

ANNUAL REPORT

2015

SUMMARY LEAFLET

THE FUNDACIÓN SECRETARIADO GITANO

The Fundación Secretariado Gitano (FSG) is a non-profit social and intercultural 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.

LETTER FROM THE PRESIDENT



PEDRO PUENTE

A year of celebration and good results

We present the 2015 Annual Report featuring the most noteworthy results of our activities.

The perfect time to share the impact of our work with the public administrations, organisations, companies, partners, volunteers, our team of professionals and all of the Roma who support our mission. Thank you! It is your trust that motivates us and makes it possible for all of us working together to help improve the lives of thousands of Roma and non-Roma people.

OUR MISSION

The integral advancement of the Roma community based on respect for cultural diversity. 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 sort but also equal opportunities.
- **FULL CITIZENSHIP** where Roma are able to exercise their rights and duties in all respects.



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 involved and committed to the integral advancement of the Roma community, equal opportunities and social change.

Professionals, together with volunteers, student interns and outside collaborators, are the most important asset of the Fundación Secretariado Gitano. A team that each year becomes increasingly effective and more aware of what is truly important, allowing us to achieve results that have a real and tangible impact on people's lives and their opportunities for inclusion, today and in the future.

639 **26% ROMA**
PAID STAFF

♀ 76% WOMEN
♂ 24% MEN

651 **35.5% ROMA**
VOLUNTEERS

**A TEAM OF PEOPLE ABLE TO ACHIEVE RESULTS IMPACTING THE LIVES OF
NEARLY 30,000 PEOPLE**

EMPLOYMENT

ACCEDER, AN EFFECTIVE PROGRAMME AND WITH IMPACT ON THE LABOUR INCLUSION OF THE ROMA POPULATION



15 YEARS TRANSFORMING PEOPLE'S LIVES

Improving access to employment is a key element to achieve equal opportunities. The *Acceder* employment and training programme offers a response to the dramatic unemployment figures facing the Roma population.



In 2015, ACCEDER consolidated its position as the most effective initiative with the greatest impact on the labour inclusion of the Roma population.



In these 15 years we have achieved:

87,030
beneficiaries

62,462
labour contracts

23,899
people hired

20,924
collaborating companies

EMPLOYMENT



LEARNING BY DOING, AN INITIATIVE FOSTERING ACCESS TO EMPLOYMENT OF YOUTH IN GREATEST NEED

337 young participants

118 found a job



APRENDER
TRABAJANDO
por la inclusión laboral
de los jóvenes

19 collaborating companies



99 youngsters resumed their compulsory secondary education studies



KEYS TO
SUCCESS

KNOW-HOW

+

PRACTICAL TRAINING

+

INVOLVEMENT OF PUBLIC AND
PRIVATE ORGANISATIONS



An investment in young people is an investment in the future of families

The added value of Learning by Doing is its innovation, quality, social commitment and competitiveness, instrumental in reaching.....



an employment rate of **42%**



SOCIAL INCLUSION COMPANIES: SHELTERED EMPLOYMENT OPPORTUNITIES



NABUT

Cleaning, laundry and retail. A year of business line consolidation and geographical expansion.



VEDELAR

Gardening and Forestry Activities. Located in the region of Asturias, supporting the employment of 13 people.



ECOTUR

Auxiliary services for congresses. Has taken part in events such as the 14th edition of the BBVA-Ricard Camí painting awards in Terrassa, or the Castile-León Incorpora Programme Awards by Caixa Bank in Salamanca.



UZIPEN

Reforms, Maintenance and Cleaning. Its clients include the Fundación Hogar del Empleado, Realidades, Fundación 25 de Mayo, Pixelclip, Agencia Madrileña de Tutela de Adultos, Provienda, individuals...

EDUCATION WITH **PROMOCIONA** WE FOSTER THE ACADEMIC SUCCESS AND THE CONTINUATION IN THE EDUCATION SYSTEM

EDUCATION AS DRIVING CHANGE FOR ROMA YOUTH

The *Promociona* Programme helps more and more young Roma to finish secondary school and continue on to higher studies. During the 2014-2015 school year, 66% of the *Promociona* students in primary school and 40% in secondary school were promoted to the next grade level having passed all of their classes.

Moreover, 82% of *Promociona* students in their last year of compulsory secondary education graduated and 81% of these then enrolled in post-compulsory education.

Also in 2015, 48 students took part in the **Mentoring** Project to get a close-up look at their dream job and become motivated to embark on their educational pathway.



Antón Fernández Fernández, secondary compulsory education graduate in the 2014-2015 school year in Alicante.



Promociona
Continue and Win

OUR RESULTS SPEAK FOR THEMSELVES

↓
 **1,276** students

 **92** *Promociona* classrooms and 152 groups

 **373** education centres

PRIMARY

 **66%** of students pass all of their classes

SECONDARY

 **40%** of students pass all of their classes

 **82%** earn their diploma

POST-COMPULSORY EDUCATION

 **81%** go on to post-compulsory education

EDUCATION

WE FACILITATE ACCESS TO AND CONTINUATION IN MIDDLE AND HIGHER STUDIES

SUPPORT TO STUDIES

In 2015 we supported access to and permanence in the academic system for 512 Roma students in high school, intermediate and upper level vocational training and university.

We held 20 regional and local meetings with Roma students and their families which were attended by 1,654 people and a national meeting with 126 participants.

"The Fundación Secretariado Gitano has become a part of my life. Without them, I wouldn't be where I am today". Viki



We provided support for **152**

students in high school, vocational programmes and university studies



20

regional meetings



1,654

young people and their families

National meeting with **126** secondary compulsory education students

WE COLLABORATE WITH THE PUBLIC UNIVERSITY OF NAVARRE (UPNa) FOR THE TRAINING OF EXPERTS IN SOCIAL INTERVENTION WITH THE ROMA COMMUNITY

The certificate course on *Social Intervention with the Roma Community* was taught for the 7th year. Thirty students enrolled this year, most of whom were scholarship recipients. This is a diploma awarded jointly by the Public University of Navarre and the FSG. It is an online course and includes two on-site meetings. Its aim is to offer specialised university training for the management of programmes designed to eliminate discrimination and mitigate the prevailing inequality affecting the Roma community.



HOUSING

WE SUPPORT ROMA FAMILIES IN GAINING ACCESS TO DIGNIFIED AND INCLUSIVE HOUSING

SOCIAL INCLUSION IS ONLY POSSIBLE WHEN ACCOMPANIED BY DECENT HOUSING

That is why we accompany and counsel families as they adjust to their new home, focusing on caring for one's surroundings and living in community. We also promote positive co-existence among neighbours to help build a sense of community in the neighbourhood.

We offer counselling on related topics such as social rent, public housing, eviction proceedings, etc., and have responded to 342 requests for support in 2015.



WE ACCOMPANY AND GUIDE FAMILIES



550

families benefit from individualised social accompaniment



342

housing requests answered



SOCIAL INCLUSION

WE HELP BREAK THE VICIOUS CIRCLE OF POVERTY



Our services help meet basic social needs and have supported 3,985 people (2,644 of whom are women). We promote healthy living conditions for 1,105 people and gender equality for 298 women.

COMBATING CHILD POVERTY

We take care of the basic needs of 2,400 children and their families through our fight on child poverty.

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

WE TAKE CARE OF BASIC SOCIAL NEEDS



5,206
beneficiaries



3,985 services on basic social needs



2,400
children supported



EMPLOYMENT



5,666
labour contracts



18,472
beneficiaries



3,947
people trained



3,733
people found a job



1,453
collaborating
companies

INTERNATIONAL



We coordinate two European networks on social inclusion of the Roma community and Structural Funds (15 EU countries + European institutions)

EDUCATION



1,276
Promociona students



92
Promociona
classrooms and
152 groupss



373
education
centres



143 students earn their
compulsory secondary
education diploma



572
scholarships for
secondary and
higher education
studies



1,067
families

RESULTS



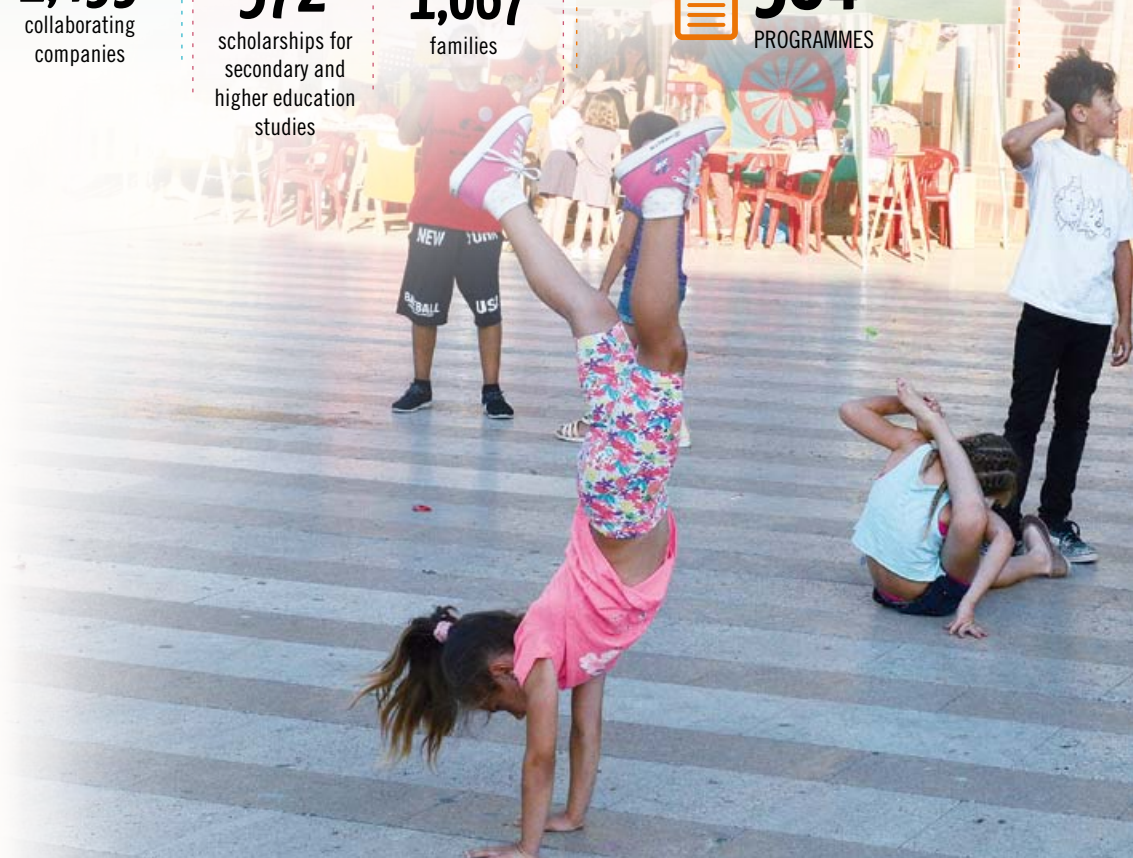
20,486,274€
VOLUME OF ACTIVITY



26,178
BENEFICIARIES*



384
PROGRAMMES



S 2015



121,593

PARTICIPANTS IN PROGRAMMES AND ACTIVITIES

53

OFFICES



73

CITIES AND TOWNS

14

AUTONOMOUS COMMUNITIES

INCLUSION



5,206

beneficiaries



2,400

children supported

HOUSING



550

families with an individualised plan



342

housing requests answered

EQUALITY



194

cases of discrimination registered



382

victims of hate crime supported



we coordinate the Assistance and Counselling Service for Victims of Racial or Ethnic Discrimination



87

help centres

AWARENESS-RAISING



318,100

website visitors



728,953

visited web pages



9,904

e-bulletin subscribers



19,177

followers on social networks

* 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.

EQUALITY

WE COMBAT DISCRIMINATION AND ANTI-GYPSYISM



We provide support and advice to the victims of hate crime and discrimination and even take cases to court. We coordinate the *Assistance Service for Victims of Racial or Ethnic Discrimination* formed by seven other organisations: ACCEM, CEAR, Spanish Red Cross, Fundación Cepaim, MCI, MPDL and the Red Acoge. In 2015 the Service registered 565 racial or ethnic incidents.

We publish the *XI Annual Discrimination and Roma Community Report* registering 194 cases, with 382 victims identified.



**WE PROVIDE SUPPORT AND
ADVICE TO VICTIMS**



382

victims of hate
crime supported



194

cases of discrimination
registered

▼ *We train key players
in the fight against
discrimination.*



INTERNATIONAL

WE ARE ACTIVE INTERLOCUTORS IN EUROPE WITH A VIEW TO INFLUENCING INCLUSION POLICIES



We are focusing our efforts on keeping social inclusion, equal treatment and the fight against discrimination of the Roma population as priorities on Europe's political agenda.

We play an important role as the Technical Secretariat of the *EUroma* and *EUroma+* European networks and cooperate with many organisations from other countries and with European platforms and institutions.

- We work with **15 EU Member States** and with European institutions
- We lead **2 European networks** on social inclusion of the Roma community and Structural Funds
- **We transfer** the *Acceder* programme to Italy
- **We cooperate** with numerous European organisations



► *EUroma is a reference network in Europe to improve the use of Structural Funds to promote the inclusion of the Roma population.*

WE WORK IN PARTNERSHIP



We coordinate the EUROMA Network



15 EU countries
+ European
institutions + 



Transfer of the programme to the South of Italy



We participate in advisory bodies of the European Commission.

AWARENESS-RAISING

TO ENHANCE THE SOCIAL IMAGE



**WITH OUR CAMPAIGNS WE
CONTRIBUTE TO CHANGE
MENTALITIES**

#YoNoSoyTrapacero (I'm not a swindler) asserted that a discriminatory definition generates discrimination and **#LeonorDejaLaEscuela** (Leonor drops out of school) managed to put the tremendous consequences that dropping out of school has for many Roma children in the centre of the political debate.

IMPACT ACHIEVED

15 MILLION users talk about
#LeonorDejaLaEscuela in 24 h

74 MILLION impacts on networks and in
the media. Trending topic on
Twitter

143 news items in the media

Nearly **1 MILLION** views of #Yonosoytrapacero
(I'm not a swindler) on
YouTube

COMUNICACION

 **318,100** website visitors (not
including return visitors)
at www.gitanos.org

 **9,904** e-bulletin subscribers

 **19,177** followers on
social networks

MILESTONES IN 2015

2015 ORGANISATION OF THE YEAR AWARD FROM THE FUNDACIÓN PRINCESA DE GIRONA (PRINCESS OF GIRONA FOUNDATION), A PRESTIGIOUS AWARD THAT BACKS OUR WORK



This year we received the “2015 Organisation of the Year” award from the *Fundación Princesa de Girona* for our work and trajectory to promote the social inclusion and equal opportunities for the Roma community.

FPdGi

Fundació Fundación
Princesa de Girona

“2015
ORGANISATION
OF THE YEAR”
AWARD



15 YEARS OF COLLABORATION WITH THE EUROPEAN SOCIAL FUND

We celebrated an event to acknowledge the “decisive contribution” made by the Fundación Secretariado Gitano to improving the social situation of the Roma community.



▼ *Stefan Olsson, Director of Employment at the European Commission's Directorate-General Employment, Social Affairs and Inclusion.*

PARTNERSHIPS

STRATEGIC RELATIONS THAT CHANGE LIVES

The commitment that private companies and organisations have with the Roma community is increasingly visible and more effective as the results show.

In 2015

22%

of our revenues came from private sources



WE ENCOURAGE THE SOCIAL COMMITMENT OF COMPANIES WITH ROMA PEOPLE

We feel certain that **companies are capable of bringing about real social change** able to transform the lives of thousands of Roma which is why we are building alliances with the most supportive and responsible among them.



30 partner companies



23 cities

PLAN OF PARTNER COMPANIES

An initiative that channels the social commitment of companies at local level.

PLAN SOCIAS
DE EMPRESAS
POR UN CAMBIO SOCIAL REAL



Strategic private allies



Collaborating companies



Partner companies



SOCIAL SUPPORT

TOGETHER, WE TRANSFORM PREJUDICE INTO A NEW SHARED HISTORY

In 2015 our programmes transformed the lives of nearly 30,000 Roma. This promotion and defence work would not have been possible without the commitment and support of our partners and donors. Committed people who decided to take a proactive stance alongside the Roma community and energetically bet on a different future.

We have transformed the lives of nearly

30,000 people

Over

10,000 attended the 'Open Doors Day'

Each year we see an increasing number of people become involved and help us to forge ahead along the path to inclusion for thousands of Roma thus contributing to real transformation in our society.



"I am a member of the Fundación Secretariado Gitano because I firmly believe in its work. We, Roma people, have a long history and I want to contribute to improving their future".
Fernando Morión



▼ Our 'Open Doors Day' has established itself as a key day to meet the Foundation face-to-face. In 2015 over 10,000 joined us.

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

FUNDING

WE MAKE AN ETHICAL AND EFFICIENT USE OF THE RESOURCES WE RECEIVE

The Fundación Secretariado Gitano annual accounts, which include the balance sheet at 31 December 2015, the profit and loss account and the yearly fiscal report ending on that date, are audited by EY, formerly Ernst & Young.

We have been awarded quality, transparency and best practice accreditations.



The complete audit report of our annual accounts issued by EY and all other economic information is available at:

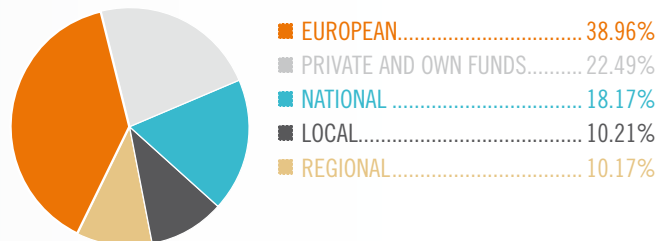
https://www.gitanos.org/quienes_somos/financiacion_transparencia.html.es



REVENUES

20,486,274€

FUNDING SOURCES 2015

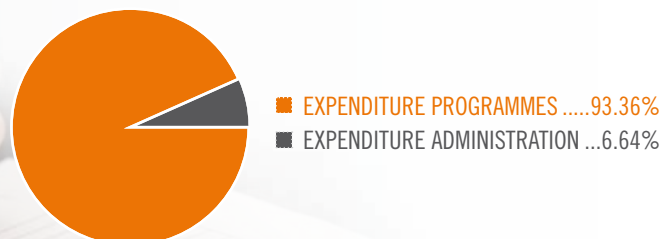


EXPENDITURE

BY WORK AREA IN 2015



EXPENDITURE ON PROGRAMMES



FSG TERRITORIAL NETWORK

14 Autonomous Communities

53 territorial offices

73 cities and towns

Galicia

BUDGET: 1,100,720 €
PARTICIPANTS: 2,022

Asturias

BUDGET: 822,055 €
PARTICIPANTS: 2,906

Cantabria

BUDGET: 211,503 €
PARTICIPANTS: 881

Basque Country

BUDGET: 470,528 €
PARTICIPANTS: 920

Navarre

BUDGET: 435,372 €
PARTICIPANTS: 1,330

Aragon

BUDGET: 531,527 €
PARTICIPANTS: 1,536

Castile-León

BUDGET: 1,353,508 €
PARTICIPANTS: 4,199

Madrid

BUDGET: 1,812,693 €
PARTICIPANTS: 3,050

Castile-La Mancha

BUDGET: 1,028,256 €
PARTICIPANTS: 1,634

Extremadura

BUDGET: 727,113 €
PARTICIPANTS: 983

Andalusia

BUDGET: 3,587,275 €
PARTICIPANTS: 15,658

Catalonia

BUDGET: 1,059,950 €
PARTICIPANTS: 1,595

Community of Valencia

BUDGET: 1,867,932 €
PARTICIPANTS: 8,556

Murcia

BUDGET: 629,978 €
PARTICIPANTS: 1,648



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



TRANSFORM
PREJUDICE INTO
A NEW STORY

Become a partner



IF YOU ARE INTERESTED IN LEARNING MORE ABOUT OUR ACTIVITIES IN 2015, SEE:

» Complete FSG 2015 Annual Report www.gitanos.org/informeannual/
(only available in Spanish)

» FSG website www.gitanos.org

#FSGannualreport2015



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WITH THE COLLABORATION OF:

