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

We are team of professionals who achieve results with an impact on the lives of more than 30,000 people

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

“We deliver programmes and services to defend the rights of Roma people”.

We present the Annual Report 2019 featuring the most noteworthy results of our activities. We do this to share the impact of our work with the people who participate in our programmes, with the public administration, with organisations, companies, partners, volunteers, our team of professionals and all of the many people who support our mission.

Thank you for your confidence in us. It is what drives us and makes it possible for all of us together to build a society which tackles inequalities and protects rights, and in which the most disadvantaged social groups have opportunities for development.

Pedro Puente. President of the Fundación Secretariado Gitano
The mission of the Fundación Secretariado Gitano is the comprehensive advancement of the Roma community based on respect for 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 in legal or formal terms, but also in terms of opportunities.

Full citizenship
which allows Roma people to fully exercise their rights and duties.

Our goal is to be a driver of change promoting the full citizenship of Roma people: reducing inequalities and guaranteeing social progress, defending the rights and promoting the social participation of the Roma community. With our Strategic Plan 2017/2023 we build on our progress so far and open up new approaches along four main lines of action:

SOCIAL ADVANCEMENT
DEFENCE OF RIGHTS
PARTICIPATION
SUSTAINABILITY

The Fundación Secretariado Gitano is made up of people, Roma and non-Roma, who are committed to the rights of the Roma community, to equal opportunities and to social transformation.

Staff members
872

| 30% Roma people |
| 72% women |

Volunteers
355

| 28% Roma people |
| 67% women |
Acceder, an effective programme and a landmark in the social and labour-market inclusion of Roma people

Our Acceder Programme includes a wide range of employment and training initiatives, adapting to the needs of the people we work with and to the opportunities found in the labour market.

The positive results of Acceder are the fruit of our emphasis on training and employment as a pathway to inclusion. We work in a personalised, holistic and multidimensional way, working within the participant’s surroundings, their family context and the labour market to identify possible employment opportunities and partnerships.

We design individualised programmes which combine needs analysis, guidance, training and active jobsearch assistance to boost the participant’s autonomy, employability and their access to the labour market, whether as an employee or through self-employment.
Investing in Roma youth is investing in the future of families

We support innovative projects to provide solutions to new employment challenges

Learning by Doing is an Acceder dual training initiative, working with high-quality companies to boost the labour market inclusion of the young Roma people who need this assistance most.

Companies providing entry to the labour market “We generate protected employment opportunities to combat social exclusion”

<table>
<thead>
<tr>
<th>Company</th>
<th>Services</th>
<th>Location</th>
<th>Hired/Employed</th>
</tr>
</thead>
<tbody>
<tr>
<td>NABUT</td>
<td>Cleaning services, laundry and retail</td>
<td>Navarra</td>
<td>46 people hired</td>
</tr>
<tr>
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<td>Gardening and forestry work</td>
<td>Asturias</td>
<td>12 people employed</td>
</tr>
<tr>
<td>ECOTUR</td>
<td>Auxiliary conference services</td>
<td>10 locations</td>
<td>More than 20 people hired</td>
</tr>
<tr>
<td>UZIPEN</td>
<td>Information, maintenance and cleaning services</td>
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<td>35 people employed</td>
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Learning by Doing

Alternate training in theory and practice + In a real working environment + With the company’s full involvement

Based on a training itinerary covering different working roles

Through innovation, quality, social commitment and competitive value, Aprender Trabajando achieves a rate of entry into the labour market of 40%.

Employing Digital

Employing Digital is an innovative project created in collaboration with Accenture Foundation and the Red Cross, to increase the labour-market inclusion of Roma people through new methodologies and actions related to the digital labour market.

3,894 people trained in the Be Digital skill

Awards for VET Excellence from the European Social Fund, in the category “European Funding for Excellence”

2,881 people took courses in the Digital Classroom

EDYTA brings technology to Roma women. In partnership with Fundación Orange, we work on digital skills as a tool to empower the most vulnerable Roma women.

90 women

We support innovative projects to provide solutions to new employment challenges

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The Promociona programme celebrates 10 years of operation, in which it has enabled increasing numbers of boys and girls to complete secondary education and carry on studying.

The main thrust of Promociona es la is Individualised Educational Counselling for students and their families, provided in partnership with centres of education. This is complemented by activities at group and community level, including Promociona Classrooms, which are spaces for academic support and reinforcement.

Education

We work for the educational success of Roma students to give them a better future.

Promociona Data (2018-2019)

- 1,327 students
- 1,187 families
- 49 locations
- 98 Promociona Classrooms
- 491 Centres of schools

Results 2019

- 1,300 students graduate from Compulsory Secondary Education (2009-2019)
- 93% of graduating students go on to post-compulsory education
- 95% of students go on from primary to compulsory secondary education
- 53% pass all their subjects
- 57% of students pass all their subjects
- 79% obtain their school graduation certificate

Primary Education

Secondary Education
With *PromocionaT* we support the schooling of Roma children in early childhood education, we combat absenteeism and early school dropout, and we foster the acquisition of skills across the curriculum.

1,469 participants in *PromocionaT*

- 1,032 in Primary Education
- 365 in Compulsory Secondary Education
- 43 in Early Childhood Education
- 29 in Basic-level Vocational Training

67% successfully complete a year of post-compulsory education

Scholarships and aid for students in post-compulsory education

- 30 Scholarships to study for the University Diploma in Social Intervention with the Roma Community, delivered by the Public University of Navarre in collaboration with the FSG.
- 5 Fundación Secretariado Gitano-Luis Sáez scholarships for Roma women studying at Postgraduate level. In collaboration with the FUESCYL, the Fundación Villalar and the DG for Women at the Regional Government of Castilla and Leon.

With the *Promociona+* programme we support Roma students to access, continue and complete post-compulsory education.

246 students in post-compulsory education

- 61 High School
- 103 Intermediate-level training courses
- 17 Advanced-level training courses
- 65 University studies (First degree, Post-graduate degree and PhD)
Fighting poverty and for social inclusion

We work with individuals and families to foster their social advancement and support them to actively exercise their citizenship, we offer services to meet their basic social needs and help them to develop healthy lifestyles.

We work with the Roma people who are most in need

We support the Roma families in the most-disadvantaged social and economic situations, addressing their basic needs in partnership with public entities.

We fight child poverty, working with CaixaProInfancia to break the cycle of generational transmission of poverty and enable access to high-quality socio-educational opportunities.

We accompany and guide families to access decent, inclusive housing. We foster health promotion for Roma individuals and families.

We work with Roma women to achieve equal opportunities

We encourage the social inclusion of Roma women and we support their empowerment so that they can play an active role in society. We promote gender equality in the Roma community in order to increase opportunities for both men and women.

- 6,007 people’s basic needs addressed
- 2,557 children and their families
- 250 families receive support with housing
- 1,176 participants in health activities
- 1,305 women on social and pre-employment programmes
- 2,208 women and 1,091 men involved in activities to raise awareness of gender issues
Calí. For the equality of Roma women

We promote the equality of women and combat discrimination against Roma people.

We defend victims in court

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

We present our 15th Annual Report on Discrimination and the Roma Community

We have trained 5,373 agents in the fight against discrimination

We collaborate with Facebook, Twitter and Google as a “Trusted flagger” to report hate speech

We support and counsel victims of discrimination and hate crime, including assistance offered in court.

We coordinate the Assistance and Counselling Service for Victims of Racial or Ethnic Discrimination offered by 7 other organisations: ACCEM, CEAR, the Spanish Red Cross, the Fundación Cepaim, MCI, MPDL y the Acoge Network. In 2019 the Service recorded 709 cases of discrimination based on racial or ethnic origin.

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In numbers

30,938 beneficiaries*
130,258 participants*
587 programmes
27,425,186€ volume of activity
872 professionals in our team

73 OFFICES
83 LOCATIONS
14 REGIONS

72% women
30% Roma people

3,855 people who accessed employment

19,717 people supported

6,428 employment contracts

5,206 people trained

40% of employment rate achieved in Aprender Trabajando

3,894 people trained in the Be Digital skill

2,881 people took courses in the Digital Classroom

1,300 graduates from compulsory secondary education (2009-2019)
157 graduated from compulsory secondary education (school year 2018-2019)
1,327 Promociona students
1,187 beneficiary families
491 schools

6,007 people received basic assistance
1,305 women on social and pre-employment programmes
2,557 children and their families assisted

* We draw a distinction between individuals who benefit from our actions or programmes (beneficiaries) and the total number of times they take part in them (participants), bearing in mind that the total assistance a person requires may lead him/her to take part in activities in several different areas of our work, such as employment, education and housing. Data on the people we reach through our awareness-raising activities are not included in these figures.
DEFENCE OF RIGHTS
Advocacy and influence in Europe

- We perform political advocacy to defend the rights of Roma people, in Spanish institutions, the European Union and international organisations.
- We present proposals to political parties for inclusion in General Election manifestos.
- We coordinate the EURoma (European Network on Roma Inclusion under ESI funds).
- We are members of two European Commission Advisory Groups.

Equality and non-discrimination

5,373 professionals trained
513 victims of discrimination assisted
950 women and 456 men participated in awareness-raising activities

Awareness-raising

270,000 unique visitors to the website
64,000 followers on Twitter and Facebook

PARTICIPATION

We encourage interculturality and we promote it through our organisational model

355 volunteers
women 69.58%
Roma people 28.45%

We held the second meeting of Diálogos por la Interculturalidad (Dialogues for Interculturality)

We promote the participation of Roma people

64 young people make up the Network of Participation Facilitators

944 participants

We published the Comparative Study on the situation of Roma people in relation to employment and poverty

SUSTAINABILITY
Ethical and transparent management

Strategic alliances
More than 3,000 collaborating companies

Expenditure by work area

<table>
<thead>
<tr>
<th>Work Area</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employment</td>
<td>60.07%</td>
</tr>
<tr>
<td>Education</td>
<td>20.12%</td>
</tr>
<tr>
<td>Housing</td>
<td>0.32%</td>
</tr>
<tr>
<td>Equality</td>
<td>3.01%</td>
</tr>
<tr>
<td>Social inclusion</td>
<td>14.45%</td>
</tr>
<tr>
<td>Awareness-raising</td>
<td>0.97%</td>
</tr>
<tr>
<td>International</td>
<td>1.07%</td>
</tr>
<tr>
<td>Administrative costs</td>
<td>7.14%</td>
</tr>
</tbody>
</table>

Sources of funding

<table>
<thead>
<tr>
<th>Funding Source</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>European</td>
<td>39.97%</td>
</tr>
<tr>
<td>National</td>
<td>13.25%</td>
</tr>
<tr>
<td>Regional (autonomous communities)</td>
<td>19.52%</td>
</tr>
<tr>
<td>Local</td>
<td>9.40%</td>
</tr>
<tr>
<td>Private and own funds</td>
<td>17.8%</td>
</tr>
</tbody>
</table>

“We accounts are audited and we hold accreditations for quality, transparency and best practice”.
We advocate to defend the rights of Roma people

Spanish institutions

» Proposal for a Comprehensive Law of Equal Treatment and Anti-Discrimination.
» Educational reform.
» Strategies at national level.
» European Semester.
» National Strategy to Prevent and Combat Poverty and Social Exclusion.
» Presentation of proposals to political parties for inclusion in General Election manifestos.

European Union

» European elections (May 2019) with proposals to political parties and follow-up.
» Regulations on European Structural and Investment Funds (ESI Funds 2021-2027).
» Youth Guarantee and Child Guarantee.
» Fighting for equal treatment and against discrimination, hate speech and hate crimes.

International organisations

» The United Nations Committee on Economic, Social and Cultural Rights (CESCR).
» The United Nations Committee on the Rights of the Child (CRC).
» The European Commission against Racism and Intolerance (ECRI) at the Council of Europe.
» The United Nations 2030 Agenda of Sustainable Development Goals.
» The United Nations Human Rights Council’s Universal Periodic Review (UPR).

At national level, we serve on the following Councils: the State Council of the Roma People; the State Council of NGOs for Social Action; the Council for the Elimination of Discrimination based on Racial or Ethnic Origin; the Monitoring Committee for POISES (the Operational Programme on Social Inclusion and Social Economy); the Monitoring Committee for POEJ (the Operational Programme on Youth Employment); the Network for Social Inclusion in Spain; the Council for Youth in Spain.

We also participate in the following Platforms and Networks: EAPN-ES; PTS (Third Sector Platform); POAS (Platform of NGOs for Social Action); POI (Childhood Platform); PVE (Platform of Volunteers in Spain); AEF (Spanish Association of Foundations); Group of Private Operators on the Operational Programme, FIARE- Banca Ética; the DESC (Economic, Social and Cultural Rights) Platform; Futuro en Común (FeC).

We work in partnership

» We lead the European Network on Roma Inclusion under ESI funds, with the participation of 15 countries and the European Commission.
» We collaborate with various European institutions and organisations, among them the European Parliament, the European Commission (DG Justice, DG Employment, DG Regional Policy), the European Economic and Social Committee and the EU Fundamental Rights Agency (FRA).
» We form part of two Advisory Groups at the European Commission.
» We participate in the European Platform for the Inclusion of Roma.
» We co-organise “Roma Week” at the European Parliament along with various members of the European Parliament, European institutions and civil society organisations.
» We participate in the EU High Level Group to combat racism, xenophobia and other forms of intolerance.
» We cooperate with international organisations such as the United Nations.
» We are part of the coordinating team for the European Roma Civil Monitoring Project to train NGOs in 27 countries to monitor implementation of the National Strategies for the Inclusion of the Roma Population.
» We advise the EAPN in Portugal on the launching of an employment programme for the Roma population, modelled on our programme Acceder.
We work to improve the social image of the Roma community

With the awareness-raising campaign *The Roma school desk (#El Pupitre Gitano)* we sensitisate society and we demand from the public authorities an emergency plan to combat school dropout, as six out of ten Roma girls and boys abandon their studies before completing Compulsory Secondary Education.

*#El PupitreGitano* shows the barriers facing Roma boys and girls on their educational journeys.

---

We launch campaigns with political and social impact

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We reach a cumulative audience of more than 88 million people

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We collaborate with the media to improve public knowledge of the Roma community and to offer a more realistic, diverse image.

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200,000 Unique visitors to our website

10,000 Subscriptions to our electronic newsletter

64,000 Followers on Social Networks
We promote participatory citizenship, particularly for young Roma people, so that their interests and proposals are heard by institutions and their presence increases in spaces of leadership and citizen participation.

63 young male and female Roma role models make up the Network of facilitators of participation.

In Barcelona we held the second meeting of Diálogos por la Interculturalidad (Dialogues for Interculturality) - a space for debate and reflection, to recognise dialogue and cultural diversity as an element of development.

The GPG (Roma Participation Group) and the GMG (Roma Women’s Group) are internal advisory groups which work to boost the participation of the Roma people who form part of the organisation and advise on equal opportunities issues.

Our volunteers: a driving force contributing to improving the lives of Roma people

We seek a more active role for volunteers, aiming to channel their ideas as full participants in the activities they take part in.

355 volunteers
We work with companies to build a fairer, more egalitarian society

At the Fundación Secretariado Gitano we believe that companies are key agents of social transformation, capable of bringing about real change in the lives of thousands of Roma people.

Every year we form alliances with thousands of companies which collaborate with us by contributing resources, knowledge and experience, aiming at long-term involvement to ensure genuine change.

Examples of our alliances are those with Fundación Bancaria “la Caixa”, with its firm ongoing dedication to the fight against poverty and social exclusion; with Fundación Accenture, committed to social innovation as applied to our employment programmes; and with Fundación Orange, which since 2017 has shown a firm commitment to supporting digital training and the employability of women in vulnerable situations.

More than 3,200 companies collaborate on our employment and education programmes and our programmes to combat poverty

However, they are not our only strategic allies. Fundación Mapfre, Fundación Telefónica, Fundación Repsol, Coca-Cola, the US Embassy, Santander Bank and Fundación Santa María-Ediciones SM are also making a difference to the lives of many Roma people.

See the total list of partner companies at http://www.gitanos.org/informeanual/
The commitment of our members, the success of thousands of Roma people

Girls and boys who manage to overcome the barriers, complete Secondary Education and go on to post-compulsory education. Young people who decide to get training to gain access to decent employment. Roma women who didn’t have the opportunity to study in their youth but don’t want to be left behind, who take up digital training. Thousands of Roma people in vulnerable situations who through their own efforts manage to reach their goals.

Our work translates into the success of thousands of Roma people every year. Success which would not be possible without the commitment and collaboration of our members Thank you!

For 2020 we have a challenge: we want to continue broadening our social base. We want more and more people to join the Fundación Secretariado Gitano to achieve equality and to transform the future of many Roma families.

“I have been a member of the Fundación Secretariado Gitano for more than five years because I believe in their work and because I want to do my bit to fight against discrimination and for equal opportunities for Roma people”.
Elvira Robles. Volunteer and member.
Quality and transparency, our hallmarks

The Fundación Secretariado Gitano’s annual accounts, comprising the balance sheet at 31 December 2019, the income statement and the report for the tax year ending on that date, are audited by EY, formerly Ernst & Young.

We have received accreditations for quality, transparency and best practice.

39.6% of our funding comes from Operational Programmes of the European Social Fund.

12.6% of our funding comes from ‘Activities of Interest to Society’ option on the annual Tax Declaration.

17.87% of our income stems from the support of organisations, companies and members.

The complete audit report on our annual accounts issued by EY is available along with all other financial information at: https://www.gitanos.org/quienes_somos/financiacion_transparencia.html.es

Volume of activity 2019
27,425,186€

Sources of funding

- European: 39.97%
- National: 13.25%
- Regional: 19.52%
- Local: 9.40%
- Private and own funds: 17.87%

Expenditure by work area

- Employment: 60.07%
- Education: 20.12%
- Housing: 0.32%
- Equality: 3.01%
- Social Inclusion: 14.45%
- Awareness-raising: 0.97%
- International: 1.07%

Expenditure on programmes
92.86%

Administrative costs
7.14%
We work with honesty and good results so that our society can become fairer, more egalitarian and more cohesive.

We recognised the commitment and effort of people and organisations who do outstanding work in the defence and support of the Roma community with the Fundación Secretariado Gitano Awards.

We carried out the “Comparative study on the situation of the Roma population in Spain in relation to employment and poverty” in order to have objective and comparable data about the situation of severe inequality affecting Roma people and to guide political responses.

We received awards and recognition for our work.

Empleando Digital received the prestigious Award for VET Excellence from the European Social Fund in the category ‘European Funding for Excellence’.
Geographical network

**COMMUNITY OF VALENCIA**
- Budget: 3,025,798€
- Participants: 7,198

**EXTREMADURA**
- Budget: 932,960€
- Participants: 2,063

**BASQUE COUNTRY**
- Budget: 503,292€
- Participants: 915

**CATALONIA**
- Budget: 1,203,816€
- Participants: 919

**CASTILE AND LEON**
- Budget: 1,676,271€
- Participants: 3,670

**CASTILE-LA MANCHA**
- Budget: 1,656,555€
- Participants: 1,962

**ANDALUSIA**
- Budget: 4,281,730€
- Participants: 6,681

**ARAGON**
- Budget: 811,060€
- Participants: 1,133

**CANTABRIA**
- Budget: 293,087€
- Participants: 1,450

**PRINCIPALITY OF ASTURIAS**
- Budget: 1,110,681
- Participants: 2,239

**CANTABRIA**
- Budget: 293,087€
- Participants: 1,450

**REGION OF MURCIA**
- Budget: 1,389,390€
- Participants: 3,390

**Navarre**
- Budget: 822,646€
- Participants: 2,309

**Basque Country**
- Budget: 503,292€
- Participants: 915

**Galicia**
- Budget: 1,629,514€
- Participants: 2,063

**Comunidad of Madrid**
- Budget: 2,136,702€
- Participants: 2,750

**Comunidad of Valencia**
- Budget: 2,025,798€
- Participants: 7,198

**Extremadura**
- Budget: 932,960€
- Participants: 2,063

**Navarre**
- Budget: 822,646€
- Participants: 2,309

**Basque Country**
- Budget: 503,292€
- Participants: 915

**Principality of Asturias**
- Budget: 1,110,681
- Participants: 2,239

**Region of Murcia**
- Budget: 1,389,390€
- Participants: 3,390
IF YOU WANT TO KNOW EVERYTHING WE’VE ACCOMPLISHED IN 2019, VISIT:

www.gitanos.org/informeanual/
#InformeAnualFSG
#AnuualReportFSG

FOLLOW US ON:

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WITH THE COLLABORATION OF: