINING ACCESS TO DIGNIFIED AND INCLUSIVE HOUSING

We accompany and counsel families as they adjust to their new home, focusing on caring for one's surroundings and living in community. We also encourage positive co-existence among neighbours to help build a sense of community in the neighbourhood.

We offer counselling on issues related to socio-residential inclusion, access to housing and the fight against shanty towns.



We have accompanied and advised **205** families in access to housing



Nearly 93% of the Roma population lives in standard housing. However, approximately 9,000 homes are in sub-standard conditions.

In 2017 we presented the Study-Map on housing and the Roma population in various Regions

Presentation in the Region of Andalusia



Presentation in the Region of Valencia

RESULTS 2017



SOCIAL ADVANCEMENT



EMPLOYMENT

- 16,831 Participants
- 3,422 People found jobs
- 5,374 Labour contracts signed
- 4,650 People trained
- 52% of young people entering the labour market through “Learning by Doing” Initiative



EDUCATION

- 1,309 Promociona students
- 151 Students have graduated from secondary school
- 195 Scholarships and grants for post-compulsory studies



COMBATING POVERTY AND SOCIAL EXCLUSION

- 2,609 Children and their families participated
- 205 Families supported in access to decent housing
- 1,050 Women engaged in social-labour market inclusion
- We presented the Study-Map on housing and the Roma population in Regions



DEFENCE OF RIGHTS



ADVOCACY

- The right to education on the political and parliamentary agenda
- We defend the rights of Roma children
- Advocacy before European institutions and international organisations
- We contributed to National Roma Integration Strategies

AWARENESS RAISING

- 36,800 Followers on Twitter and Facebook
- 300,000 Website visitors (not including return visitors)
- The “Starting from zero” campaign had an audience of 18 million



EQUALITY AND NON-DISCRIMINATION

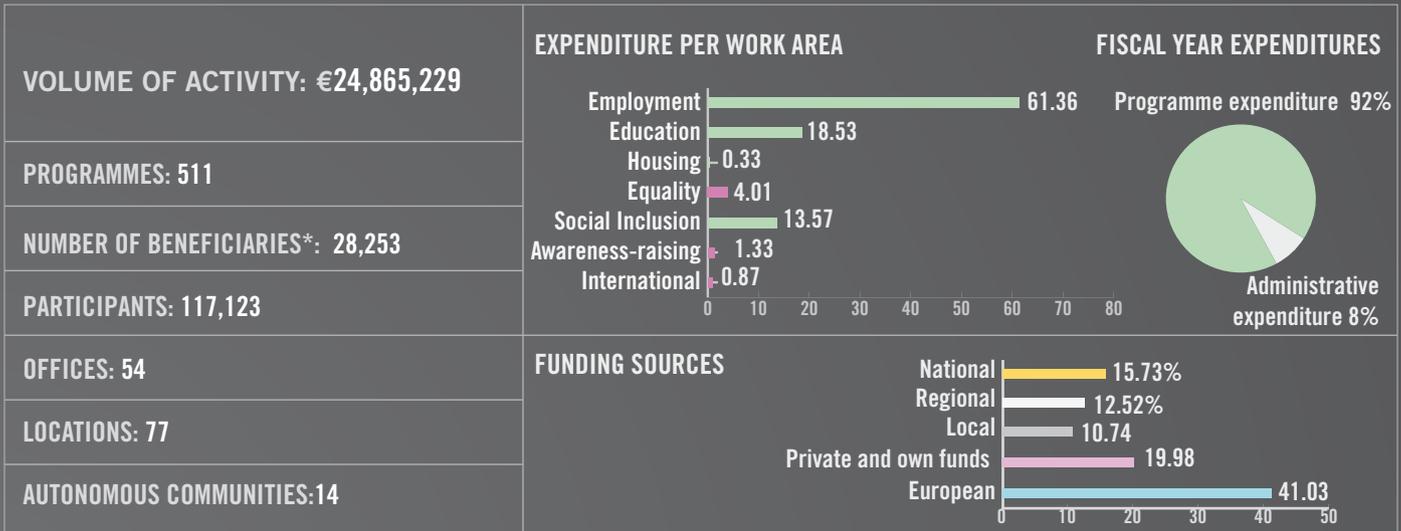
- 401 Victims of discrimination accompanied
- 1,481 Women participate in awareness actions
- 11 Court cases on discrimination
- We advocate for a comprehensive equality law



OUR WORK AT EUROPEAN LEVEL

- We lead and coordinate the EURoma Network with 15 European countries
- We participate in the Structured Dialogue Group with the European Commission
- We co-organise Roma Week (European Parliament)
- We participate in the European Platform on Roma Inclusion (European Commission) among many other key European events





PARTICIPATION



- **VOLUNTEER AND SOCIAL BASE**
 - Volunteers: 426
 - Men: 119 / Women: 307
 - Roma: 127 / Non-Roma: 299
- **PROMOTION OF YOUTH PARTICIPATION**
 - 770 Young people in participation activities
 - 4 Regional meetings and 1 national
- **PROMOTE INTERCULTURALISM**

SUSTAINABILITY



- **EFFECTIVE MANAGEMENT**
 - Volume of activity: 24,865,229€
 - 511 programmes
- **STRATEGIC ALLIANCE**
 - 1,726 Collaborating companies
- **HUMAN CAPITAL**
 - 754 people: 77% women, 30% Roma
- **QUALITY AND TRANSPARENCY**



* We draw a distinction between individual persons who benefit from our actions or programmes (Beneficiaries) and the addition of the number of times they participate in them (Participants). The comprehensive care that a person may require may imply that he/she takes part in several actions within our different lines of intervention such as employment, education, housing, etc.

EQUALITY



WE COMBAT DISCRIMINATION AND ANTI-GYPSYISM

We support and counsel victims of hate crime and discrimination and bring cases before the courts. We coordinate the Assistance and Counselling Service for Victims of Racial or Ethnic Discrimination formed by seven other organisations: ACCEM, CEAR, Spanish Red Cross, Cepaim Foundation, MCI, MPDL and the Acoge Network. In 2017 the Service registered 646 cases based on racial or ethnic origin.

401 Victims of discrimination accompanied



We trained **2,530** key players in the fight against discrimination



We published the XIII Annual Report on Discrimination and the Roma Community in which **334 victims** were identified in 202 cases of discrimination



We defend victims in court: **11 Court** cases on discrimination



We collaborate with Facebook, Twitter and Google as a **“Trusted flagger”** in reporting hate speech



CALÍ, EQUALITY FOR ROMA WOMEN

The aim of the *Cali Programme* is to promote the equality of women and combat discrimination against Roma.

Cali operates in **28** cities

Team of **30** professional women (25 Roma)

1,481 Women participate in awareness actions on rights



We publish the *Guide on intersectional discrimination*





Representatives from 15 countries of the European EURoma Network



**WE ARE IN EUROPE TO INFLUENCE
THE EUROPEAN AGENDA**

WORKING IN PARTNERSHIP

We lead EURoma network: the European Network for Roma inclusion under ESI Funds, involving 15 countries

We co-organise the “Roma Week” with the European Parliament

We participate in the European Platform for Roma Inclusion sponsored by the European Commission



We are members of two European Commission advisory groups



We disseminate throughout Europe our main programmes and campaigns



We constantly receive study visits from organizations and administrations that want to see what we do first hand



We are part of the coordinating team of the european project “Roma Civil Monitoring” aimed at building the capacity of coalitions of NGOs from 27 Member States to monitor the National Roma Integration Strategies



We participate in the European Parliament's Roma Week in Brussels



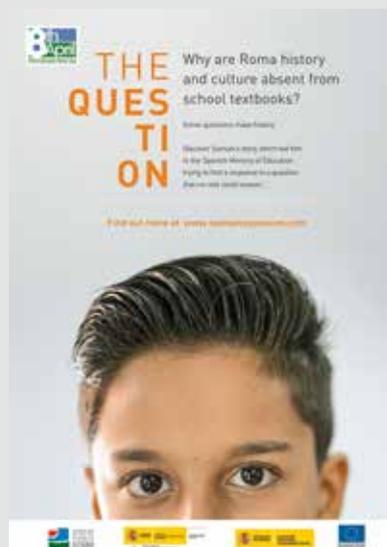
AWARENESS-RAISING

WE WORK TO IMPROVE THE SOCIAL IMAGE OF THE ROMA COMMUNITY

We launch campaigns with social impact

Starting from zero

#PartirDeCero (starting from zero) seeks to raise social awareness of the inequality and discrimination that the Roma community still suffers.



#LaPreguntaDeSamuel (Samuel's question) stresses that Roma history and culture is missing in school textbooks.



#PartirDeCero had an audience of 18 million



In 2017 the campaign entitled #ElTatuajeQueMásDuele (the most painful tattoo) won advertising awards at festivals such as El Sol and Premios Eficacia.

TU VOZ ES NUESTRA FUERZA
ÚNETE A NUESTRAS REDES SOCIALES



MILESTONES IN 2017



2016 Award winners: Amnesty International-Europe, the director Pilar Távora, the company Gestamp, the María Sanz de Sautuola school (Santander), Sister Carmen López Arjona and the Roma activist Manuel Heredia.

FSG Awards

*We acknowledge the commitment and effort of individuals or entities that do outstanding work in defence and support of the Roma community through the **Fundación Secretariado Gitano Awards**.*



*The FSG Board of Trustees approves the **2017-2023 Strategic Plan***



*Our **Promociona** programme received the **National Education Award**.*



***Samuel's question** question "Why are Roma history and culture not in my school books?" reached the **Minister of Education**.*



*We inaugurated the **Exhibition of the works donated for the Fundación Secretariado Gitano- Luis Sáez Scholarships** in collaboration with the **Castile-Leon regional Congress, FUESCYL and the Villalar Foundation**.*



***Learning by Doing Initiative** received the award for promoting youth employment granted by **Mahou San Miguel and its Foundation**.*



*Our programme "**Calí, Equality for Roma women**" was recognised by the **Social Initiative of the Castile-La Mancha regional government** for its contribution to inclusion.*

WE RECEIVED AWARDS AND RECOGNITION

ALLIANCES

THE SUPPORT FROM COMPANIES PROMOTES THE INCLUSION OF THE ROMA COMMUNITY

At the Fundación Secretariado Gitano we are convinced that companies play a key role in social transformation insofar as they can bring about real change in the lives of thousands of Roma.



We collaborate with many companies and are grateful for their commitment. In light of their impact and long-term collaboration, we are especially grateful to “la Caixa” Bank Foundation for its fight against poverty and social exclusion and to the Accenture Foundation for its contribution to social innovation applied to our employment programmes. In 2017 we also began to collaborate with the Orange Foundation and launched the EDYTA project aimed at digital training for women in vulnerable situations.

We have the commitment of the Santa María (SM) Foundation to promote academic achievement of Roma youth in the San Cosme neighbourhood of Prat de Llobregat (Barcelona). This alliance that also brings experience and knowledge.

Other important collaborators in 2017 have been: Project ‘Gira’ with Coca-Cola, the Mundo Ciudad Foundation, the US Embassy, Banco Santander and the Gas Natural Fenosa Foundation.

You will find all partner companies at the website of the 2017 Annual Report

<http://www.gitanos.org/informeanual/>



Allied companies



Collaborating companies



SOCIAL SUPPORT



We have set ourselves a challenge for 2018, to continue expanding our social base. Join us and help us continue to turn prejudice into a new story. Go to www.gitanos.org/colabora or call us at 91 422 09 68. Thanks!

MORE AND MORE PEOPLE ARE SUPPORTING OUR WORK

There is a growing number of people who help us to promote the advancement and defend the rights of Roma. Their support and economic contributions help us to continue transforming prejudice into a new shared history.

Image of the campaign Imprescindibles (Essentials) of the Obra Social "la Caixa"



Being a partner or donor of the Fundación Secretariado Gitano means actively standing side-by-side with the Roma people and creating a new future. It means supporting and defending equal opportunities.

Our challenge for 2018 is to continue expanding our social base. More and more people are joining the Fundación Secretariado Gitano because they believe in equality and diversity and help us to continue transforming the future of thousands of Roma families who need our support.

Thank you!



"Education will change an entire generation of Roma and I am proud to be contributing to that change." Luisa Fernández Pantoja



"I want to live in a fair society free of inequality, and that means taking the Roma people into account. I am a partner of the Fundación Secretariado Gitano because I want to help bring about this true social change."

David Barrio Armas

FINANCING

QUALITY AND TRANSPARENCY, HALLMARKS OF OUR IDENTITY

The Fundación Secretariado Gitano annual accounts, which include the balance sheet at 31 December 2017, the profit and loss account and the yearly fiscal report ending on that date, are audited by EY, formerly Ernst & Young. We have been awarded quality, transparency and best practice accreditations



We manage ESF Operational Programmes that account for **more than 40%** of our funding.

12.1% of our funding comes from taxpayers who tick the box for Social Interest Activities on their annual tax return.

Nearly 20% of our income comes from the support of organisations, companies and partners.

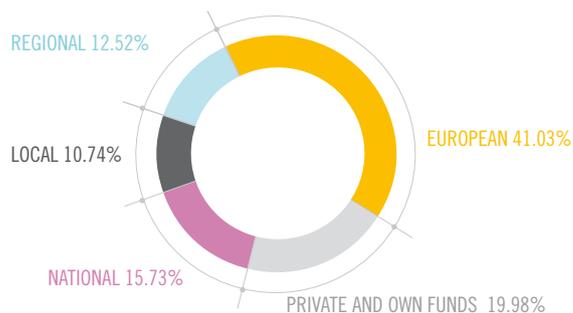


The complete audit report of our annual accounts issued by EY and all other economic information is available at:
https://www.gitanos.org/quienes_somos/financiacion_transparencia.html.es

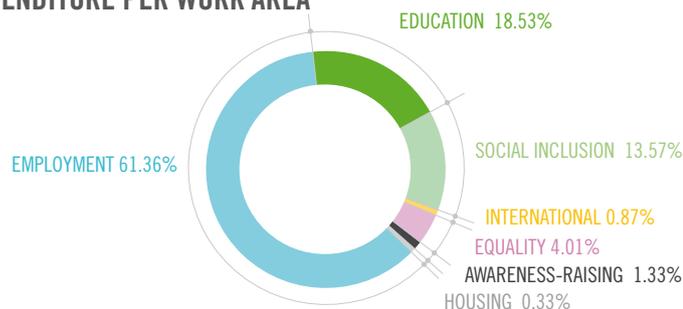
We **efficiently** manage the resources we receive in an **ethical and transparent** fashion

TOTAL ACTIVITY IN 2017 : €24,865,229

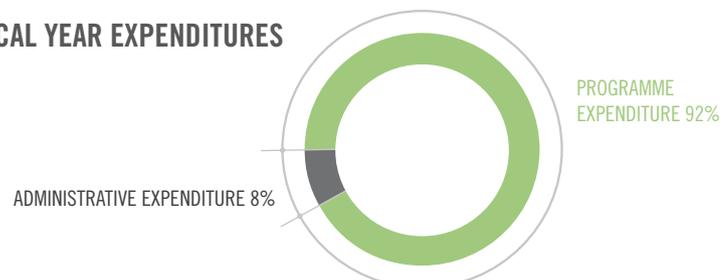
FUNDING SOURCES



EXPENDITURE PER WORK AREA



FISCAL YEAR EXPENDITURES



FSG TERRITORIAL NETWORK

14 Regions / 54 Territorial offices / 77 Cities and towns

Galicia

BUDGET: 1,343,593 €
PARTICIPANTS: 1,750

Principality of Asturias

BUDGET: 1,088,074 €
PARTICIPANTS: 2,669

Cantabria

BUDGET: 308,897 €
PARTICIPANTS: 1,100

Basque Country

BUDGET: 458,450 €
PARTICIPANTS: 805

Navarre

BUDGET: 685,291 €
PARTICIPANTS: 1,400

Aragon

BUDGET: 661,165 €
PARTICIPANTES: 1,070

Castile and Leon

BUDGET: 1,715,042 €
PARTICIPANTS: 2,860

Community of Madrid

BUDGET: 1,863,209 €
PARTICIPANTS: 3,105

Castile-La Mancha

BUDGET: 1,362,614 €
PARTICIPANTS: 1,618

Extremadura

BUDGET: 983,118 €
PARTICIPANTS: 1,182

Andalusia

BUDGET: 4,029,725 €
PARTICIPANTS: 13,351

Catalonia

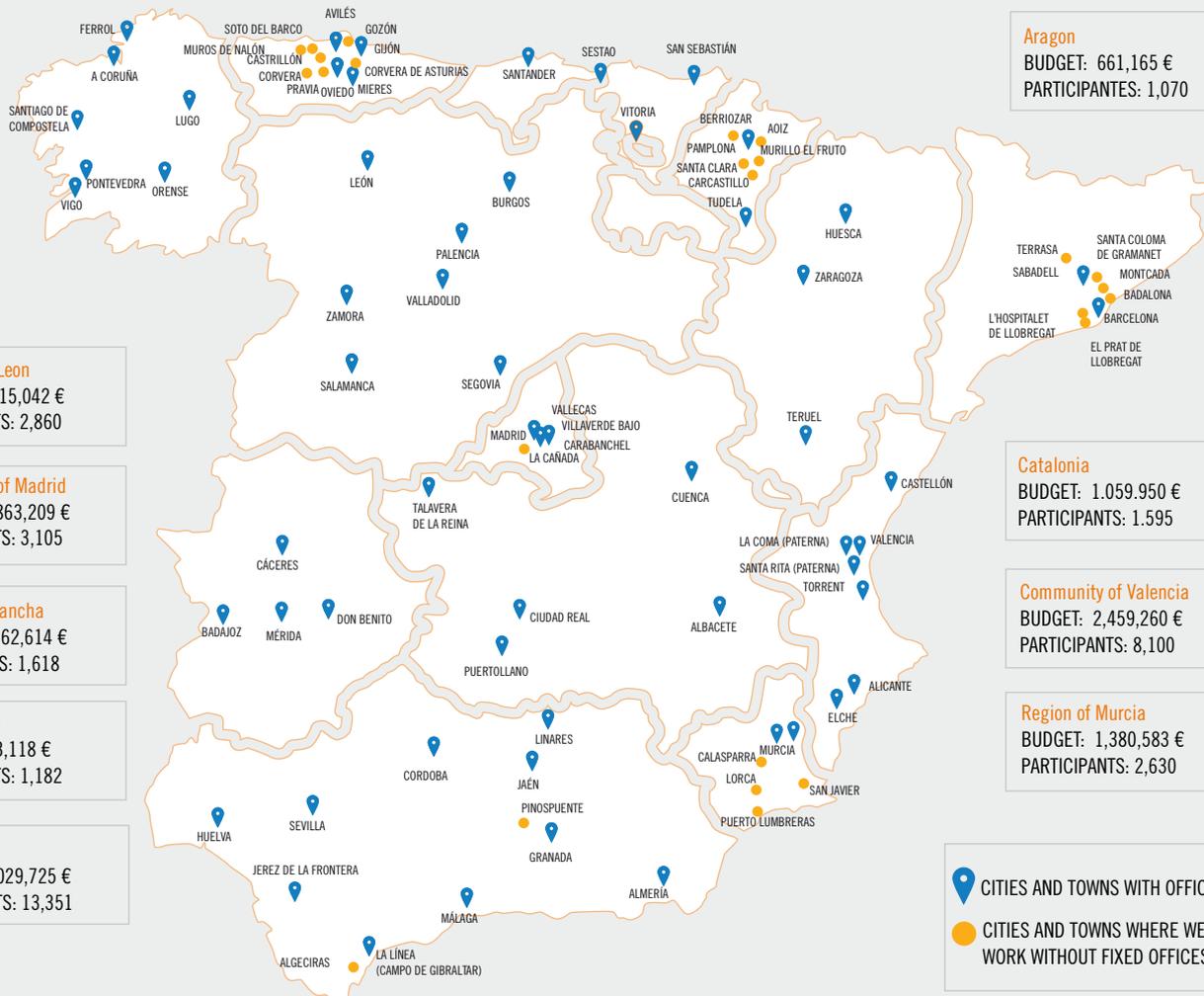
BUDGET: 1.059.950 €
PARTICIPANTS: 1.595

Community of Valencia

BUDGET: 2,459,260 €
PARTICIPANTS: 8,100

Region of Murcia

BUDGET: 1,380,583 €
PARTICIPANTS: 2,630





**TRANSFORM
PREJUDICE INTO
A NEW STORY**

Become a partner




**FOR FURTHER INFORMATION ABOUT WHAT WE'VE
ACCOMPLISHED IN 2017 GO TO:**



www.gitanos.org/informeannual/
#InformeAnualFSG2017



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WITH THE COLLABORATION OF:

