

THE FUNDACIÓN SECRETARIADO GITANO

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

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

We are a team of professionals who work for equal opportunities and advancement for Roma people



LETTER FROM THE PRESIDENT



*We deliver programmes and services to defend the rights of Roma people. **Pedro Puente.***

We present the 2018 Annual Report featuring the most noteworthy results of our activities. We do this to share the impact of our work with the people who participate in our programmes, with the public administration, with organisations, companies, partners, volunteers, our team of professionals and all of the many people who support and share our mission. Thank you for your confidence in us. It is what drives us to build a society which tackles inequalities and protects rights, and in which the most disadvantaged social groups have opportunities for development.

OUR MISSION

“The mission of the Fundación Secretariado Gitano is the comprehensive advancement of the Roma community based on respect for their cultural identity.” We seek equal opportunities, personal advancement and social change.

OUR VALUES

- » **DIGNITY** we believe in the intrinsic value of human beings.
- » **SOCIAL JUSTICE** we believe in a society in which human rights are respected.
- » **EQUALITY** not only of the legal or formal kind, but also in terms of equal opportunities.
- » **FULL CITIZENSHIP** allowing Roma people to fully exercise their rights and duties.

STRATEGIC PLAN 2017/2023

With our Strategic Plan 2017/2023 we build on our progress and open up new approaches along four main pathways



SOCIAL ADVANCEMENT



DEFENCE OF RIGHTS



PARTICIPATION

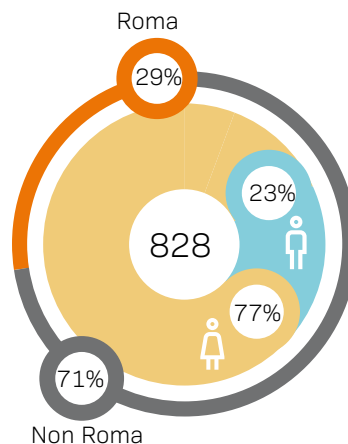


SUSTAINABILITY

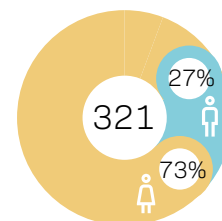
Our goal is to be a driver of change promoting the full citizenship of Roma people: reducing inequalities, guaranteeing social progress, and defending the rights and encouraging the social participation of the Roma community.

OUR TEAM

STAFF MEMBERS



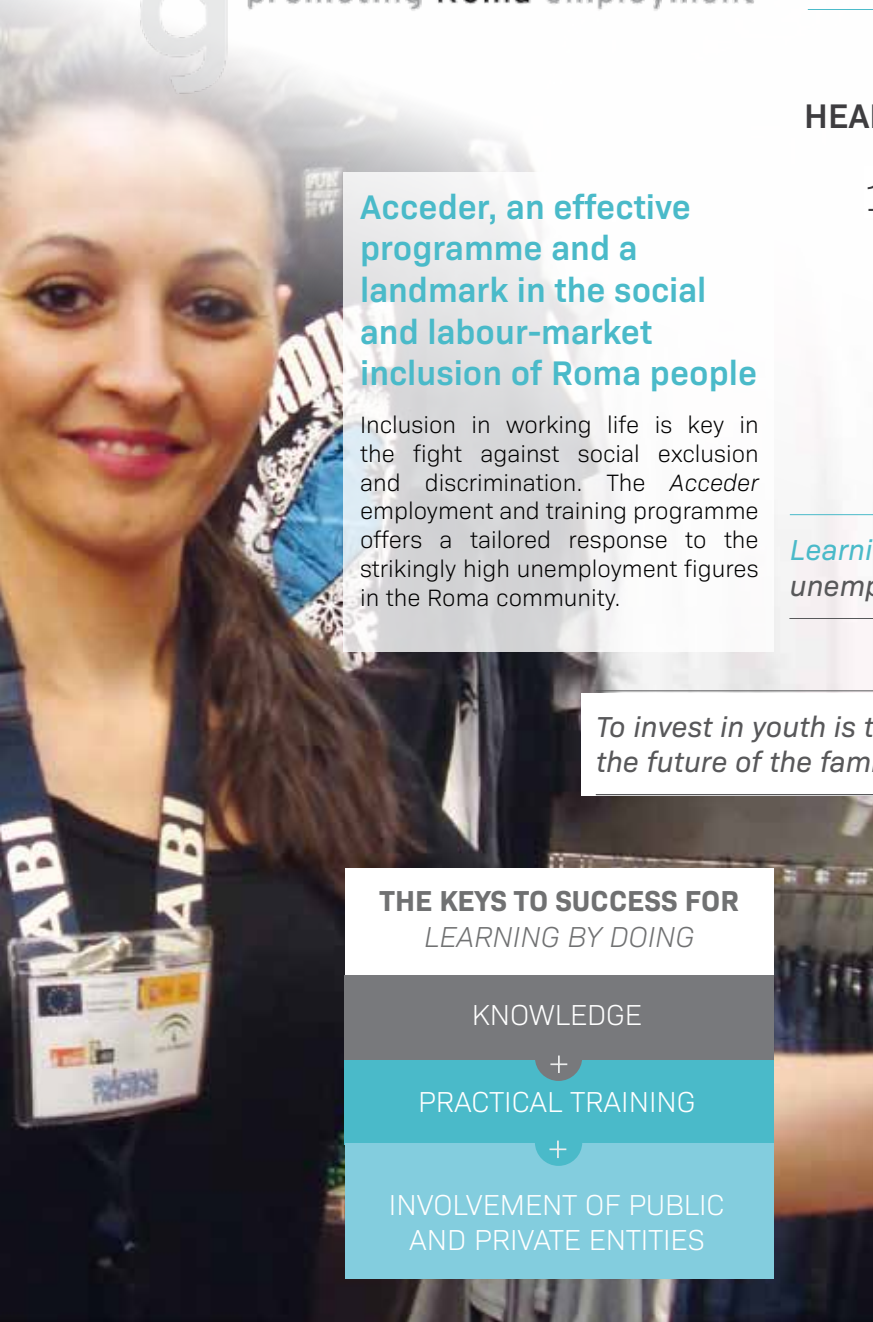
VOLUNTEERS



SOCIAL ADVANCEMENT < EMPLOYMENT



Acceder is the most effective employment initiative for Roma people and the one with the largest impact on their social and labour-market inclusion



Acceder, an effective programme and a landmark in the social and labour-market inclusion of Roma people

Inclusion in working life is key in the fight against social exclusion and discrimination. The *Acceder* employment and training programme offers a tailored response to the strikingly high unemployment figures in the Roma community.

To invest in youth is to invest in the future of the families

THE KEYS TO SUCCESS FOR LEARNING BY DOING

KNOWLEDGE

+

PRACTICAL TRAINING

+

INVOLVEMENT OF PUBLIC
AND PRIVATE ENTITIES

HEADLINE RESULTS OF 2018



18,482 People were helped

3,843 People found jobs

6,181 Labour contracts were signed

4,849 People received training

3,145 Companies collaborated

Learning by Doing shows that it is possible to tackle unemployment among the most excluded youth

LEARNING BY DOING 6TH EDITION



580 Participants

181 Young people found jobs

19 Collaborating companies

54% Labour market inclusion rate

121 Young people decided to return to secondary education

Implemented in 29 locations

SOCIAL ADVANCEMENT < EMPLOYMENT

Innovation in employment to fight social exclusion

Empleando Digital is an innovative project which employs new methodologies and actions related to the digital labour market in order to improve the employability and labour-market inclusion of Roma people.



With *Empleando Digital*, we run training programmes in the technology sector for vulnerable people



People trained through *Ser Digital* 1,216

Young people who attended courses through *Aula Digital* 103

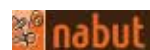
Course in '*Fiber Optic Installation*' delivered in Jerez de la Frontera and Granada

Course in '*Development of Java Script*' in Madrid and Málaga, 12 participants trained; 4 now have a permanent contract

EDYTA, technology at the service of Roma women and families

EDYTA combines training in technology and a classroom-based project to improve the employment prospects of Roma women by improving their knowledge and digital skills.

Companies working for inclusion: generating opportunities for protected employment to combat social exclusion



NABUT
Cleaning services, Laundry and Retail. 38 people hired in Navarre.



UZIPEN
Renovations, Maintenance and Cleaning services. 52 people hired in Madrid in 2018.



ECOTUR
Auxiliary conference services. In 2018, more than 25 hosts and hostesses found work through Ecotur.



VEDELAR
Gardening and forestry work, in Asturias, with the employment of 11 people.



Promociona

Continue and win

Through the *Promociona* programme we help young Roma to successfully complete secondary education and to continue studying

The main thrust of *Promociona* is to give personalised education counselling to students and their families, in partnership with schools. This is complemented by activities at group and community level, including *Promociona Classrooms*, which are spaces in which academic support is offered.

63 students participated in the *Mentoring* project with the collaboration of 50 companies.

With *Pre-Promociona* we address educational difficulties in order to foster school success

We prevent Roma students from falling behind on the curriculum, starting with pre-school education.

TOTAL PARTICIPANTS 1,328

Primary Education 971 Secondary Education 323

Pre-school Education 18

Basic vocational training 16



104 *Promociona Classrooms*

180 students obtained certificates for completing compulsory secondary education (ESO) in the school year 2017/2018

PROMOCIONA DATA

1,364 Students

1,230 Families

456 Schools

ABC PRIMARY SCHOOL

67% of the students passed all their subjects

93% of 6th grade students went on to secondary school

SECONDARY SCHOOL

50% of the students passed all of their subjects

81% earned their school leaving certificate

87% of the students who completed secondary school went on to post-compulsory education

SOCIAL ADVANCEMENT < EDUCATION

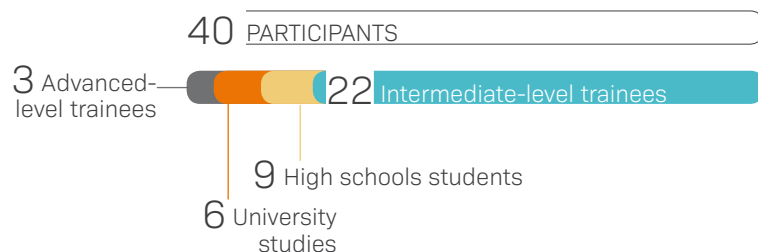


We support Roma students to access, continue with and complete post-compulsory education

In 2018 we worked with 145 students in post-compulsory education: 42 in high school, 54 on intermediate-level training courses, 18 on advanced-level training courses, and 31 on university courses (undergraduate and postgraduate level).

Most received educational guidance from our teams of professionals, while in 2018 there were three further priority lines of action:

Assistance for Roma students



72% of participants successfully completed the academic year

30 scholarships to enrol on the University Course in Social Intervention with the Roma community

Taught by the Public University of Navarre (UPNA) in collaboration with the Fundación Secretariado Gitano.

2 FSG - Luis Sáez Scholarships

For young Roma women studying at postgraduate level, awarded by the Fundación Secretariado Gitano. In collaboration with FUESCYL and the Villalar Foundation.



The Fundación Secretariado Gitano-Luis Sáez Scholarships have helped me to reach one of my dreams: to be a Doctor in Law.

Selene de la Fuente



We fight against poverty and social exclusion


We offer services to meet basic social needs. We promote healthy living conditions.

We accompany and assist 340 families to access decent and inclusive housing

We accompanied and assisted families to settle into their new homes, to care for their environment and to live in the community; we encourage peaceful coexistence with neighbours to contribute to the development of the community.



We fight child poverty

We offer services to  address the basic needs of 5,358 families and 2,609 minors in order to fight child poverty.

We insist on policies that protect the families most in need, in order to help new generations escape the poverty cycle.

We help to empower Roma women

We facilitate the social and labour-market inclusion of Roma women and support their empowerment to play an active role in society. We advocate for gender equality.



Almost 93% of Roma people live in normal residential conditions, but around 9,000 homes do not offer decent living conditions to their occupants

We demand "no more slums" in 2020



Participants in social inclusion programmes 7,624

Women in CALÍ social and labour-market inclusion programmes 1,105

Roma men and women involved in activities to raise awareness of gender issues 2,197

Participants in health action programmes 1,468

DEFENCE OF RIGHTS < EQUALITY AND NON-DISCRIMINATION



We combat discrimination and anti-gypsism



We support and counsel victims of hate crime and discrimination,

including assistance offered in court. We coordinate the Assistance and Counselling Service for Victims of Racial or Ethnic Discrimination offered by the following seven organisations: ACEM, CEAR, the Spanish Red Cross, the Cepaim Foundation, MCI, MPDL and the Acoge Network. In 2018 the Service recorded 729 cases of discrimination based on racial or ethnic origin.

729 Victims of discrimination were assisted

We trained 2,183 agents in the fight against discrimination

We defended victims in court: 23 Litigations

We published the XIV Annual Report 'Discrimination and the Roma Community' with 278 victims identified

We collaborated as a "trusted flagger" with Facebook, Twitter and Google in order to report hate speech content.



Calí. For the equality of Roma women



The aim of the *Calí Programme* is to promote the equality of women and combat discrimination against Roma people.

Calí operates in 28 cities

Team of 30 professional women (25 Roma)

898 women and 426 men participated in awareness-raising activities relating to rights

ADVOCACY

- We put the right to education on the political and parliamentary agenda
- Advocacy with European institutions and international organizations
- We defend the rights of Roma children
- We contribute to the national strategy for the inclusion of Roma people

EMPLOYMENT

- 18,482 participants were assisted through *Acceder*
- 3,843 people found jobs
- 6,181 labour contracts were signed
- 4,849 people were trained
- 3,145 companies collaborated
- 54% of young people on the “Learning by Doing” Initiative entered the labour market
- Course of 'Fiber Optic Installation'
- Development of Java Script

DEFENCE OF RIGHTS



SOCIAL ADVANCEMENT



EDUCATION

- 1,364 *Promociona* students
- 1,230 families
- 1,357 *Promociona Classrooms*
- 456 schools
- 180 students who completed secondary education

POVERTY AND SOCIAL EXCLUSION

- 7,624 people received services to meet basic needs
- 2,609 minors and their families participated
- 340 families were supported in accessing decent housing
- 1,105 women were involved in social and labour-market inclusion



SUSTAINABILITY

AWARENESS RAISING

- 270,000 visitors to the website
- 9,300 subscribers to electronic newsletters
- 54,000 followers on Twitter, Facebook, LinkedIn, YouTube and Instagram
- Awareness campaigns "Roma Lesson" and "I don't want a segregated school"

EQUALITY AND NON - DISCRIMINATION

- 729 victims of discrimination were assisted
- 2,183 professional agents were trained
- 898 Roma women and 426 Roma men took part in awareness-raising activities
- 23 court cases for discrimination

ACTION IN EUROPE

- We coordinated the EURoma European network with 15 European countries
- We participated in the Structured Dialogue Group with the European Commission
- We co-organised Roma Week (European Parliament)
- We participated in the European Platform (European Commission)

PARTICIPATION

VOLUNTEERING AND SOCIAL BASE

- Volunteers: 381
 - Men: 27% / Women: 73%

PROMOTION OF YOUTH PARTICIPATION

- 943 participants
- 1 national and 4 regional meetings
- 24 local actions

PROMOTION OF INTERCULTURALISM

EFFICIENT MANAGEMENT

- Volume of activity: 26,114,201€
- 549 programmes

STRATEGIC ALLIANCES

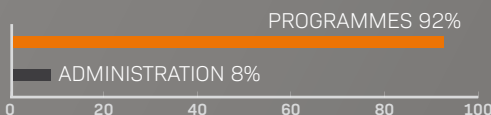
- More than 3,000 collaborating companies

HUMAN CAPITAL

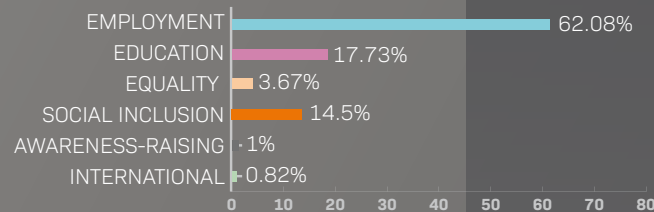
- 828 people: 77% women / 23% men
- 29% Roma people / 71% Non-Roma people

QUALITY AND TRANSPARENCY

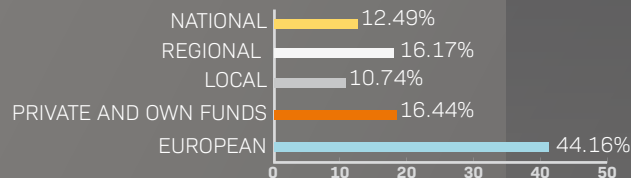
COSTS FOR FINANCIAL YEAR 2018



EXPENDITURE PER WORK AREA



FUNDING SOURCES



VOLUME OF ACTIVITY:

26,114,201€

PROGRAMMES:

549

NUMBER OF BENEFICIARIES*:

30,154

PARTICIPANTS:

126,716

OFFICES: 55

CITIES AND TOWNS: 77

REGIONS: 14

* We draw a distinction between individuals who benefit from our actions or programmes (Beneficiaries) and the total number of times they participate in them (Participants), bearing in mind that the total assistance a person requires may lead him/her to take part in several activities along our different lines of intervention such as employment, education and housing. The data on the people we reach through our awareness-raising activities are not included in these figures.

DEFENCE OF RIGHTS < POLITICAL ADVOCACY



We advocate for policies that protect the rights of Roma people

Advocacy in Spanish institutions

- Proposal of a Comprehensive Law on Equal Treatment and Anti-Discrimination.
- Educational reform.
- National Strategy for the Inclusion of the Roma Population and Regional strategies.
- European Semester.
- National Strategy for the Prevention of Poverty and Social Exclusion.

Advocacy with international organizations

- Committee on Economic, Social and Cultural Rights (CESCR) at the United Nations.
- Committee on the Rights of the Child at the United Nations.
- European Commission against Racism and Intolerance (ECRI) at the Council of Europe.
- 2030 Agenda for Sustainable Development Goals at the United Nations.

Advocacy in the European Union

- The Regulation of European Structural and Investment Funds (ESI funds), mainly relating to the ESF (future ESF+).
- The EU Framework for National Roma Integration Strategies.
- The fight for equal treatment and against discrimination, hate speech and hate crimes.
- We publicise our main lines of action, programmes and campaigns across Europe.

We work in partnership



We lead the **EURoma** network: a European network for the Inclusion of the Roma Population through ESI Funds, comprising 15 countries and the European Commission.

We work with the European Commission (DG JUST, DG EMPL and DG REGIO).

Members of two Consultative Groups.

European Platform for Roma Inclusion.

The EU High-Level Group on combating racism, xenophobia and other forms of intolerance.

We collaborate with the European Parliament and other European institutions.

“Roma Week” with the European Parliament.

European Economic and Social Committee.

We welcome visits from European organizations and administrative bodies who want to know more about our work.



We are part of the coordinating team for the European **Roma Civil Monitor**, project, training NGOs from 27 countries to monitor delivery of the National Roma Integration Strategies.

We use our presence in Europe to influence the European agenda



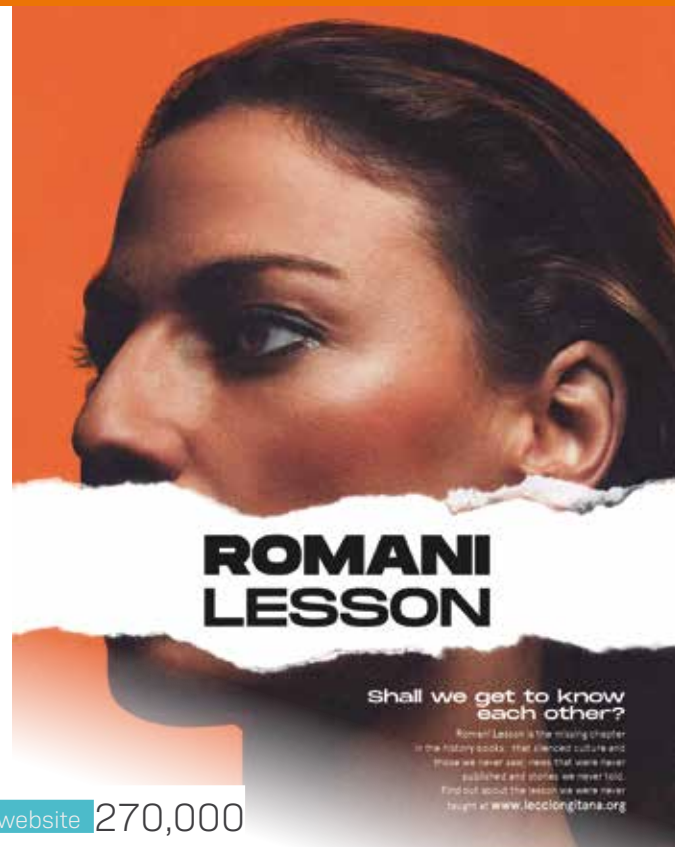
DEFENCE OF RIGHTS < AWARENESS RAISING

The hashtag #LecciónGitana has had more than 12,000,000 potential impacts

We work to improve the image of the Roma community

LECCIÓN GITANA The #LecciónGitana campaign, presented in November in the National Library, contributes to general knowledge about the Roma population in order to fight the prejudice and discrimination they still face.

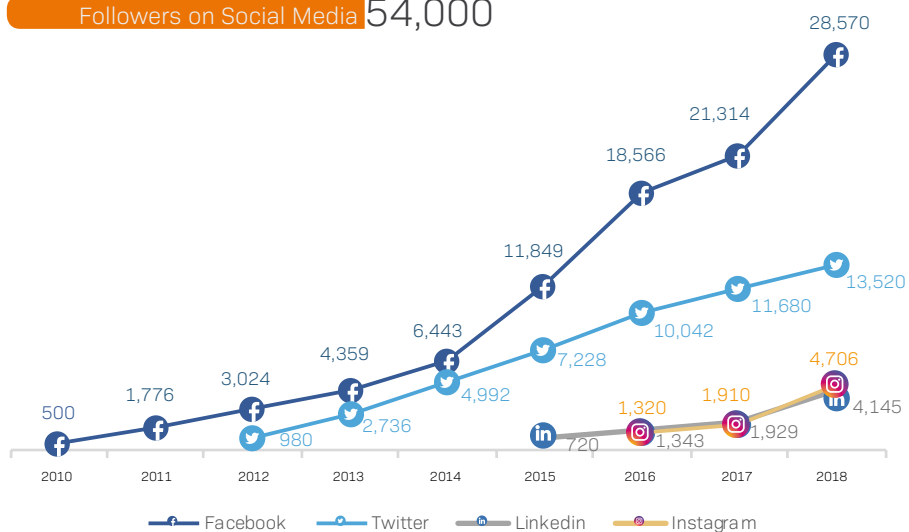
"I don't want a segregated school" raises awareness of an unjust situation that has serious consequences for the quality of education, reducing the learning opportunities of Roma children and perpetuating inequality.



visitors to the website 270,000

Subscribers to electronic newsletters 9,300

Followers on Social Media 54,000



We encourage the active participation of Roma people

We promote the active participation of Roma people, especially young Roma, in different areas of society, expanding their opportunities to exercise their citizenship so that their voices are heard by institutions.

Participants 943

Young Roma spokespeople 53

Spaces and opportunities for debate 29

With the new Volunteering Plan 2018/2023 we promote the recognition and participation of volunteers

The involvement and commitment of our volunteers contribute to improving the life of Roma people. Thank you!



Volunteers 381

Women 73% Men 27%

Roma people 22%

Young people between 18 and 30 66%



We encourage social participation at regional and local level and we raise awareness of children's rights in collaboration with the Spanish Children's Rights Coalition

943 Roma people take part in our programmes, 388 of whom are children or adolescents



Together with the Club of Rome in Barcelona and La Caixa's "Obra Social" organisation, we develop our interculturality and our cultural diversity through our Dialogues for Interculturality

The support of companies transforms lives

There is no doubt that companies are agents of social transformation which can produce real changes in the lives of thousands of Roma people. For this reason, we build alliances with supportive and responsible companies.

More than 3,000 companies collaborated in our employment, education, anti-poverty and anti-exclusion programmes

The commitment of companies and private entities towards the Roma community is becoming more visible and effective.

We received 16.44% of our funding from private sources in 2018

Thanks to the support of these companies we are able to promote innovative ways for Roma people to access employment and education.

Plan of partner companies

Partner companies 52

An initiative that channels the support of companies at a local level

Cities 24

The total number of partner companies can be found in the online Annual Report 2018.

<http://www.gitanos.org/informeanual/>



Strategic allied companies



Collaborating companies



Together, we transform prejudice into a new story

In 2018 our programmes contributed to transforming the lives of over 30,000 people. This work of advancing and defending rights would not have been possible without the commitment of our partners and donors.

With the commitment and support of our partners and donors we are able to improve the lives of over 30,000 people



"I am a member of the Fundación Secretariado Gitano because it fights for a just cause. I believe in human rights and equal opportunities". Alia Chaín

Over 10,000 people have come to learn about our work at our Open Days

Each year we receive the support of more people, entities and companies whose involvement helps us to work for equality and a fairer society.

Thank you for helping to improve the lives of thousands of people!



Gitanas en Estéreo is a campaign that raises awareness of the diversity of Roma women and encourages collaboration in order to continue working for the equality and the rights of Roma women.



SUSTAINABILITY < FINANCES

Quality and transparency, our hallmarks

The Fundación Secretariado Gitano annual accounts, which include the balance sheet at 31 December 2018, the profit and loss account and the annual fiscal report ending on that date, are audited by EY, formerly Ernst & Young.

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



We manage ESF Operational Programmes that account for **more than 40%** of our funding.

12% of our funding comes from taxpayers who tick the box for Activities of Interest to Society on their annual tax return.

More than **15% of our income** comes through the support of organisations, companies and members.

The complete audit report on our annual accounts issued by EY is available along with all other financial information at:

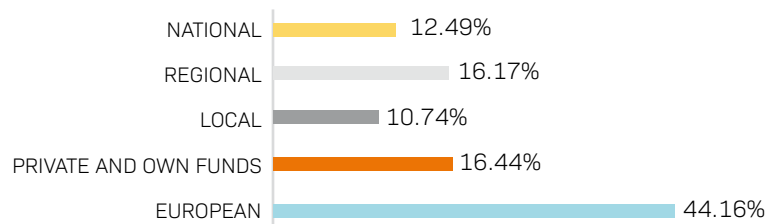


https://www.gitanos.org/quienes_somos/financiacion_transparencia.html.es

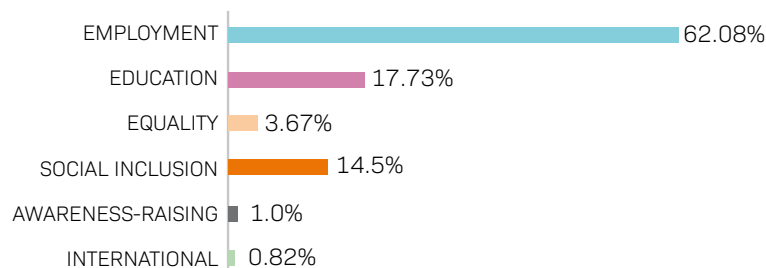
We manage the funding we receive in an *ethical, transparent and efficient manner*

VOLUME OF ACTIVITY 2018: 26,114,201€

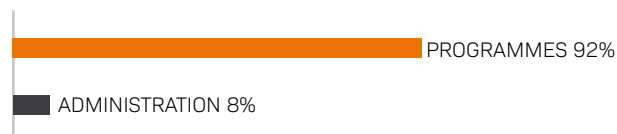
SOURCES OF FUNDING



EXPENDITURE PER WORK AREA



EXPENDITURE FOR THE FINANCIAL YEAR



Through the Fundación Secretariado Gitano Awards, we recognize the commitment and effort of people and organisations who do outstanding work in defending and supporting the Roma community

We received awards and recognition



In 2018 we received the ECCA "Institutional" Award



Other milestones

- » Sara Giménez, Director of the Equality and Anti-Discrimination Department of the Fundación Secretariado Gitano, was appointed as Spanish representative to the ECRI, marking a milestone in the participation of Roma women in public representation.
- » We participated in the official event celebrating the 40th anniversary of the Spanish Constitution.
- » A Roma woman was chosen to represent Spanish society in the exhibition marking 40 years of the Spanish Constitution at Caixa Forum.

Elisabet Motos received the International Amazing Woman Award from the Orange Foundation

The Orange Foundation, the Ministry of Education of the Castille and Leon government, Canal Sur RTV, Jesús Salinas the master, the European Parliament Intergroup, ARDI, and Juan de Dios Ramírez Heredia, Fundación Secretariado Gitano 2018 Awards.



We celebrate International Women's Day in the Congress of Deputies



TERRITORIAL NETWORKS

14 REGIONS

55 TERRITORIAL OFFICES

77 LOCATIONS

GALICIA

Budget: 1,693,236€

Participants: 1,937

CASTILE-LA MANCHA

Budget: 1,579,172€

Participants: 1,828

PRINCIPALITY OF ASTURIAS

Budget: 1,223,410€

Participants: 2,950

CASTILE AND LEON

Budget: 1,890,758€

Participants: 3,075

EXTREMADURA

Budget: 989,884€

Participants: 1,451

CANTABRIA

Budget: 341,749€

Participants: 1,180

COMMUNITY OF MADRID

Budget: 2,003,701€

Participants: 3,140

ANDALUSIA

Budget: 3,959,604€

Participants: 6,681

BASQUE COUNTRY

Budget: 656,842€

Participants: 820

NAVARRRE

Budget: 897,274€

Participants: 1,400

ARAGON

Budget: 661,165€

Participants: 1,196

CATALONIA

Budget: 1,200,313€

Participants: 1,098

COMMUNITY OF VALENCIA

Budget: 2,779,003€

Participants: 7,620

REGION OF MURCIA

Budget: 1,420,630€

Participants: 2,979



- 📍 CITIES AND TOWNS WITH OFFICES
- CITIES AND TOWNS WHERE WE WORK WITHOUT FIXED OFFICES

