

ANNUAL REPORT

2024

Summary booklet



FUNDACIÓN SECRETARIADO GITANO

We work with an intercultural focus for the advancement of the Roma, via social advocacy, recognition and the defence of Roma people’s rights.

We develop projects and services to reduce social inequalities and to defend the rights of the Roma, principally in the areas of education, employment and housing. Our work is also aimed at promoting more active policies for the social inclusion of the Roma population, at fighting discrimination and at reaching equality of opportunity in Spain and in Europe.

A talented and committed team

1303
average number of staff

40%
Roma

74%
women

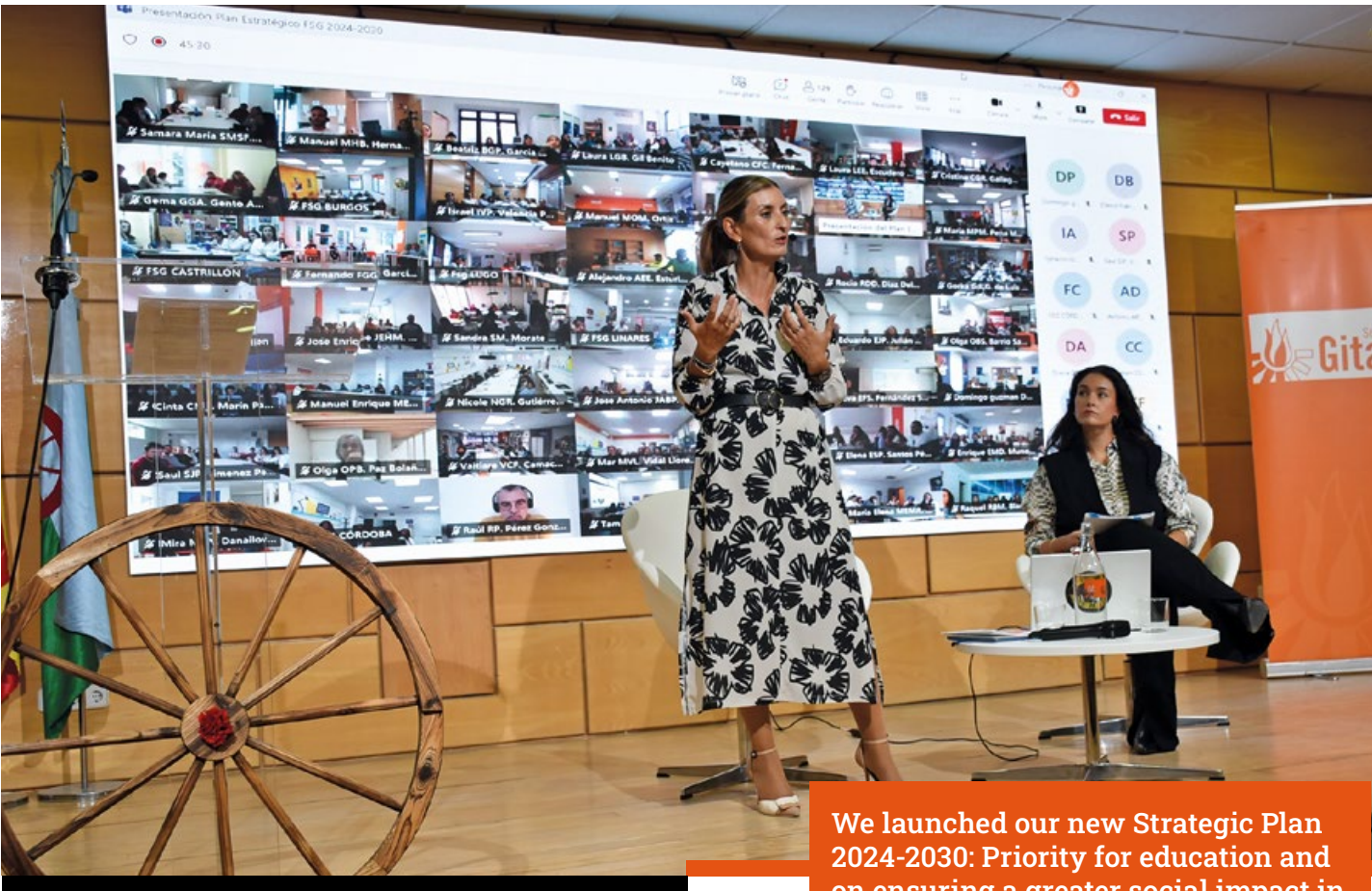
523
volunteers

32%
Roma

72%
women

Jesús Loza, president

‘I am pleased to present you with our Annual Report 2024. We share our most notable results and the impact of our work with those who participate in our programmes, with the public administration and institutions, with companies, members, volunteers, staff and with the many people who support our mission. Thank you for the trust you place in us. It is what drives us forwards and makes it possible to build a society in which inequalities are compensated for, rights are defended and in which the most vulnerable social groups have opportunities for development’.



Sara Giménez, general director of FSG, presents the new Strategic Plan to the staff.

We launched our new Strategic Plan 2024-2030: Priority for education and on ensuring a greater social impact in what we do, coordinating better our interventions with social and political advocacy



We are celebrating 20 years of the *Annual Report on Discrimination and the Roma Community* and of our social awareness campaigns



600 years of the Roma People in Spain: an opportunity to raise awareness of their history and culture, and to foster coexistence and social cohesion



We began celebrations of the 600 years in December with the design of a logo and the 7th edition of the Dialogues for Interculturality, joining forces with the Club of Rome and "La Caixa" Foundation.



We presented the evaluation of the programme *Calí*, for the equality of Roma women in Brussels to representatives of European institutions

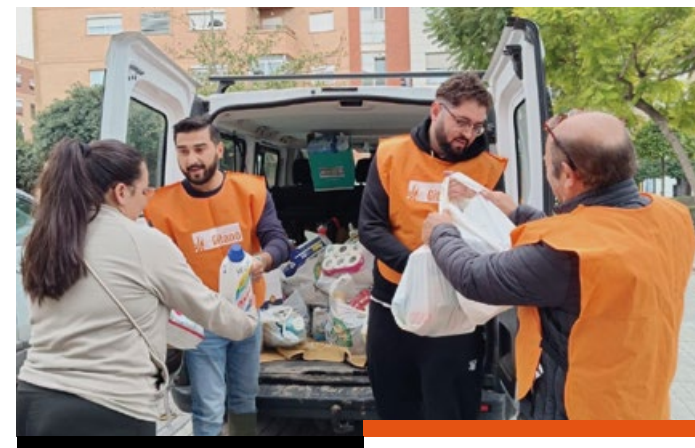


Team of Roma lawyers from the programme Equal Treatment.

A new period of programming for European Funds begins, our main source of funding for the last 25 years



We are strengthening our most structural programmes (training and youth employment, education and women's programmes) and have begun *IgualTrato*, our new European programme to raise awareness and combat antigypsyism.

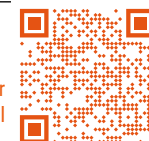


We allocated an Emergency Fund to 1 800 families affected by the floods in Valencia



We presented our *Study on the impact of the Minimum Income on poverty among the Roma in Spain* to provide rigorous data on the situation and make evidence-based political proposals for improvements in the fight against poverty

Consult our Research portal



EDUCATION

We accompany Roma students on their pathway towards educational success



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

Our work is aimed at improving the educational level of the Roma population and closing the inequality gap. Education is key for the advancement of the Roma, yet 62.8% of Roma students do not even reach the end of compulsory secondary education successfully. Our commitment is for Roma students to receive quality education which allows them to face their educational processes on an equal footing with other students.

In 2024 we worked with:

5 228
students

53%
female
students

3 879
families

1 197
educational
centres

64
locations in
13 regions



+ INFO

Promociona, graduation from secondary school as a priority

The aim of the *Promociona* programme is to increase the percentage of Roma children who obtain the Compulsory Secondary Education Certificate, and who go on to further, post-compulsory studies. The programme's priority actions are individual educational guidance for students and families, study support and reinforcement for students from the '*Promociona Classrooms*' and training in digital skills. Other actions are mentoring with companies and meetings between students and families, which are carried out on national, regional and local levels.



Results of the school year
2023-2024

1 707
students

55%
female
students

51
locations

1 348
families

584
educational
centres

100
Promociona
Classrooms



192 *Promociona* students obtain the compulsory secondary education graduation diploma

Primary

55.5%

of students moved up to the next year with all subjects passed

97%

of students in 6th grade of primary graduated into secondary

61.5%

of students in 6th grade moved on to secondary with all subjects passed

Secondary

51%

completed the school year with all subjects passed

86%

of students in the 4th grade of secondary and the 2nd grade of Basic Vocational Training graduated

90%

of the students who graduated from secondary enrolled in post-compulsory studies



In coordination with the Regional

Government of Valencia, we developed the *Kumpania* service as a specialised resource within the *Promociona* model. The aim is to improve the socio-educational and community situation of students and participating families

505
participants

243
families

121
educational
centres

EDUCATION

We encourage obtaining the secondary graduation diploma and continuing in post-compulsory studies

Promociona-T: we promote educational success from children's early years



From the programme *Promociona-T*, we take action with the youngest students and with those who have special difficulties in compulsory education. The objective is to accompany children from their first years in education, encouraging the development of key skills and ensuring a solid basis which will help students continue and be successful throughout their education. We complement group-based study reinforcement, which is the basis of the intervention, with individualised attention to students and their families.

Results of the school year 2023-2024

2 845

students

50.5%

female students

56

locations

94%

of primary students moved up to the next year. 58.5% of them with all subjects passed

70%

of secondary students moved up to the next year. 41% of them with all subjects passed

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



The aim of the *Promociona+* programme is to increase the percentage of young Roma with a qualification in post-compulsory studies. In the programme we carry out personalised support for students so that they stay in their study programmes and finish them successfully, thus obtaining a qualification. Students are guided and accompanied in these stages and are offered specific support with the more complex material.

Results of the school year 2023-2024

676

students in post-compulsory studies

62%

female students

142

post-compulsory secondary studies

255

intermediate vocational training

134

advanced vocational training

145

university studies (degree, other qualification, post-graduate or doctorate)

186 students obtained a qualification in post-compulsory studies

Grants and financial assistance for university studies



- **8 Fundación Secretariado Gitano - Luis Sáez grants** for Roma women in post-graduate studies
- **30 grants** for the University Extension Diploma in Social Intervention in the Roma Community: imparted by the Public University of Navarre with the collaboration of the FSG.

Furthermore, we facilitate access for Roma students to grants and financial assistance managed by other entities.



Our digital study plan CODIGI

The Digital Study Plan is the framework we have developed to give the students in our different education programmes digital study skills. Within this framework we have put into action CODIGI, an initiative which has imparted digital skills to 1 256 children between 9 and 18 years old in 51 locations.

ADVOCACY

- We presented our report *The educational situation of Roma students* to regional administrations, proposing specific policies to reduce the educational gap.
- We publicised the *The impact of the Minimum Income on poverty among the Roma in Spain*, which provides evidence on the impact of intensive and comprehensive actions on Roma students.
- We collaborated with the Ministry of Education on the design of a specific leveraging activity for Roma students, as well as on the development of a proposal to ensure effective access for Roma children to early education.



EMPLOYMENT

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



4 544 people find a job



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

With our employment programme *Acceder* we implement individualised pathways which combine diagnostic actions, guidance, training and active search for employment and job placement, in order to improve autonomy, employability and labour market access, both in salaried work and in self-employment. Solid strategic alliances with public administrations and companies are one of the key elements in the success of *Acceder*.

Results 2024

20 672	5 956	7 259	3 959	3 200
people assisted	people trained	contracts signed	collaborating companies	job offers managed

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

We promote access to employment for young Roma as a key to social advancement

We have in place training programmes which share as fundamental methodological elements social accompaniment throughout the training, collaboration with companies who are leaders in their sectors and financial assistance for students to compensate for their unequal starting point.

With *TándEM* we facilitate work-linked training

Results 2024

125	11	50
participants between 18 and 30 years old	training programmes	locations



Training with a Guarantee: facilitates the first opportunity for young people who neither work nor study

Results 2024

288	41%	24
participants between 18 and 30 years old	job placement rate	locations



Learning by Doing promotes theoretical training alternated with work experience in companies for young people in vulnerable situations

Results 2024

200	42%	10
participants between 18 and 30 years old	job placement rate	locations



3822 people have improved their digital skills and knowledge through different training activities



We help working people and job seekers obtain their secondary school diploma so that they can improve their job opportunities

Results 2024

198
graduate from secondary education

EMPLOYMENT

The comprehensive vision of the *Acceder* programme is a determining factor in its success

We promote processes of accompaniment to support self-employment and foster competitive development of street trading



With *Mercaemprende* we contribute to innovating and modernising street trading

We promote progressive change through improved competitiveness, modernisation, digitalisation and the generation of quality employment. We want to help street trading continue to be a way of life and an employment option for part of the Roma population.

Results 2024

397

people participating in training programmes

193

people implementing an improvement plan for their stalls

14

locations: Albacete, Alicante, Castellón, Córdoba, Gijón/Oviedo, Granada, Madrid, Málaga, Mérida/Almendralejo, Murcia, Valladolid, Vitoria, Talavera and Zaragoza



Self-employment pathways, a tailored response for Roma interested in entrepreneurship as a form of employment.

Results 2024

88

self-employment projects established

570

self-employment pathways



WISEs, an opportunity for protected employment for the most vulnerable Roma

We promote Work Integration Social Enterprises (WISEs) through a comprehensive model via pathways which combine accompaniment processes with improvement of professional and social skills and essential work habits for the workplace.



Cleaning, catering and hostelry. Navarre.

Hostelry space management: Molino de San Andrés, Marketing Club of Navarre and the Café of the Parliament of Navarre.

Total staff: 52 people

Staff in the process of integration: 32 people

Revenue: 813 539€

www.nabutnavarra.org www.elfogonerrante.org



Gardening and forestry work. Asturias.

Maintenance of green spaces, cleaning and clearing of paths, gardening and preventive forestry work.

14 employees

Total staff: 21 people

Staff in process of integration: 9 people

Revenue: 552 418€

www.vedelar.es



Information, maintenance, cleaning and mediation.

Madrid. Auxiliary services for conferences: ECOTUR.

Total staff: 50 people

Staff in process of integration: 20 people

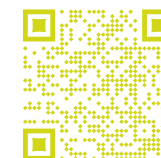
Revenue: 587 073€

www.uzipen.es www.ecoturazafatas.es



ADVOCACY

- We work to promote more inclusive employment policies, based on personalised pathways and adapted to the educational and employment profile of Roma people, especially young people, to facilitate their inclusion into the labour market.



+ INFO

EQUAL TREATMENT AND DISCRIMINATION

We raise awareness in society, combat discrimination and antigypsyism and defend its victims, including in court

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

We support and advise victims of hate crimes and discrimination. We combat hoaxes, fake news and acts of discrimination and focus especially on the application of the Comprehensive Law for Equal Treatment.



Results 2024

1 059
victims assisted in cases of discrimination

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

23
active strategic litigation cases



+ INFO

Victims of Racial or Ethnic Discrimination Support Service



We coordinate this Service, which is run under the auspices of the Ministry of Equality. 7 other entities participate: ACCEM, CEAR, The Spanish Red Cross, Fundación Cepaim, MPDL, Red Acoge and Rumiñahui.

Telephone assistance is available on 021, 365 days of the year, from 9 am to 9 pm.



We collaborate with the European Commission in reporting anti-Roma hate speech content on social media, as a *trusted flagger*

We inform and train Roma people in the exercise of their rights in the face of discrimination

557
Roma women

419
Roma men

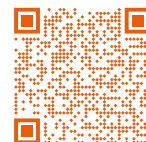
We involve key agents and the whole of society in the promotion of equality for the Roma community

243
awareness-raising and technical training actions



XX Report on Discrimination and the Roma Community

Our report is dedicated to analysing the progress and challenges in the policies of the fights against discrimination and antigypsyism in the last 20 years. It includes **384 cases of discrimination**.



+ INFO



IgualaT

We provide a specialised service in the form of the *IgualaT Service for victims of discrimination*, under an arrangement with the Regional Ministry of Equality and Inclusive Policies of the Valencian Community, with a team of 8 professionals.

146
cases handled

SARX

We coordinate the *Service for Action against Racism and Xenophobia (SARX)* operated by the Department of Housing, Youth and Migration Policies of the Government of Navarre.

267
cases handled

ADVOCACY

- We participate in Spanish and European networks (Social Pact on hate speech, European Roma Rights Centre, Facing Facts). We combat the algorithmic biases of artificial intelligence with IA Ciudadana (AI Citizen) and the London School of Economics. We collaborated with the CEDRE in its report *Perception of discrimination based on racial or ethnic origin in Spain by potential victims in 2024*.
- We are advocating for the creation of an Independent Authority for Equal Treatment. We denounce court rulings based on stereotypes about the Roma. We train the Attorney General's Office and, together with Save the Children, we presented a report to the UN Committee on the Rights of the Child.

SOCIAL INCLUSION, ROMA WOMEN AND HOUSING

SOCIAL INCLUSION

We fight against poverty among the most vulnerable Roma families and to guarantee their rights

We accompany the most socially excluded Roma and families to guarantee that their basic needs of healthcare and living conditions are met (including access to the Minimum Income).



16 957

total participants in social inclusion programmes

13 706

families in the Support Service for Basic Needs

3 856

Comprehensive Family Intervention plans

1 010

people in the Support Service for application for Minimum Income

1 999

participants in health promotion programmes



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



2 989

Children in the Caixa ProInfancia and +Infancia programmes in 40 cities

ADVOCACY

- We have made proposals to guarantee public policies of a minimum income for the socially excluded population with the *Study on the impact of the Minimum Income on poverty among the Roma in Spain*.
- We contributed to the proposal for a State Pact against child poverty, on the initiative of the Ministry for Youth and Childhood.

ROMA WOMEN



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

We promote the social inclusion of Roma women, and we accompany them in their process of empowerment so that they can take an active part in society, with greater support for the most vulnerable.

1 068

women on training pathways for socio-personal skills and employability

448

awareness-raising actions about gender equality and prevention of violence

2 435

women

1 511

men



102

women supported in situations of gender-based violence

ADVOCACY

- We presented the *Evaluation of the Results and Impact of the Calí Programme 2016-2023* in Brussels to European Commission authorities and European Roma women's organisations.
- We work with key actors and network with other organisations in different spaces to bring a gender perspective and an intersectional focus.

HOUSING

We work to achieve the eradication of slums and substandard housing

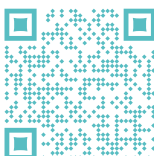
1 888

Families accompanied in accessing decent housing and assisted with housing-related needs



ADVOCACY

- We contributed to the development of the Spanish national and regional legislative framework, such as the Housing Act of Andalusia.
- We collaborate with organisations and networks (such as Eurochild) by providing advice on housing, Roma childhoods and slums.
- We advised some states, such as Hungary, on the use of ERDF funds for rehousing.



+ INFO



FUNDACIÓN SECRETARIADO GITANO IN FIGURES

38 533

individuals in
individualised pathways
• 58% women

139 525

participants

EDUCATION



5 228
students
(53% female students)

3 879
families

1 197
educational centres

64
locations
(13 regions)

192
young people graduated from
compulsory secondary education

90%
of the students who graduated from
compulsory secondary education
went on to post-compulsory studies

EMPLOYMENT



20 672
participants

4 544
people found
a job

5 956
people
trained

3 959
collaborating
companies

198
people graduated
from secondary
education



125
young
participants

11
training
programmes



200
young
participants

42%
job placement
rate

EQUAL TREATMENT AND NON-DISCRIMINATION



1 210
cases of
discrimination
handled

1 059
victims of
discrimination
accompanied

243
awareness-raising and
technical training actions
with key actors

23
cases of strategic litigation
against discrimination and
antigypsyism

557 **419**
Roma women Roma men
participate in
fundamental
rights training
actions

OTHER AREAS

SOCIAL INCLUSION

16 957
participants

13 706
families in the Support
Service for Basic Needs

3 856
Comprehensive Family
Intervention plans

1 010
people in Support Services for
Minimum Income applications

2 989
minors in the Proinfancia
Programme in 40 cities



COMMUNICATION

266 000
unique users of our
website

1 042 000
page visits

111 000
followers on social media



Awareness campaign



PROMOTION OF CULTURE



ETHICAL AND TRANSPARENT MANAGEMENT

950
members
and donors

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



SOURCES OF FUNDING

31.13%
european

28.95%
regional

18.86%
national

13.54%
private and
own funds

7.52%
local

<u>1 303</u> average number of staff • 40% Roma • 74% women	<u>523</u> volunteers • 32% Roma • 72% women	<u>133</u> interns • 21% Roma • 80% women	<u>702</u> programmes	<u>90</u> locations	<u>15</u> regions	<u>47 568 018€</u> volume of activity
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<u>186</u> students obtained qualifications from post-compulsory education		<u>505</u> students (Valencian Community)	<u>243</u> families	<u>121</u> educational centres
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	<u>288</u> young participants	<u>41%</u> job placement rate	SELF-EMPLOYMENT AND SOCIAL ECONOMY	<u>570</u> self-employment pathways		<u>397</u> participants	<u>4</u> Work Integration Social Enterprises	<u>123</u> employed workers
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ROMA WOMEN		<u>1 068</u> women on training pathways around socio-personal skills and employability	<u>2 435</u> Roma women	<u>1 511</u> Roma men	participated in awareness-raising actions about gender equality and prevention of violence	<u>102</u> women supported in situations of gender-related violence	HOUSING	<u>1 888</u> families assisted in accessing decent housing
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POLITICAL ADVOCACY AND INTERNATIONAL ACTION	We defend the rights of Roma in Spanish and European institutions, and in international organisations	We are members of advisory bodies of the European Commission	We coordinate the European Network EURoma, made up of 15 countries and the European Commission	
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PARTICIPATION	<u>1 339</u> participants	<u>98</u> actions to incentivise participation	<u>63</u> young Roma in the <i>Network of Participation Facilitators</i>	<u>45</u> children and adolescents in the <i>Roma Children and Adolescents participation group</i>	7 th edition 
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EXPENDITURE FISCAL YEAR	<u>93.81%</u> programmes spending	<u>6.19%</u> administrative spending	EXPENDITURE BY WORK AREA	<u>49.66%</u> employment	<u>23.92%</u> education	<u>18.69%</u> social inclusion	<u>6.72%</u> equal treatment	<u>0.51%</u> housing	<u>0.32%</u> international action	<u>0.11%</u> Awareness- raising
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OTHER AREAS: POLITICAL ADVOCACY AND INTERNATIONAL ACTION



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

- We contribute to legislative initiatives at the regional, national and European levels, with the aim of ensuring that public policies are aimed at improving Roma people's living conditions: Youth Law, National Strategy against Poverty, Draft Housing Act of Andalusia, Galician Strategy for the Inclusion of the Roma Population, report on Spain in the UN's Universal Periodic Review, action plan for the implementation of the European Child Guarantee.
- We collaborate with European institutions and bodies, such as the European Parliament, the European Commission (Directorate-General for Justice; DG for Employment, Social Affairs and Inclusion; DG for Regional Policy), the European Economic and Social Committee, the EU Agency for Fundamental Rights (FRA), the Council of Europe (Office of the Commissioner for Human Rights, and with the ECRI – European Commission against Racism and Intolerance), and international bodies such as the UN (CEDAW among others).
- We form part of various advisory groups in the European Commission on the Roma population, European funds, racism and xenophobia, as well as consultation forums of the EU Fundamental Rights Agency (FRA).



+ INFO

We are active partners in Spain and Europe, working to influence equality and inclusion policies

We work in partnership

- We lead the **European EUroma Network** which brings together public authorities from 15 Member States and the European Commission to improve the use of the European Cohesion Policy Funds in promoting the equality and inclusion of the European Roma population.
- With the **Alliance for the Law on Equal Treatment**, we are working alongside 13 other NGOs to create the Independent Authority for Equal Treatment.
- We work to defend the economic, social and cultural rights of the Roma through the **platform DESC España**.

We share our work and experience in Europe as well

- We participate in the **European Platform for Roma Inclusion** and in the **Roma Week** in the European Parliament, as well as in numerous European forums.
- We host numerous visits from European study organisations to help them learn about our work and our approaches.

We also from part of:

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



OTHER AREAS: COMMUNICATION

We work to publicise our work, to promote knowledge of the Roma and to showcase their diversity

We denounced the educational inequality of Roma students with the 'NOT Back to School' campaign



Since 2006 we have publicised the International Roma Day with a poster and other pieces, and communication and awareness activities

Poster for 8th of April. International Roma Day 2024.

IMPACT

266 000

unique visitors to the website

1 042 000

page visits

126 000

online visits to the Documentation Centre

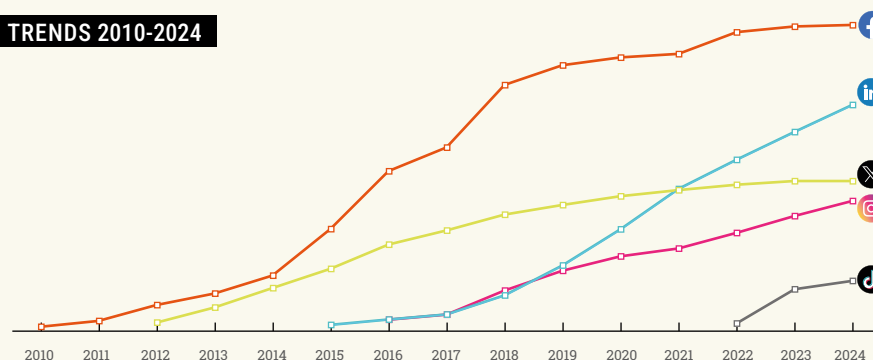
6 500

newsletter subscribers

1 200

queries to the Documentation Centre

TRENDS 2010-2024



111 000
followers on
national social
media



We collaborate with the media

We contribute to raising awareness about the Roma by presenting a more real and diverse image, which has had 3 725 media hits (print and online press, radio and television).



+ INFO

OTHER AREAS: PARTICIPATION AND CULTURAL PROMOTION

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

We promote social participation and the citizenship of Roma children and young Roma, to influence the issues that affect them, amplifying their voices and their interests to institutions

Volunteers help to improve the situation of both these participants and the volunteers themselves, which promotes mutual understanding

Results 2024

1339 participants

98 actions to incentivise participation

63 young Roma people in the Network of Facilitators

45 children and adolescents in the Roma Children and Adolescents Participation Group



We foster internal participation: GPG and GMG

The **GPG** (Roma Participation Group) and the **GMG** (Roma Women's Group) are internal advisory bodies which promote the participation of Roma people who form part of the organisation and advise on issues of equality of opportunities, with an intersectional and intercultural focus.

Results 2024

21 participants in the GMG

35 participants in the GPG



Results 2024

523 volunteers

Cultural promotion

We promote Roma culture as an element of cultural wealth, pride and interculturality



ADVOCACY

- We participate in the Spanish Youth Council and the Spanish Volunteering Platform, among other organisations, to encourage the presence of Roma in spaces of public representation.
- We collaborate with the Cervantes Institute, the Thyssen Museum, Stanford University and with major cultural programming spaces to bring Roma culture to new audiences.



+ INFO

CORPORATE ALLIANCES AND SOCIAL SUPPORT

The commitment of companies is essential to working for equal opportunities for Roma people



Business commitment and equality of opportunities: a key alliance in tackling inequalities

The challenges we face today as a society further complicate progress for those in situations of great vulnerability. At Fundación Secretariado Gitano we firmly believe that in order to bridge the greatest gaps in equality we need all societal actors on our side, especially the business community, which represents one of the most powerful engines of change in creating a more inclusive and cohesive society. Companies do not only have the ability to create employment, but also to transform lives. They are strategic allies in promoting the socio-laboral inclusion of those who most need it; they facilitate resources, offer training opportunities and accompany us in the defence of the rights of the Roma. Their commitment is especially relevant in social emergencies, such as that caused by the storm in Valencia, which also seriously affected numerous Roma families.



Thanks to the solidarity of various companies, we were able to accompany the Roma families most affected by the floods in Valencia

At times of great uncertainty, we were able to be close to the families affected by the floods in Valencia, with the collaboration we received from some companies. Thanks to them we were able to support the families in applying for public aid and we offered pre-paid debit cards to those who most needed them.

We did all this while continuing to make progress in the educational advancement of the new generation of Roma young people, in the search for employment opportunities for Roma and in the fight against discrimination, essential pillars of our work in which the involvement of companies has been key.

Together we continue to move forward towards a fairer and more equal society.

Nearly 4 000 companies already collaborate with us through our employment and education programmes

STRATEGICALLY ALLIED COMPANIES



COLLABORATING COMPANIES



We strengthen alliances with companies by developing innovative programmes to respond to new social and labour challenges



+ INFO

CORPORATE ALLIANCES AND SOCIAL SUPPORT

Your commitment is important to advance towards equality

Opportunities. That is what many Roma need to move forward in equality

At Fundación Secretariado Gitano we work each day to ensure that opportunity arrives: via training and accompaniment in accessing the labour market, fostering educational success in the new generation of young Roma, access to decent housing and accompaniment in the exercise of their rights. But this work that we do would not be possible without the commitment of people like you.

Because when we walk together, change is possible.

And what if that contribution were yours?

Becoming a member of the Fundación is to accompany those who most need it in breaking down barriers and ending inequalities.

It is also a way of supporting and organisation in which you can trust. At Fundación Secretariado Gitano, we manage our resources with commitment and responsibility.

Each collaboration is transformed into action, and each decision is taken thinking about the real impact that we want to achieve together.

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



More than 1 000 people are already part of our social base. THANK YOU!

Choose how you wish to collaborate:

1. Become a member

A monthly fee, cancellable at any time.

2. Make a one-off donation

With a single gesture, you contribute to access to rights for people facing structural inequalities.

By **bank transfer** to this account:
ES83 2100 0631 4713 0018 3979

By **Bizum**, indicating the NGO code 9698 and the amount you wish to donate.

You can help us go further:

Learn about our work and join the cause for equality: www.gitanos.org

Call us or write to us!

Tel: 0034 91 422 09 60 / fsg@gitanos.org

YOUR COMMITMENT TO EQUALITY

Become a member



QUALITY AND SUSTAINABILITY

Quality, transparency and good governance, our hallmarks

We have in place a Quality Management System certified by APPLUS in accordance with the UNE-EN ISO 9001:2015 standard. We monitor, supervise and control the processes of service delivery, both in the planning and the execution of the activity. This enables us to improve operative and economic efficiency, strengthening the trust of our funders, our participants and general society.

The main objective is to provide a cross-sectional and comprehensive focus on quality, to improve the efficiency and impact of the key programmes on the attention given to the Roma for whom we work.

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



We manage the resources we receive in an ethical, transparent and efficient manner.

The annual accounts of Fundación Secretariado Gitano, comprising the balance sheet as of 31st December 2024, the income statement and the report for the financial year finishing on the aforementioned date, are audited by EY, formerly Ernst & Young.

The full annual audit report issued by EY and all financial information can be consulted at:



Code of Good Governance Code of Conduct

Child and adolescent protection policy Volunteer plan

Strategic Plan 2024-2030 Committee of Auditors' Board and internal control

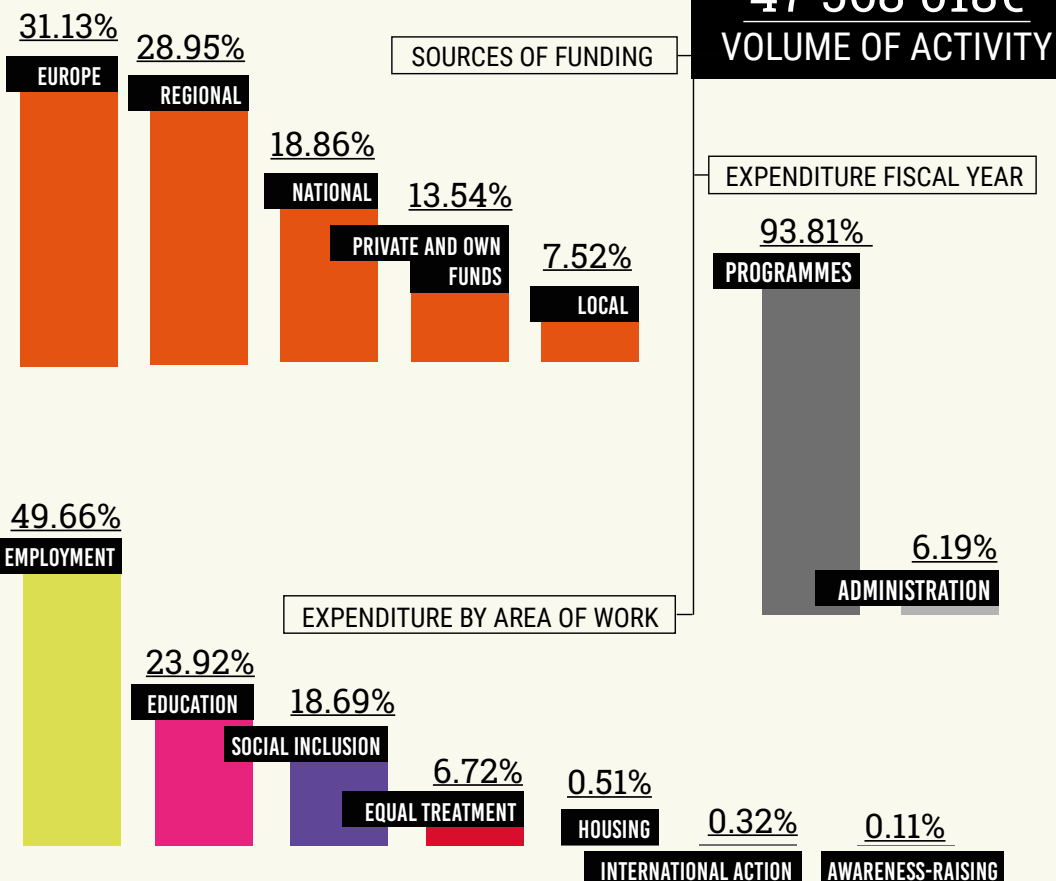
Communication plan Training plan Equality pla Environmental policy

Digital Pact for the Protection of People

IV Collective Agreement of the Fundación Secretariado Gitano (2022)



+ INFO



MAIN SOURCES OF FUNDING:

30.97%

of our funding comes from European Social Fund Programmes.

13.54%

of our income comes from support from organisations, companies and members.

10.88%

of our funding comes from the Activities of Social Interest box on Tax Declarations.



MILESTONES IN 2024



We presented our study on *The educational situation of Roma students in Spain* to regional political representatives



The Thyssen-Bornemisza Museum, Isaac Rosa, Ikea, Francisco Suárez, Peter Pollák and Lola Cabrilla, received the 2023 Fundación Secretariado Gitano Awards



We received a visit from several government ministers, so that they could learn about the situation of the Roma population, as well as our programmes and activities



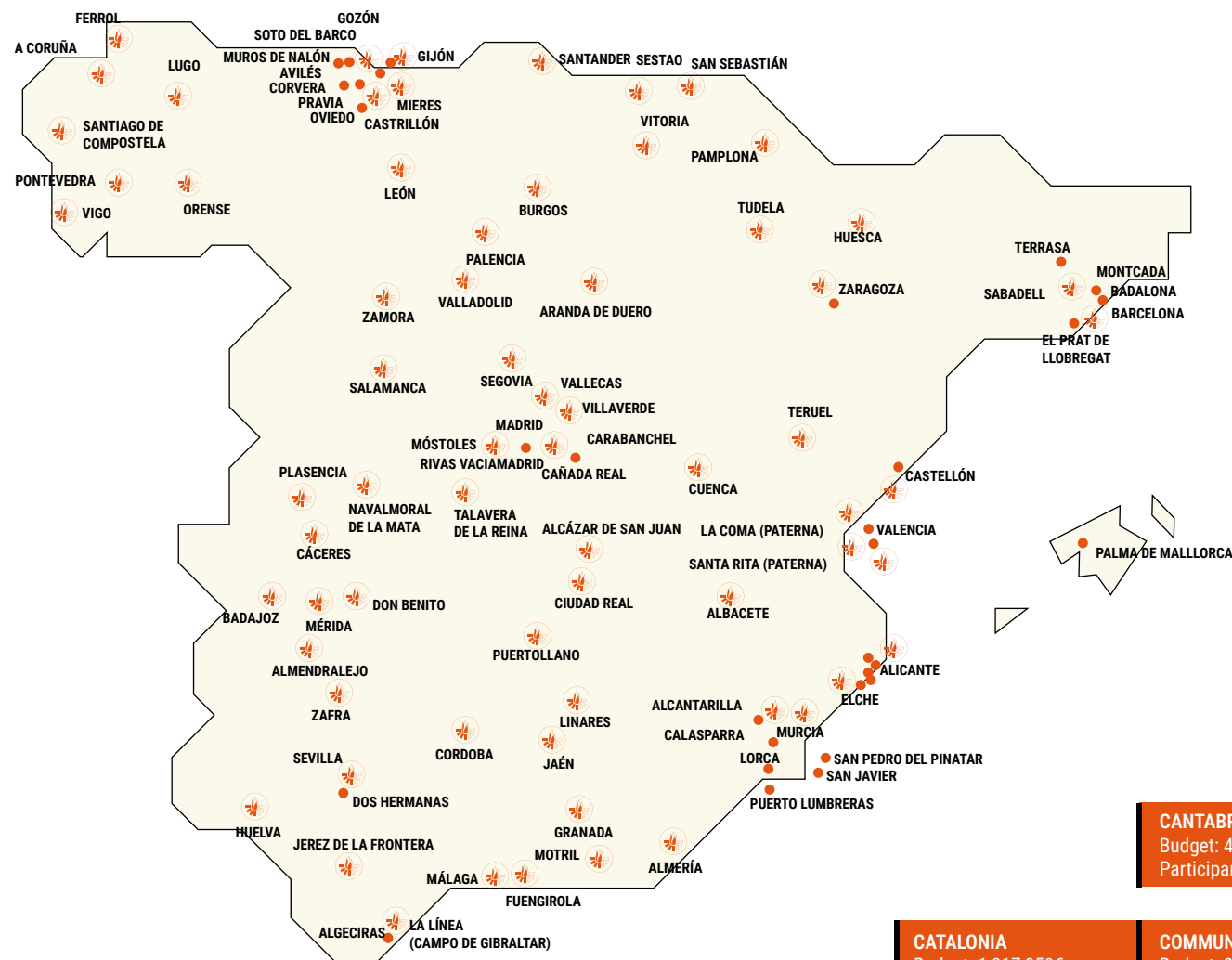
We celebrated our 20th FSG Institutional Meeting in Asturias



The 2nd edition of the TándEM dual training programmes developed by the Spanish Public Employment Service came to an end



TERRITORIAL NETWORK



15
regions*

90
locations

82
offices

ANDALUSIA
Budget: 6 532 009€
Participants: 7 756

ARAGON
Budget: 1 590 133€
Participants: 1 688

CANTABRIA
Budget: 478 847€
Participants: 556

CASTILLA-LA MANCHA
Budget: 2 423 676€
Participants: 2 515

CASTILE AND LEÓN
Budget: 3 266 017€
Participants: 4 348

CATALONIA
Budget: 1 317 058€
Participants: 1 238

COMMUNITY OF MADRID
Budget: 3 013 138€
Participants: 3 871

VALENCIAN COMMUNITY
Budget: 7 608 028€
Participants: 7 717

EXTREMADURA
Budget: 2 265 690€
Participants: 2 925

GALICIA
Budget: 3 290 317€
Participants: 2 904

NAVARRRE
Budget: 1 430 401€
Participants: 1 088

BASQUE COUNTRY
Budget: 940 978€
Participants: 799

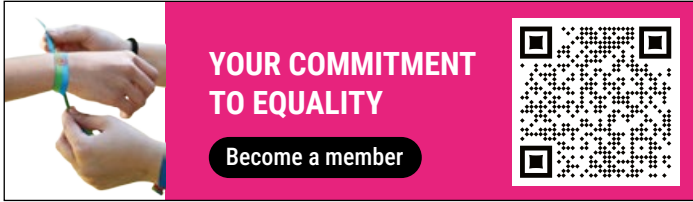
ASTURIAS
Budget: 1 669 889€
Participants: 2 317

REGION OF MURCIA
Budget: 1 960 394€
Participants: 2 246

* In 2024 the initiation of activities in the Balearic Islands was approved, in the city of Palma de Mallorca



+ INFO



If you want to know about all that we have done in 2024, go to:



www.gitanos.org/informeannual/
#FSGAnnualReport



Follow us on:



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With the collaboration of:



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