



## The Fundación Secretariado Gitano

The Fundación Secretariado Gitano (FSG) is an intercultural social organisation which has been working for more than 35 years for the overall advancement of the Roma community, with a focus on cultural diversity.

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 achieve equality of opportunity in Spain and across Europe.

### 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,** in which Roma people fully exercise their rights and responsibilities.

**Our centres have remained in operation all year, with teams committed to and working closely with the participants on our programmes. We have proved ourselves to be an essential service of value to the Roma community and to society, even at this time of crisis.**

### Lines of action

We want to be an engine of change driving full citizenship for Roma people, reducing inequalities and guaranteeing their social advancement, defending their rights and promoting their social participation. With our Strategic Plan 2017/2023 we therefore build on our progress and focus on new areas, with four priority lines of action:



“

*We present the Annual Report 2020 highlighting 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, members, 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, especially in a year as difficult as this one.*

*Pedro Puente.*

*President of the Fundación Secretariado Gitano*

”



### Our team

**891**  
EMPLOYEES

› **32.32%**  
ROMA PEOPLE

› **77.44%**  
WOMEN

**346**  
VOLUNTEERS

## We launched initiatives as a response to the Covid-19 crisis

### › FSG Emergency Fund “Close to Roma families”

We reached 4,900 families, with an impact on 20,700 people, and on 1,600 boys and girls in 543 homes which received internet connections and IT equipment to help them continue with their studies.

*“With the Emergency Fund we offered urgent relief at a time when the aid promised by the government wasn’t getting through and social services were closed. More than a dozen companies in 73 locations collaborated in this effort”*



*“11,000 participants in 73 cities answered our survey. 40% of households were experiencing problems covering their basic necessities, including food. They also reported their children being cut off from their schools, and the direct effect of the digital gap”*

### › Survey of programme participants regarding their social and healthcare situation

The telephone survey asked about five areas: their social and healthcare situation; their children’s educational situation; their employment situation; household needs; and the possible perception of greater discrimination.



*“We offered this service at our centres starting in June. By the end of the year we had dealt with almost 9,000 applications”*

### › We launched the Service of Information and Support for the Processing of the Minimum Income (I.M.V)

One of the government measures with the greatest impact in 2020 was the creation of the Minimum Income.



We promote access to employment as one of the keys to social inclusion, working to combat the disadvantages people face through positive actions and specific programmes.

## In the face of the devastating effects of Covid-19, we adapted to **continue accompanying Roma people in their efforts to access employment**

Throughout the year we refocused our operations to combine the development of pathways into the labour market with the covering of the basic needs of many of our programme participants.

With our employment programme Acceder, we create personalised pathways into the labour market. These combine needs analysis, guidance, training and job-searching activities to increase participants' autonomy, employability and access to the labour market, whether as an employee or through self-employment. We look for employment opportunities and alliances.

**Results with impact in 2020**

- 21,236** PEOPLE SUPPORTED
- 2,768** OBTAINED A JOB
- 4,402** WORK CONTRACTS
- 4,494** PEOPLE TRAINED
- 2,278** COLLABORATING COMPANIES

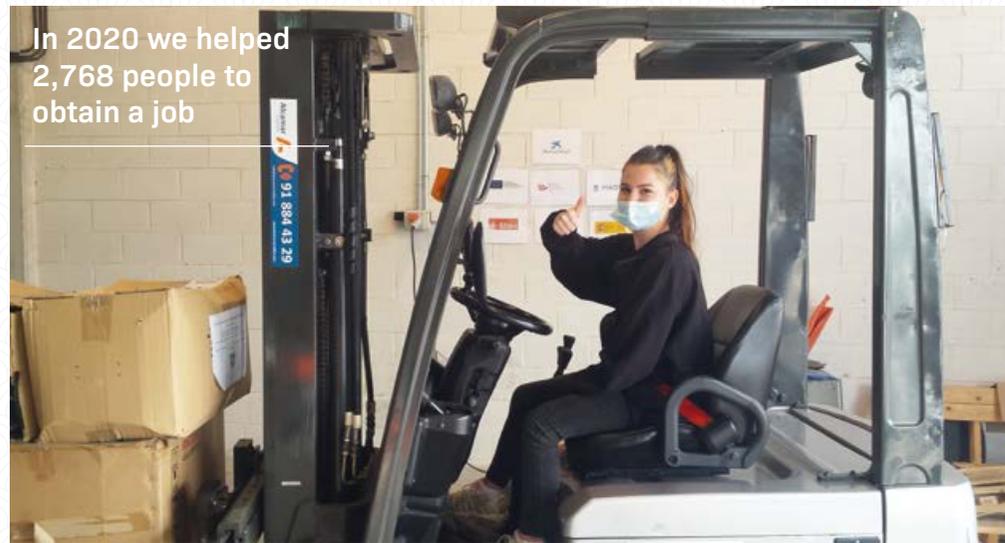
## Our employment programme **Acceder celebrated 20 year** promoting the employment of Roma people

The results and the impact of these 20 years of operation have made Acceder a model initiative in social and labour market inclusion for the Roma population in Spain and in Europe, generating real change in the lives of many thousands of people.



**Acceder 2000-2020. Cumulative results**

- 94,860** PEOPLE ON PATHWAYS INTO THE LABOUR MARKET
- 32,298** PEOPLE OBTAINED A JOB
- 90,110** WORK CONTRACTS



## ➤ With Online training programmes

we adapted to social distancing measures and launched a pilot for consolidation in the future.

10

ONLINE COURSES IN CLEANING, COMMERCE, ORP AND ORDER PREPARATION

## ➤ We launched an Action Plan in Logistics in 60 cities

to increase our connection with one of the few sectors generating employment during the pandemic.



Our campaign #ISupportStreetMarkets focused on street trading as a livelihood for many families, encouraging people to return to shopping in street markets

## ➤ With Acceder we improved access to work through self-employment and promote street trading

401

SELF-EMPLOYMENT PATHWAYS

66

PROJECTS ESTABLISHED

124

STREET TRADING PATHWAYS WITH MERCAEMPRENDE

## ➤ Through Acceder we launched specific initiatives which help to improve the futures of young Roma people and their families



LEARNING BY DOING

### 1. Learning by Doing

is an employment training initiative which alternates theoretical training with practical training in real working environments. It contributes to innovation, high quality, social engagement and competitive value.

### 2. Formatéate con Garantía (Training with a Guarantee)

369

PARTICIPANTS

14%

RETURNED TO EDUCATION

37%

OBTAINED A JOB

25

COLLABORATING COMPANIES IN 14 LOCATIONS



425

PARTICIPANTS

31

TRAINING ACTIONS

22%

OF THOSE FINISHING OBTAINED A JOB

### Secondary school graduation classes

391

YOUNG PEOPLE ENROLLED IN COMPULSORY SECONDARY EDUCATION.

85%

PASSED THE COURSE

20%

OBTAINED THEIR SCHOOL GRADUATION CERTIFICATE

Social companies providing entry to the labour market. "We create protected employment opportunities to combat social exclusion"



NABUT

Cleaning, laundry and commerce. Navarra. Ecocatering: El Fogón Errante.

39 workers

[www.nabutnavarra.org](http://www.nabutnavarra.org)



VEDELAR

Gardening and forestry work. Asturias.

13 workers

[www.vedelar.es](http://www.vedelar.es)



ECOTUR

Auxiliary conferencing services. 11 locations.

Flexible staff team.

[www.ecoturazafatas.es](http://www.ecoturazafatas.es)



UZIPEN

Information, maintenance and cleaning. Madrid.

31 workers

[www.uzipen.es](http://www.uzipen.es)

More information



# EDUCATION

We work for educational success for Roma students of all ages and at all levels of education in order to achieve equality.

More information



## During the pandemic we have adapted our work to **continue supporting Roma students**

The Covid-19 social and public health crisis has revealed, more than ever, the inequality suffered by Roma students. This inequality has increased due to the enormous digital gap facing these students. Although the digitalization of education has proved very useful in preventing the complete paralysis of education during the pandemic, it represents yet another barrier for Roma students, who in most cases possess neither the technical equipment nor the digital skills necessary to use it.

Faced with this situation, our priority has been to ensure that all the boys, girls and young people participating in our educational programmes are able to continue with their education in as normal a manner as possible, regardless of their circumstances or their means. The objective has been to make sure that no Roma student is left behind as a consequence of the pandemic.



We work in the field of education in:

<b>54</b>	WITH <b>3,423</b>	<b>796</b>	<b>2,823</b>
LOCATIONS	STUDENTS	CENTRES OF EDUCATION	FAMILIES

➤ With the **Promociona** programme, we focus our efforts on helping Roma boys and girls to graduate from compulsory secondary education and continue with post-compulsory studies



The main thrust of the *Promociona* programme involves educational guidance for Roma students and their families, provided in partnership with centres of education. This is complemented by group and social community activities, including those carried out in *Promociona* Classrooms, which are spaces for educational support.

### Promociona academic year 2019-2020

**1,434**  
STUDENTS

**56%**  
GIRLS

**1,275**  
FAMILIES

**494**  
CENTRES OF EDUCATION

**82**  
PROMOCIONA CLASSROOMS

*“We have made great efforts to provide Roma students with IT equipment and to boost their digital skills so they can successfully complete the school year”*

### Results Promociona

**185**  
PROMOCIONA STUDENTS GRADUATED FROM COMPULSORY SECONDARY EDUCATION

• **EL 88%**  
OF STUDENTS IN THE FINAL YEAR OF COMPULSORY SECONDARY EDUCATION GOT THEIR GRADUATION CERTIFICATE

• **EL 93%**  
OF GRADUATING STUDENTS WENT ON TO POST-COMPULSORY EDUCATION





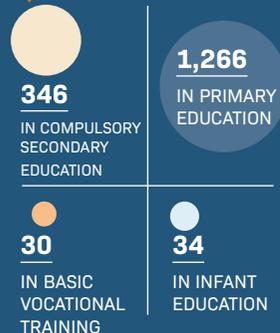
➤ **PromocionaT**, a programme to prevent school failure from the earliest age



With *Promociona-T* we promote the enrolment of Roma students in Infant Education, and we combat school absenteeism and early school dropout. We help students acquire the skills on the school curriculum, which prevents them from falling behind and helps them achieve educational success. Educational support is the programme's main activity, complemented by educational guidance for students and their families.

**Promociona T**, academic year 2019-2020

**1,676** STUDENTS  
49% GIRLS



**Results Promociona T**

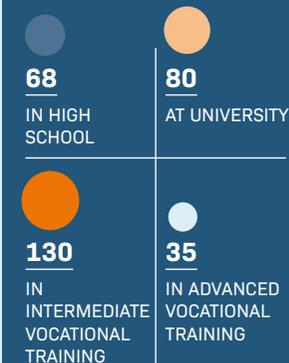
**95%** OF STUDENTS IN PRIMARY EDUCATION PASSED THEIR SCHOOL YEAR

**75%** OF STUDENTS IN COMPULSORY SECONDARY EDUCATION PASSED THEIR SCHOOL YEAR



**Promociona +**, academic year 2019-2020

**313** STUDENTS  
59% GIRLS



**Results Promociona +**

**84%** OF PARTICIPANTS IN THEIR FINAL YEAR OF STUDIES GRADUATED

**96** YOUNG PEOPLE OBTAINED A POST-COMPULSORY EDUCATIONAL QUALIFICATION

**93%** OF *PROMOCIONA+* STUDENTS CONTINUED IN POST-COMPULSORY EDUCATION OR GRADUATED

➤ With **Promociona+** we support and encourage Roma students in post-compulsory education



Individual educational guidance and the Assisted Study Classrooms are the pillars of *Promociona +*, a programme which also puts emphasis on the social participation of Roma youth.

With scholarships and grants we support access to and continuation in university studies.

**30** SCHOLARSHIPS TO TAKE THE UNIVERSITY DIPLOMA IN SOCIAL INTERVENTION WITH THE ROMA COMMUNITY. Delivered in partnership with the Public University of Navarre.

**4** FUNDACIÓN SECRETARIADO GITANO-LUIS SÁEZ SCHOLARSHIPS for Roma women in postgraduate education. In collaboration with FUESCYL, the Villalar Foundation and the Directorate-General for Women-Social Services of C&L, Government of Castile and Leon.



# THE FIGHT AGAINST POVERTY AND EXCLUSION

We accompany people and families in their efforts for social advancement

## We stepped up our support for Roma families facing the worst effects of the pandemic

This year, more than ever, we stayed close to the Roma people and families we work with, attending to their most urgent needs. We continued to work for their social advancement and their ability to actively exercise their citizenship in order to ensure equal access to social rights for Roma people.

We supported Roma families in the worst social and economic situations, adapting our services to respond to the hardships caused by the devastating effects of the Covid-19 crisis.

**16,779**  
PARTICIPANTS

**15,382**  
PEOPLE RECEIVED BASIC ASSISTANCE

**1,820**  
PARTICIPANTS IN HEALTH ACTIONS

**319**  
FAMILIES SUPPORTED TO ACCESS DECENT HOUSING



**11,000**  
PARTICIPANTS IN OUR SURVEY TO DISCOVER THE IMPACT OF COVID-19

**EMERGENCY FUND**  
TO COVER THE MOST URGENT BASIC NEEDS

**4,961**  
FAMILIES

**SUPPORT AND INFORMATION SERVICE FOR THE PROCESSING OF MINIMUM INCOME (IMV)**

**8,042**  
FAMILIES

## ➤ We support the personal, social, and pre-employment advancement of Roma women with our programmes *Calí* and *Sara Romí*



We boost the social inclusion of Roma women and we accompany them in a process of empowerment so that they can become an active part of society.

We promote gender equality in the Roma community to progress towards the achievement of equal opportunities for Roma men and women.



**939**  
WOMEN ON CALÍ SOCIOPERSONAL PATHWAYS

**1,123** **560**  
WOMEN MEN

AWARENESS-RAISING ACTIVITIES ON GENDER EQUALITY

## ➤ We make access to high-quality socio-educational opportunities easier for Roma girls and boys in situations of vulnerability



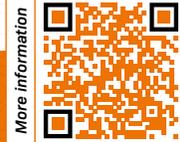
**2,500**  
BOYS AND GIRLS WITH CAIXA PROINFANCIA

**22**  
CITIES



# EQUALITY AND NON-DISCRIMINATION

We combat discrimination and antigypsyism and we defend victims, including in court



## We report cases of discrimination, including those associated with the Covid-19 crisis



In a year marked by the pandemic, we continued supporting and advising victims of hate crime and discrimination. We fought online hoaxes, fake news and acts of discrimination.

We coordinate the Victims of Racial or Ethnic Discrimination Support Service offered by a further 9 organisations: ACCEM, CEAR, the Spanish Red Cross, the Cepaim Foundation, MCI, MPDL, Red Acoge and Rumiñahui. In 2020 the service registered 569 cases of discrimination on the basis of racial or ethnic origin.



**633**  
VICTIMS OF DISCRIMINATION

**1,114**  
KEY AGENTS TRAINED TO FIGHT AGAINST DISCRIMINATION



WE COLLABORATE WITH FACEBOOK, TWITTER, AND GOOGLE-YOUTUBE in the reporting of hate speech as a "Trusted flagger"

**108**  
CASES REPORTED



## We increased the size of our team dedicated to "Calí, for the equality of Roma women"



We promote equality for women and combat discrimination against Roma people.

**30**

CITIES

**33**

PROFESSIONAL WOMEN (27 ROMA) MAKE UP THE TEAM

**335**

VICTIMS OF DISCRIMINATION WERE SUPPORTED

**807**

ROMA WOMEN AND 402 ROMA MEN TOOK PART IN AWARENESS-RAISING ACTIVITIES

## We defend victims in court

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

**25**

CASES OF STRATEGIC LITIGATION TO COMBAT DISCRIMINATION AND ANTIGYPSYISM

## We presented our 16th Annual Report on Discrimination and the Roma Community, focused on discrimination in the field of employment



**425**

VICTIMS IDENTIFIED (40% MORE THAN IN THE PREVIOUS ANNUAL REPORT)



# FSG IN FIGURES

# 34,122

BENEFICIARIES\*

# 140,618

PARTICIPANTS\*

# 600

PROGRAMMES

# 28,140,875€

VOLUME OF ACTIVITY

\* We distinguish between individuals benefiting from our actions and programmes (beneficiaries) and the total number of occasions on which they participate in them (participants). This distinction is made on the basis that, as a person may require different kinds of assistance, they may participate in several different activities along our various lines of action, such as those related to employment, education or housing. Data relating to the people we reach through our awareness-raising activities are not included in these figures.

4,494  
PEOPLE TRAINED

21,236  
PEOPLE ASSISTED



2,768  
PEOPLE OBTAINED A JOB

3,423  
STUDENTS ON  
EDUCATIONAL  
PROGRAMMES



4,402  
WORK CONTRACTS

2,278  
COLLABORATING COMPANIES

EMPLOYMENT

EDUCATION

369  
YOUNG  
PARTICIPANTS



14%  
RETURN TO  
EDUCATION

40%  
LABOUR MARKET  
ENTRY RATE WITH  
LEARNING BY DOING

1,123 | 560  
WOMEN AND MEN INVOLVED  
IN GENDER EQUALITY  
AWARENESS-RAISING ACTIVITIES



939  
WOMEN ON CALÍ SOCIOPERSONAL  
AND PRE-EMPLOYMENT PATHWAYS

16,779  
PARTICIPANTS

15,382  
PEOPLE RECEIVED  
BASIC ASSISTANCE

POVERTY AND EXCLUSION

2,500  
CHILDREN ASSISTED  
THROUGH CAIXA  
PROINFANCIA

8,042  
FAMILIES  
ASSISTED BY THE  
INFORMATION  
AND SUPPORT  
SERVICE FOR THE  
PROCESSING OF  
MINIMUM  
INCOME (IMV)

319  
FAMILIES  
SUPPORTED TO  
ACCESS DECENT  
HOUSING

4,961  
FAMILIES ASSISTED WITH THE  
EMERGENCY FUND "CLOSE TO  
ROMA FAMILIES"

346 VOLUNTEERS

74

YOUNG PEOPLE MAKE UP THE  
NETWORK OF PARTICIPATION  
FACILITATORS



WE HELD THE 3<sup>RD</sup> MEETING OF  
DIALOGUES FOR  
INTERCULTURALITY

1,187 PARTICIPANTS

PARTICIPATION

150 PARTICIPANTS

SOCIAL ADVANCEMENT

PARTICIPATION

WE DEFEND THE RIGHTS OF ROMA PEOPLE BEFORE SPANISH INSTITUTIONS, THE EUROPEAN UNION AND INTERNATIONAL ORGANISATIONS

**185**  
BOYS AND GIRLS  
COMPLETED COMPULSORY  
SECONDARY EDUCATION



**95%**  
OF PRIMARY STUDENTS  
PASSED THE SCHOOL  
YEAR

**84%**  
OF PARTICIPANTS IN  
THEIR FINAL YEAR OF  
POST-COMPULSORY  
EDUCATION MANAGED  
TO GRADUATE

SCHOLARSHIPS  
AND GRANTS FOR  
UNIVERSITY  
STUDIES

**94.16%** | **5.85%**  
PROGRAMME COSTS | ADMINISTRATIVE COSTS

**56.39%** | **21.98%** | **16.57%**  
EMPLOYMENT | EDUCATION | SOCIAL INCLUSION

**0.29%** | **2.72%** | **SPENDING ON EACH WORK AREA** | **1.15%** | **0.90%**  
HOUSING | EQUALITY | INTERNATIONAL | AWARENESS-RAISING

**2,278**  
COLLABORATING COMPANIES

**ETHICAL AND TRANSPARENT  
MANAGEMENT**

STRATEGIC ALLIANCES | MEMBERS AND DONORS  
SUPPORT OUR WORK

**3.88%** | **22.49%** | **1.46%**  
EUROPEAN | REGIONAL | NATIONAL

**9.38%** | **SOURCES OF FUNDING** | **17.8%**  
LOCAL | PRIVATE AND OWN FUNDS

Our accounts are audited and we hold  
accreditations for quality, transparency and  
good practice.



SUSTAINABILITY

DEFENCE OF RIGHTS

**633**  
VICTIMS  
OF DISCRIMINATION ASSISTED

**152,126**  
UNIQUE VISITORS TO  
OUR WEBSITE

**10,896**  
BULLETIN  
SUBSCRIBERS | **72,395**  
FOLLOWERS ON  
SOCIAL MEDIA

**25** CASES OF STRATEGIC  
LITIGATION TO  
COMBAT  
DISCRIMINATION  
AND ANTIGYPSYISM



AWARENESS-RAISING CAMPAIGN  
#BREADFORTOMORROW



**POLITICAL IMPACT AND  
ACTION IN EUROPE**

WE ARE MEMBERS OF  
TWO EUROPEAN  
COMMISSION  
ADVISORY  
GROUPS | WE COORDINATE  
THE EUROPEAN  
EUROMA NETWORK



**EQUALITY AND  
NON-DISCRIMINATION**

**1,114**  
PROFESSIONAL AGENTS  
TRAINED

**AWARENESS-RAISING**

**FSG IN FIGURES**

**891**  
PROFESSIONALS  
IN OUR TEAM

**32.3%**  
ROMA MEN AND WOMEN

**77.4%**  
WOMEN



**73** | **83**  
OFFICES | LOCATIONS

**14** REGIONS

# POLITICAL IMPACT



## We influence the political agenda to defend the rights of Roma people

### Political agenda in Spain

- » Educational reform: LOMLOE.
- » Reconstruction Commission in Congress.



- » Minimum Income.
- » Draft Law on Equal Treatment and Anti-Discrimination.
- » Final evaluation of the National Strategy for the Inclusion of the Roma Population 2012-2020.
- » Evaluation of the Integrated Plan for the Inclusion of the Roma Community in Andalusia 2017-2020.
- » Sustainable Development Strategy.
- » European Semester.

### European Union

- » Regulation of the European Structural and Investment Funds (ESI Funds 2021-2027).
- » EU Strategic Framework for the equality, inclusion and participation of the Roma population 2021-2030.
- » European Parliament Resolution on the application of national strategies for the inclusion of the Roma population and negative attitudes towards people of Roma origin.

### International Organisations

- » United Nations Rapporteur on Extreme Poverty and Human Rights.
- » United Nations Committee on Economic, Social and Cultural Rights (CESCR).
- » United Nations Committee on the Rights of the Child.



## We work in collaboration

- » We lead EURoma, the European Network for the Inclusion of the Roma Population supported by ESI Funds, in which 15 countries and the European Commission participate.



- » We collaborate with European institutions and organisations including the European Parliament, the European Commission and the EU Fundamental Rights Agency (FRA).
- » European Commission Advisory Groups.
- » EU High Level Group on combating racism, xenophobia and other forms of intolerance.
- » Coordination team for the European Roma Civil Monitoring project to train NGOs in 27 countries to monitor the National Strategies for the Inclusion of the Roma Population.

**At national level, we are part of:** State Council of the Roma People; State Council of NGOs for Social Action; Council for the Elimination of Racial or Ethnic Discrimination; Monitoring Committee for POISES (Operational Programme for Social Inclusion and Social Economy); Monitoring Committee for POEJ (Operational Programme for Youth Employment); Social Inclusion Network; Youth Council of Spain.

**We are also part of the following Platforms and Networks:** EAPN-Spain; PTS (Platform of the Third Sector); POAS (Platform of NGOs for Social Action); POI (Platform of Childhood Organisations); PVE (Platform of Volunteers in Spain); AEF (Spanish Association of Foundations); Group of Private Operators of the Operational Programme; Alliance against School Segregation; FIARE – Ethical Banking; DESC (ESCR – Economic, Social and Cultural Rights) Platform; FeC (Common Future).

# AWARENESS-RAISING



We work to **improve the social image** and public understanding of the Roma community

With the campaign **#BreadForTomorrow** we demanded a fresh boost for active employment policies as an efficient tool to deal with poverty and inequality among young Roma people.

We collaborated with the **media** to contribute to public understanding of the Roma community and portray a more realistic, diverse image



**152,126**  
UNIQUE VISITORS TO THE WEBSITE

**42**  
PRESS RELEASES AND PRESS NOTICES DISSEMINATED AT NATIONAL LEVEL

**10,896**  
SUBSCRIBERS TO ELECTRONIC BULLETINS

**72,395**  
FOLLOWERS ON SOCIAL MEDIA



# PARTICIPATION AND VOLUNTEERS

More information



## ➤ GPG (Roma Participation Group) and GMG (Roma Women´s Group)

These are internal advisory groups which boost the participation of the Roma people who form part of the organisation and give advice on equal opportunity issues.

## ➤ Volunteers contribute to improving the current reality, both for participants and for the volunteers themselves, and foster mutual understanding

## We promote **interculturality, recognition and participation** for Roma people

We promote citizen participation, especially for young Roma people, to ensure their interests and proposals are heard by institutions and to increase their presence in spaces for leadership and citizen participation.

**50**  
PARTICIPANTS

The Queen talks to members of the GMG, showing her interest in the situation of Roma women during the pandemic.



**346**  
VOLUNTEERS  
➤ **33,81%**  
ROMA PEOPLE  
➤ **69,94 %**  
WOMEN



Con las personas gitanas **Voluntariado**

**74**  
PEOPLE MAKE UP THE NETWORK OF PARTICIPATION FACILITATORS

**1,187**  
PARTICIPANTS



Tribute to victims of the Holocaust, organized by the GPG.

## ➤ “Dialogues for Interculturality”

**Diálogos por la interculturalidad**

With “Dialogues for Interculturality” we open spaces for public debate on the value of interculturality and cultural diversity as elements of development within a Human Rights framework.



# CORPORATE ALLIANCES AND SOCIAL SUPPORT

## In the face of new challenges, we strengthened our alliances with companies to build a better future

During the most difficult months of the lockdown, we launched the Social Emergency Fund **#CloseToRomaFamilies**, which allowed us to meet the basic needs of almost 5,000 families. We were also able to provide around 1,600 young students with technological equipment which enabled them to continue studying and reduce the digital gap.



Collaboration and the rapid response of the companies contributing to the Social Emergency Fund were key to alleviating the effects of the pandemic. We wish to thank all of them for their interest and their support for the Roma people and families who suffered most at that time.

A great majority of the organisations which supported the Social Emergency Fund were already companies allied to or collaborating with the FSG, such as the "la Caixa" Foundation, Endesa Foundation, Accenture Foundation, Mapfre Foundation and United Way Foundation, and we continue to collaborate with them on common projects.



After the pandemic, we are faced with new challenges which we continue to tackle alongside the companies which have faith in our work. Through our alliances, we will continue to reduce the digital gap faced by many Roma students, increase access to employment for young people, innovate to boost the labour market inclusion of Roma women and men, and pursue new proposals.



## Strategic Company Allies



## Collaborating Companies



Consult the total number of member companies at <http://www.gitanos.org/informeanual/>

# CORPORATE ALLIANCES AND SOCIAL SUPPORT

More information



For 2021 we face a challenge: to continue increasing our membership base. We want more and more people to join the Fundación Secretariado Gitano to support equal opportunities and defend the rights of Roma people



## The commitment of our members, has been key in an especially difficult year for many Roma people

This year, the commitment and financial support of our hundreds of members has been more important than ever. Overnight, the eruption of the pandemic and the lockdown left thousands of Roma families in a situation of extreme vulnerability, and we had to race against time in order to help them. We adapted our programmes so that we could continue assisting Roma people despite the lockdown and restrictions

on movement. We also launched a Social Emergency Fund which enabled us to offer urgent financial aid to 4,961 Roma families. For both these aims, **the commitment and financial support of our members was essential. Thank you!**



“The work and the response of the Fundación Secretariado Gitano to the situation of vulnerability in which the pandemic has left thousands of Roma families has been, as always, incredible. This crisis must not be an excuse for inequality to increase. By being a member of the Fundación, I’m doing my bit”.

**Juan Torres, member of the Fundación Secretariado Gitano.**

# FINANCES

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



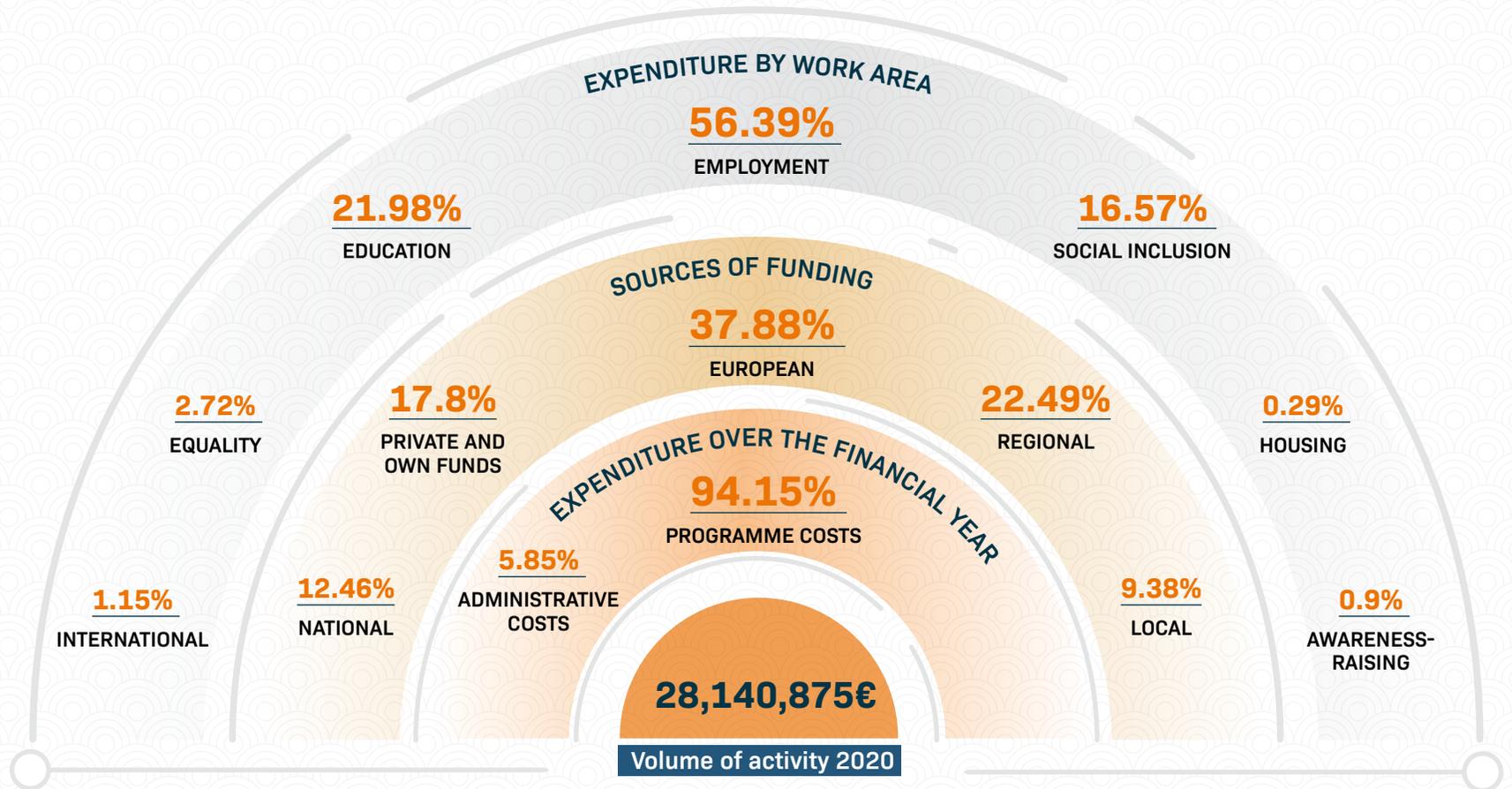
## Quality and transparency, our hallmarks

The Fundación Secretariado Gitano's annual accounts, comprising the balance sheet at 31 December 2020, 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.



- » Good Governance Code
- » Code of Conduct
- » Policy for the Protection of Children and Adolescents
- » Strategic Plan 2017-2023
- » Volunteering Plan
- » Training Plan
- » Equality Plan
- » Communications Plan
- » Board Commission for Audit and Internal Control
- » Fundación Secretariado Gitano 3<sup>rd</sup> Collective Bargaining Agreement (2016)
- » FSG Environmental Policy

## How we are funded



# MILESTONES IN 2020



**Acceder celebrated 20 years of operation and continued promoting training and employment in times of crisis**



**Online Seminar Series “Employment in times of crisis” with the collaboration of experts and public authorities**

- » The challenges of accessing the job market for the most vulnerable of the population
- » The right to decent work and the reduction of poverty
- » Digital transformation and vulnerable groups
- » The Minimum Income and the Right to Activation
- » Women and the labour market for vulnerable groups

**We appeared before the Reconstruction Commission in Congress**

to present 10 proposals for a more just, equitable, sustainable and humanitarian model of society, with better protection of economic and social rights.

**62 Roma students received a compulsory secondary education certificate for adults, accompanied by the Minister for Education Isabel Celaá**



**The European Union’s Fundamental Rights Agency (FRA) highlighted as good practice our survey of the “The impact of Covid-19 on the Roma population”**



**“Empleando Digital” received the “Digital Skills Award Spain 2020” from the Association of Businesses in the Technological Digital Industry Sector in Spain**



**Fundación Secretariado Gitano Awards. We recognise the commitment and effort of people and organisations who do outstanding work to defend and support the Roma community**

# FSG GEOGRAPHICAL NETWORK

More information



**ANDALUSIA**  
Budget: 4,317,478€  
Participants: 8,161

**ARAGON**  
Budget: 872,935€  
Participants: 1,208

**CASTILE-LA MANCHA**  
Budget: 1,621,024€  
Participants: 1,902

**CASTILE AND LEON**  
Budget: 1,772,031€  
Participants: 4,072

**CANTABRIA**  
Budget: 332,717€  
Participants: 632

**CATALONIA**  
Budget: 1,240,301€  
Participants: 993

**COMMUNITY OF MADRID**  
Budget: 2,053,719€  
Participants: 3,150

**COMMUNITY OF VALENCIA**  
Budget: 4,675,032€  
Participants: 5,042

**EXTREMADURA**  
Budget: 1,051,684€  
Participants: 2,585

**GALICIA**  
Budget: 1,679,792€  
Participants: 1,934

**NAVARRRE**  
Budget: 749,983€  
Participants: 2,506

**BASQUE COUNTRY**  
Budget: 619,887€  
Participants: 1,147

**PRINCIPALITY OF ASTURIAS**  
Budget: 1,164,183€  
Participants: 2,236

**REGION OF MURCIA**  
Budget: 1,554,150€  
Participants: 1,983

**14**  
REGIONS

**73**  
OFFICES

**83**  
LOCATIONS WHERE WE WORK



**TRANSFORM  
PREJUDICE INTO  
A NEW STORY**

**Become a partner**



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