The Fundación Secretariado Gitano (FSG) is a social and intercultural organisation that has been working for more than 35 years on promoting and securing equal opportunities for the Roma community in Spain and Europe.

It pursues projects and offers services to guarantee Roma access to rights, mainly in employment, education, health and housing. Its work also focuses on promoting more active policies for social inclusion, to fight discrimination and to guarantee equality for all.

We are pleased to present the 2016 Annual Report, featuring the highlights of our activities.

This is the perfect time to share the impact of our work with our programme participants, public administrations, organisations, companies, partners, volunteers, our professional team and all those who support our mission. We are so grateful, because your trust is what drives us and what makes it possible for all of us, working together, to change the lives of thousands of Roma for the better, as part of a more just society.

Pedro Puente
President
OUR TEAM: INTERCULTURAL, PROFESSIONAL AND COMMITTED

The FSG team is an intercultural group of professionals. It is composed of Roma and non-Roma who are engaged and committed to the comprehensive advancement of the Roma community, equal opportunities and social change.

Professionals who, side by side with our volunteers, are the key asset of Fundación Secretariado Gitano. This human capital is what helps us to deliver results that have a real impact on people's lives.

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 the legal or formal sort, but equal opportunities.

FULL CITIZENSHIP
Where Roma are able to exercise their rights and duties in all respects.

A team that delivers results that impact on the lives of nearly 30,000 people.

STAFF
29% ROMA AND 71% NON-ROMA
♀ 77% WOMEN ♂ 23% MEN

VOLUNTEERS
34% ROMA Y 66% NON-ROMA
♀ 71% WOMEN ♂ 29% MEN

690
630
Integration into work is a key tool in fighting social exclusion and discrimination. The Acceder employment and training programme offers a response to the dramatic unemployment figures facing the Roma population.

**MAJOR RESULTS**

18,083 beneficiaries

3,743 have found a job

5,201 people trained

5,757 employment contracts

1,361 companies involved in hiring and training

Acceder is a very effective employment initiative, achieving great impact on social and labour inclusion of the Roma population.

**BETWEEN 2000–2016**

93,685 beneficiaries

25,937 people found a job

69,278 employment contracts

22,285 collaborating businesses

Mercaemprende: a project to stimulate employment in itinerant street selling and make it more professional.
LEARNING BY DOING shows that there can be a way to combat unemployment of the most excluded young Roma

LEARNING BY DOING
Dual training with frontline companies such as Carrefour, Gestamp or Leroy Merlin, among others.

440 participating young people
124 found a job
15 collaborating companies
126 young people decided to return to secondary education
Deployed in 22 towns and cities

Learning by Doing offers innovation, quality, social commitment and a competitive edge, to reach an employment rate of 39%

Investing in young people is investing in families' present and future.

KEYS TO SUCCESS
1. NOW-HOW
2. PRACTICAL TRAINING
3. INVolVEMENT OF PUBLIC AND PRIVATE ORGANISATIONS

OUR SOCIAL INCLUSION COMPANIES: JOB OPPORTUNITIES TO COMBAT SOCIAL EXCLUSION

NABUT
Cleaning, laundry and retail.
28 people hired.

VEDELAR
Gardening and forestry activities.
Located in Asturias, supporting the employment of 12 people.

ECOTUR
Auxiliary events services.
In 2016, more than 30 stewards and stewardesses worked at Ecotur.

UZIPEN
Refurbishment, maintenance and cleaning.
Its customers include Fundación Hogar del Empleado, Realidades, Fundación 25 de Mayo, Pixelclip, Agencia Madrileña de Tutela de Adultos, Provivienda, private individuals...
EDUCATION AS A DRIVER FOR CHANGE AMONG ROMA YOUTH

The Promociona Programme helps an increasing number of young Roma to finish secondary school and continue on to higher education.

The pillar of Promociona is the personalised education guidance for the pupil and his/her family, in conjunction with schools. This is complemented by group and social-community activities, which include the Aulas Promociona, which are places for learning support and reinforcement.

PROMOCIONA PUPILS ACHIEVE ACADEMIC SUCCESS

- 1,292 pupils
- 82 Promociona classrooms
- 413 schools
- 143 pupils graduated compulsory secondary education

59 pupils have taken part in the mentoring project.

PROMOCIONA RESULTS

PRIMARY

- 63% of pupils pass all classes
- 95% of final year pupils continue to secondary level

SECONDARY

- 44% pass all classes
- 95% graduate

POST-COMPULSORY EDUCATION

- 87% continue to post-compulsory education
In 2016, we supported access to and continuation of studies for 283 Roma pupils studying the baccalaureate, intermediate and upper vocational training and university studies.

We also held 23 local and regional meetings with Roma pupils and their families, which were attended by 1,978 people, and a national meeting attended by 153 people from over 40 different towns and cities.

**30 GRANTS**
To study the certificate course on social intervention with the Roma community, offered by the University of Navarre in conjunction with FSG.

**4 FUNDACIÓN SECRETARIADO GITANO LUIS SÁEZ GRANTS**
For Roma pupils in post-graduate studies. In collaboration with FUECYL and Fundación Villalar.

**249 STUDY SCHOLARSHIPS**
We support young Roma to continue to post-compulsory education.
WE SUPPORT ROMA FAMILIES IN GAINING ACCESS TO DIGNIFIED AND INCLUSIVE HOUSING

We accompany and offer guidance to families as they adjust to a new home, focusing on caring for their surroundings and living in a community, promoting positive co-existence with neighbours to help build a sense of community in the neighbourhood.

We offer advice on related topics such as social rent, public housing, eviction orders, etc...

"Our aim: eradicate slums by 2020"

In 2016, we presented the "Study-Map on housing and the Roma population" commissioned by the Ministry of Health, Social Services and Equality.

Nearly 93% of the Roma population live in standardised residential conditions, but some 9,000 homes are still not dignified.

We accompany and offer guidance to 256 families accessing housing.
We offer services to help meet basic social needs. We promote healthy living conditions and gender equality.

**COMBATING CHILD POVERTY**

We take care of the basic needs of 2,570 children and their families in an attempt to combat child poverty.

We advocate for policies that protect the families most in need in an effort to break the generational cycle of poverty.

We look after **2,570** children and their families.

**Taking care of children and their families to combat child poverty.**

**WE HELP TO EMPOWER ROMA WOMEN**

We foster the social and labour inclusion of Roma women and work towards empowering them to form an active part of society.

We have worked towards the social and labour inclusion of **413** women.
2016 RESULTS

**EMPLOYMENT**

- 18,083 beneficiaries
- 5,757 employment contracts
- 3,743 people found a job
- 5,201 people trained
- 124 collaborating companies
- 440 participating young people
- 1,292 pupils
- 1,065 families
- 413 schools
- 82 Promociona classrooms
- 283 grants and scholarships for post-compulsory studies
- 1,361 people found a job
- 126 young people returned to secondary education
- 4 Luis Sáez grants
- 283 pupils graduated compulsory secondary education
- 3,743 people found a job
- 5,201 people trained
- 124 collaborating companies
- 440 participating young people
- 1,292 pupils
- 1,065 families
- 413 schools
- 82 Promociona classrooms
- 283 grants and scholarships for post-compulsory studies
- 1,361 people found a job
- 126 young people returned to secondary education
- 4 Luis Sáez grants
- 283 pupils graduated compulsory secondary education

**INCLUSION**

- 5,263 families received basic care
- 413 women participants
- 2,570 children and their families

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*We draw a distinction between individual persons who benefit from our actions or programmes (Beneficiaries) and the addition of the number of times they participate in them (Participants). The comprehensive care that a person may require may imply that he/she takes part in several actions within our different lines of intervention such as employment, education, housing, etc.*
31,847
BENEFICIARIES

491
PROGRAMMES

120,448
PARTICIPANTS IN PROGRAMMES AND ACTIVITIES

54
CENTRES

77
TOWNS AND CITIES

14
REGIONS (AUTONOMOUS COMMUNITIES)

380
victims of discrimination helped

2,000
professional agents trained

1,034
participants in awareness campaigns

627
Roma women

2
litigations in cases of anti-gypsyism

INTERNATIONAL

• We coordinate the European Network EURoma
• We are members of two European Commission consultation bodies
• We cooperate with and advise national and European organisations

HOUSING

• We authored the "2015 Study-Map on housing and the Roma population"

256 families supported in their journey to dignified housing

EQUALITY

346,836 unique website visitors

704,725 website views

7,838 e-newsletter subscribers

28,608 Twitter and Facebook followers

AWARENESS

#Themostpainfultattoo (#ElTatuajeQueMasDuele) more than 35,599,863 unique users on social media

#TrashTVisNotReality (#TelebasuraNoEsRealidad) was a global trending topic
We provide support and advice to the victims of hate crime and discrimination and even take cases to court. We coordinate the Victims of Racial or Ethnic Discrimination Support Service formed by eight other organisations: ACCEM, CEAR, Spanish Red Cross, Fundación Cepaim, MCI, MPDL and Red Acoge. In 2016, the Service registered 631 race or ethnicity related incidents.

- We published the XI Annual Report on Discrimination and the Roma Community, which featured 194 cases, with 380 identified victims.
- We trained 2,000 key agents in the fight against discrimination.
- We defend victims before the courts of justice.

CALÍ: ROMA WOMEN AND EQUALITY

The Calí Programme works on the equality of women and fights discrimination against the Roma community as a whole.

- Calí has been deployed in 28 cities
- Team of 30 specialist women (28 Roma)
- In 2016, we worked with a total of 627 women
We actively liaise in Europe to influence policy affecting Roma and to defend their rights.

We strive to promote full inclusion, equality and to fight discrimination against the Roma population at European level and to defend their rights.

This is why we work intensively to make a political and institutional impact on European institutions and social organisations.

• We also coordinate the EURoma Network, which is working for a more effective use of European Structural and Investment Funds (ESI Funds) for Roma inclusion.

• It does so by uniting public administrations of 15 EU Member States and European institutions.

• We cooperate with numerous organisations from other countries and European platforms.

• We disseminate our leading programmes throughout Europe.

We were involved in organising and developing the first “Roma Week” in the European Parliament.

We work in partnership

We coordinate the EURoma Network

15 EU countries + European institutions +

We are members of 2 European Commission consultation bodies

We have welcomed visits from European organisations and numerous Member States so that they can discover our work and experiences.

Visit by the Secretary of State of Portugal.
AWARENESS - RAISING

WE STRIVE TO IMPROVE THE SOCIAL IMAGE OF THE ROMA COMMUNITY

WE HAVE LAUNCHED CAMPAIGNS TO CHANGE MENTALITIES

#ElTatuajeQueMasDuele (The most painful tattoo) shines a light on the social rejection suffered by thousands of Roma people.

We have launched a second cycle of the #Payotoday for journalists.

#TelebasuraNoEsRealidad (trash TV is not reality) condemns the image of the Roma community on reality TV programmes.

IMPACT ACHIEVED

#THEMOSTPAINFULTATTOO (#ElTatuajeQueMasDuele) more than 36,000,000 social media impacts.

#TRASHTVISNOTREALITY (#TelebasuraNoEsRealidad). Globally, the hashtag was placed at nº 228 with 2,05h as a trending topic.

#PAYOTODAY

1,500 copies distributed in radio, television and press offices all over Spain.

GLOBAL DATA

346,836 unique website visitors

704,725 website views

7,838 e-newsletter subscribers

28,608 Twitter and Facebook followers

31 press releases
WE RECEIVED AWARDS AND RECOGNITIONS

THE SPANISH QUEEN WELcomed US AT HER FIRST AUDIENCE OF THE YEAR

We received awards and recognitions in 2016. The Spanish Queen welcomed us at her first audience of the year. We welcomed Queen Letizia at our headquarters in our role as hosts as "2015 Organisation of the Year" awarded by Fundación Princesa de Girona, for the awarding of the 2016 prize.

WE ARE AWARDED THE CORRESPONSABLES AWARD

FSG AWARDS

We recognise the commitment and efforts of people and organisations that work hard to defend and support the Roma community, through the Fundación Secretariado Gitano Awards.

THE PRESIDENT OF FSG RECEIVED THE SPANISH INSTITUTE OF ROMA CULTURE AWARD

In 2016, we received Queen Letizia at our headquarters in our role as hosts as "2015 Organisation of the Year" awarded by Fundación Princesa de Girona, for the awarding of the 2016 prize.
At Fundación Secretariado Gitano we know that companies are a key component of social transformation, in a position to make real changes to the lives of thousands of Roma people.

We are very proud to work side by side with dozens of companies, as key allies that have chosen to engage with and work for the Roma community. Their contribution is more than just financial; they get involved in our projects and in a way that leaves a lasting mark on their workforce, their customers and the Roma people they support.

In 2016, we secured strategic alliances with dozens of companies. Our collaboration with the Fundación Accenture is a highlight, due to its impact and the stability it offers for social innovation applied to our employment programmes. Our other collaborations include Obra Social “la Caixa”, Fundación Ebro Foods, Fundación Juan Entrecanales, Coca-Cola, Alcampo, Cepsa, Repsol, Eroski and many more companies who really believe in social change.
Help from our partners and donors is what allows us to keep striving to change the lives of thousands of people for the better. Your support in our everyday work lets us continue to fight for the rights of the Roma community. We are truly grateful.

Becoming a partner of Fundación Secretariado Gitano means getting involved, side by side with the Roma Community, and making a firm commitment to change the future. It means supporting and defending equal opportunities.

Our Open Day has become an unmissable opportunity to experience Fundación Secretariado Gitano. In 2016, more than 10,000 people joined us across 59 centres in Spain.

“It makes me proud and glad to be able to contribute to improving the lives of more Roma people like me. Even my son has become a partner! My goal is to welcome a new generation of better prepared, better educated Roma who have more opportunities for a brighter future, with a job they can be proud of.”

The help of our partners and donors is what allows us to keep working to improve and change thousands of lives. Thank you.
FUNDING

WE PUT THE RESOURCES WE RECEIVE TO ETHICAL, TRANSPARENT AND EFFICIENT USE

The Fundación Secretariado Gitano financial statements, which include the balance sheet at 31 December 2016, the income statement and the notes of the financial statements for the financial year ended on said date, are audited by EY, formerly Ernst & Young. We have been awarded quality, transparency and best practice accreditations.

FUNDING SOURCES 2016

- EUROPEAN ..................................... 42.88%
- PRIVATE AND OWN FUNDS ........... 19.09%
- NATIONAL ..................................... 16.54%
- REGIONAL ..................................... 10.99%
- LOCAL ............................................ 10.51%

EXPENDITURE BY WORK AREA IN 2016

- EMPLOYMENT .................................. 62.31%
- EDUCATION ................................... 18.07%
- SOCIAL INCLUSION .......................... 12.35%
- INTERNATIONAL ............................. 0.76%
- EQUALITY ..................................... 4.59%
- AWARENESS-RAISING ...................... 1.41%
- HOUSING ........................................ 0.51%

EXPENDITURE

- ON PROGRAMMES ......................... 93.65%
- ADMINISTRATIVE ............................ 6.35%

We manage ESF Operational Programmes representing more than 40% of our funding.

14% of our funding comes from the funds for social interest activities collected through the Spanish income tax declarations.

19% of our income comes from our supporting organisations and partner companies.

The full audit report of our financial statements, issued by EY, and all other financial information is available at: https://www.gitanos.org/quienes_somos/financiacion_transparencia.html.es
CITIES AND TOWNS WHERE WE WORK WITHOUT FIXED OFFICES

CITIES AND TOWNS WITH OFFICES

14 AUTONOMOUS COMMUNITIES
54 TERRITORIAL OFFICES, 77 CITIES AND TOWNS

Andalucia
BUDGET: 3,979,892€
PARTICIPANTS: 15,584

Aragon
BUDGET: 612,248€
PARTICIPANTS: 1,090

Asturias
BUDGET: 928,981€
PARTICIPANTS: 2,347

Cantabria
BUDGET: 313,690€
PARTICIPANTS: 988

Catalonia
BUDGET: 1,116,526€
PARTICIPANTS: 1,595

Castile -León
BUDGET: 1,353,508€
PARTICIPANTS: 3,182

Community of Valencia
BUDGET: 2,42,433€
PARTICIPANTS: 9,810

Community of Madrid
BUDGET: 1,700,400€
PARTICIPANTS: 2,950

Extremadura
BUDGET: 792,367€
PARTICIPANTS: 1,290

Galicia
BUDGET: 1,320,957€
PARTICIPANTS: 2,011

Navarre
BUDGET: 591,179€
PARTICIPANTS: 1,300

Basque Country
BUDGET: 601,904€
PARTICIPANTS: 747

Region of Murcia
BUDGET: 1,157,569€
PARTICIPANTS: 2,806
IF YOU ARE INTERESTED IN LEARNING MORE ABOUT OUR ACTIVITIES IN 2016, SEE:

www.gitanos.org/informeanual/
#InformeAnualFSG2016