WHO ARE WE?

The Fundación Secretariado General Gitano is a non-profit social organisation which provides services for the development of the Roma community throughout Spain and Europe. We have been working for over 30 years for a more just society for everyone.

OUR MISSION

Is the integral advancement of the Roma community based on respect for cultural diversity. We seek equal opportunity, personal advancement and social change.

QUALITY AND TRANSPARENCY

The development and implementation of a Management System and certification of conformity with standard UNE-EN ISO 9001:2008 was our main achievement in this area in 2014.

Transparency is another of our principles. Our accounts are audited on a yearly basis. We take part in evaluations such as the Lealtad Foundation’s transparency and best practices for NGOs.

For complete information on the FSG see our website at: www.gitanos.org
“This is the summary of the 2014 FSG Annual Report which reflects the results of our work in 2014. Projects that are transforming the lives of many Roma. Thank you to funding institutions, workers, participants, volunteers, members, companies and organisations for making it all possible.”

OUR TEAM OF PEOPLE: INTERCULTURAL, YOUNG, PROFESSIONAL AND COMMITTED

There are over 600 people on the FSG’s staff and in 2014 an additional 476 volunteers, interns and collaborators joined our ranks.

An intercultural, innovative, diverse, professional and committed team.

AVERAGE STAFF SIZE IN 2014: 610 PEOPLE

<table>
<thead>
<tr>
<th>Category</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Women</td>
<td>26%</td>
</tr>
<tr>
<td>Men</td>
<td>74%</td>
</tr>
<tr>
<td>Over Age 35</td>
<td>49%</td>
</tr>
<tr>
<td>Under Age 35</td>
<td>51%</td>
</tr>
<tr>
<td>Non Roma</td>
<td>76.5%</td>
</tr>
<tr>
<td>Roma</td>
<td>23.5%</td>
</tr>
</tbody>
</table>

ROMA STAFF (23,5%)
Our employment and training programmes are designed to tackle the dramatic unemployment figure which stands at over 42% of the Roma population. In the midst of the crisis, they have helped secure over 5,000 work contracts per year.

The Acceder Programme, a benchmark in Europe in the fight against exclusion, proves its effectiveness. It closes the gap between Roma and salaried employment while improving qualifications.

“I started by taking a course through the Acceder programme and thanks to that I was hired. I’ve been working for nearly four years”

JAVIER MARTÍNEZ HEREDIA
INVESTMENT IN YOUNG PEOPLE IS AN INVESTMENT IN THE FUTURE OF FAMILIES

*Learning by Doing.* A project with impact. Six months of on-the-job training for young people under 30. Labour market integration rate of 45% achieved.

**NETWORKING FOR THE LABOUR MARKET**
**INCLUSION OF THE MOST VULNERABLE**

**640**
**YOUNG PARTICIPANTS**

**214**
**FIND JOBS**

**23**
**COLLABORATING COMPANIES**

SOCIAL INTEGRATION ENTERPRISES - HOW TO PROVIDE SHELTERED EMPLOYMENT OPPORTUNITIES

**NABUT**
Cleaning, laundry and retail
In 2014 a total of 33 people benefited from this social integration enterprise located in Navarre.

**VEDELAR**
Gardening and Forestry Activities
Located in Asturias, in 2014 turnover grew by 15%.

**ECOTUR**
Auxiliary services for congresses
50 people worked through Ecotur last year.

**UZIPEN**
Remodelling, Maintenance and Cleaning.
The most important work in 2014 included participation in AVE (high-speed train) works and restoration of churches.
CHANGING THE FUTURE THROUGH EDUCATION

Promociona addresses early school leaving by motivating more and more young people to complete secondary school and to continue studying. 88.6% of Promociona students continue their studies after completing their compulsory education (ESO). In 2014 a total of 41 students benefited from the motivation and guidance of in-company mentoring sessions.

“YES I CAN. Many others have done it and so can I.”

ADRIÁN SÁNCHEZ, age 14, Promociona student in Burgos
SCHOLARSHIPS HELPING TO CLOSE THE GAP BETWEEN YOUNG ROMA AND THE UNIVERSITY

SCHOLARSHIPS THAT TRANSFORM LIVES
We manage 73,710 € allowing 370 young Roma to study in high school, intermediate and upper level vocational training and university.

TRAINING EXPERTS ON THE ROMA COMMUNITY
30 students were granted scholarships to earn a University Diploma in Intervention with the Roma Community, an on-line degree offered by the Public University of Navarre and the FSG.
Shanty-town eradication is one of the main axes of our work. In 2014 the UN Habitat Committee recognised the “Social accompaniment programme for families facing residential exclusion in Segovia” which eliminated shanty towns in that city.

INCLUSION IS ONLY POSSIBLE WHEN ACCOMPANIED BY DECENT HOUSING

FAMILIES BENEFIT FROM INDIVIDUALISED SOCIAL ACCOMPANIMENT
Three of every four Roma face situations of exclusion. In 2014 we worked with 15,000 people who encountered difficulty accessing services and resources in order to cover their most basic needs.

WORKING TO FIGHT CHILD POVERTY
by promoting policies that protect families.

84 PROGRAMMES

15,000 PEOPLE SERVED
Following are the main data and results of our intervention through the different services and programs we offer grouped into 7 major spheres of action:

- Employment
- Education
- Housing
- Equality
- Inclusion
- Awareness-raising
- International

**INCLUSION**

- 1,604 families with an individualised intervention plan
- 2,341 children and their families
- 84 programmes

**EQUALITY**

- 199 cases of discrimination registered

**INTERNATIONAL**

- We coordinate the *Euroma Network* encompassing 12 European countries
- We manage 7 projects throughout Europe

**AWARENESS RAISING**

- 232,000 website visitors (not including return visitors)
- 8,600 e-bulletin subscribers
- 11,400 followers in Twitter and Facebook

**35,136 beneficiaries**

**106,401 programme participants**

*We draw a distinction between individual beneficiaries of our actions or programmes (Beneficiaries) and the sum total of the number of times they participate in them (Participants). This is because comprehensive care may mean that a person takes part in several activities within our different spheres of action such as employment, education, housing etc. Data concerning the number of people we reach with our awareness-raising actions are not included in these figures.*
17,568 people served at our employment offices
5,109 labour contracts through Acceder
3,292 people found a job
4,213 people received training
404 agreements signed with companies

1,357 students participated in Promociona
100 Promociona classrooms
370 scholarships for middle and higher studies

13 intervention initiatives in neighbourhoods
994 families provided with individualised social accompaniment
A CLEAR “NO” TO ANTI-GYPSYISM

In light of rising anti-gypsyism in Europe and the extreme cases in Spain including the burning of homes in Castellar and Estepa, we are focusing attention on victims and taking cases to court.

We support victims of discrimination

We train key players in the fight against discrimination

199 CASES OF DISCRIMINATION REGISTERED IN 2014
The negative social image of the Roma community has motivated us to launch a number of actions to change people’s mindset. We dismantle absurd prejudices that the society tends to hold on to and use humour to get people to think about the stereotypes transmitted by the media.

19 presentations of the campaign “Fulfil your dreams” encouraging young Roma to finish secondary school. At national level it was presented with a Solidarity Concert.

Payo Today, a humoristic approach targeting journalists

**Awareness Raising to Enhance Social Image**

- **232,000** Website visitors (not including return visitors)
- **8,600** Subscribers to e-bulletins
- **11,400** Followers in Twitter and Facebook

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19 presentations of the campaign “Fulfil your dreams” encouraging young Roma to finish secondary school. At national level it was presented with a Solidarity Concert.
We are present where policy is decided. We are thus able to strengthen our influence on European policy through the EURoma and EURoma+ networks.

We transferred our employment programme to Italy and our education programme to Romania.

**EUROPEAN POLICIES IN THE SPOTLIGHT**

**EUROMA, A REFERENCE NETWORK IN EUROPE PROMOTING THE USE OF THE STRUCTURAL FUNDS FOR THE SOCIAL INCLUSION OF THE ROMA POPULATION**

**EUROMA+, AN EUROPEAN NETWORK PROMOTING POLITICAL COMMITMENT IN THE NEW PROGRAMMING PERIOD**

**WE TOOK OUR EMPLOYMENT WORK METHODOLOGY TO ITALY AND OUR EDUCATION METHODOLOGY TO ROMANIA**
WE ARE TRANSPARENT
CLEAR ACCOUNTS

The Fundación Secretariado Gitano (FSG) annual accounts, which include the balance sheet at 31 December 2014, the profit and loss account and the yearly fiscal report ending on that date, are audited by EY, formerly Ernst & Young.

The full audit of the annual accounts issued by EY is available on our web page: www.gitanos.org/quienes_somos/financiacion_transparencia.html.es

2014 REVENUES

20,455,092 €

FUNDING SOURCES IN 2014
- EUROPEAN: 45.46%
- PRIVATE AND OWN FUNDS: 18.25%
- NATIONAL: 17.22%
- LOCAL: 11.06%
- REGIONAL: 8.01%

2014 EXPENDITURES
- PROGRAMME EXPENDITURE: 93.07%
- ADMINISTRATIVE EXPENDITURE: 6.93%

EXPENDITURE BY WORK AREA IN 2014
- EMPLOYMENT: 61.09%
- EDUCATION: 18.56%
- SOCIAL INCLUSION: 12.10%
- EQUALITY: 3.78%
- INTERNATIONAL: 2.47%
- AWARENESS RAISING: 1.47%
- HOUSING: 0.53%
Enterprises, members, donors and committed organisations are helping us to build a more just, multi-cultural and equal society. In 2014 we raised the percentage of revenues from private sources to 18% of the total. The Open Doors Day helped to increase our social base.

The commitment that private enterprise and organisations have with the Roma community is increasingly notably.

Support from **Obra Social “la Caixa”** has allowed us to reach 12,000 Roma, many of whom are children.

In light of its impact, special mention is made of the Social Work section of **“la Caixa”** which has touched over 12,000 Roma.

Fundación Accenture, Fundación Caja Sur, Fundación Gutiérrez Manrique, IberCaja Obra Social, Obra Social y Monte de Piedad de Madrid and Bankia are enabling us to improve the living standards of many people, including a large number of children.

**STRATEGIC ALLIANCES**

Forming part of the Fundación Secretariado Gitanillo as a member or donor means supporting the inclusion of thousands of Roma and thus contributing to the real transformation of society which benefits everyone.

**FUNDING SOURCES 2014**

- **PUBLIC FUNDING** 82%
- **PRIVATE FUNDING** 18%
DONATIONS WITH AN IMPACT

In 2014 we received a donation of 284 works (oil paintings, water colours, engravings and other graphic works) by Luis Sáez, a painter from Burgos, that will be used to award scholarships to Roma students. A donation that could change the lives of young Roma.

“I’m proud to know that with my small contribution I am helping to change the lives of many people”

ELVIRA ROBLES
MEMBER OF THE FSG
14 AUTONOMOUS COMMUNITIES

ANDALUSIA
BUDGET: 3,972,754.90 €
PARTICIPANTS: 14,625
PROGRAMMES IMPLEMENTED: 31

ARAGON
BUDGET: 573,228 €
PARTICIPANTS: 1,612
PROGRAMMES IMPLEMENTED: 10

ASTURIAS
BUDGET: 806,640 €
PARTICIPANTS: 2,483
PROGRAMMES IMPLEMENTED: 25

CANTABRIA
BUDGET: 211,404 €
PARTICIPANTS: 782
PROGRAMMES IMPLEMENTED: 4

BASQUE COUNTRY
BUDGET: 361,381 €
PARTICIPANTS: 803
PROGRAMMES IMPLEMENTED: 7

CASTILE-LA MANCHA
BUDGET: 1,018,853 €
PARTICIPANTS: 2,086
PROGRAMMES IMPLEMENTED: 14

CATALONIA
BUDGET: 959,289 €
PARTICIPANTS: 2,277
PROGRAMMES IMPLEMENTED: 18

56 WORK OFFICES

CASTILE-LEON
BUDGET: 1,314,115 €
PARTICIPANTS: 3,229
PROGRAMMES IMPLEMENTED: 32

GALICIA
BUDGET: 1,181,641.62 €
PARTICIPANTS: 2,101
PROGRAMMES IMPLEMENTED: 14

VALENCIA REGION
BUDGET: 1,815,596.22 €
PARTICIPANTS: 7,000
PROGRAMMES IMPLEMENTED: 32

MADRID
BUDGET: 1,475,301 €
PARTICIPANTS: 7,125
PROGRAMMES IMPLEMENTED: 24

EXTREMADURA
BUDGET: 768,743.83 €
PARTICIPANTS: 1,059
PROGRAMMES IMPLEMENTED: 8

MURCIA
BUDGET: 629,978 €
PARTICIPANTS: 1,648
PROGRAMMES IMPLEMENTED: 12

76 CITIES AND TOWNS

NAVARRE
BUDGET: 436,125.54 €
PARTICIPANTS: 1,440
PROGRAMMES IMPLEMENTED: 9
Locations with offices

Locations where we work without fixed offices
For further information about what we accomplished in 2014 go to www.fsg-informeannual.org www.gitanos.org