



Annual Report 2021

| Summary leaflet

THE FUNDACIÓN SECRETARIADO GITANO

THE FUNDACIÓN SECRETARIADO GITANO



The **Fundación Secretariado Gitano** (FSG) is an intercultural social organisation which has been working for 40 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 discrimination and to achieve equal opportunities in Spain and across Europe.

WE DELIVER PROGRAMMES AND SERVICES TO DEFEND THE RIGHTS OF ROMA PEOPLE

We want to be an engine of change driving full citizenship for Roma people, reducing inequalities and promoting their social advancement, defending their rights and boosting 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:

SOCIAL ADVANCEMENT

DEFENCE OF RIGHTS

PARTICIPATION

SUSTAINABILITY



OUR TEAM

951	34%
Average staff	Roma people
397	33%
Volunteers	Roma people

CHANGE OF FSG'S PRESIDENCY: A MILESTONE IN OUR HISTORY

2021 marked a milestone in the history of our organisation. For the first time, a Roma person is now leading the Fundación Secretariado Gitano, in line with our goals and the value we place on interculturality. The lawyer and Congress Member Sara Giménez took up the baton from Pedro Puente Fernández, the organisation's founder and president since 1982.



As the organisation's new president, I have the pleasure of presenting our Annual Report 2021 with our most significant results. With this report, we share the impact of our work with the people who participate in our programmes, with public authorities and institutions, with 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.

Sara Giménez

President of the Fundación Secretariado Gitano



THE FUNDACIÓN SECRETARIADO GITANO

WE PRESENT THE EVALUATION OF THE IMPACT OF 20 YEARS OF OUR EMPLOYMENT PROGRAMME ACCEDER

Acceder is an effective, efficient programme which has facilitated access to employment to 4 in 10 participants over its 20 years of operation, proving that, with sufficient resources and adapted policies, it is possible to combat inequality.

The main conclusion of the *Evaluation of the Results and Impact of the Acceder Programme 2000-2020* is that the Acceder programme is achieving its objectives. It also contributes to social and institutional changes which favour the creation of an environment which helps to fight discrimination against the Roma population.

11% of Spain's Roma population has taken part in Acceder



MAIN RESULTS 2000 - 2020



<p>109,875 People have taken part in the programme</p>	<p>33,344 Have obtained a job</p>	<p>15,967 Collaborating companies. These include Accenture, Alcampo, Ikea, "la Caixa" Foundation and Google</p>
<p>82,091 Have followed personalised labour market inclusion pathways and have improved their employment situation</p>	<p>91,733 Contracts signed</p>	<p>33,644 People trained</p>



MAIN IMPACTS

- > Change in the social perspective of companies and public authorities.
- > Change in Roma people's expectations of salaried employment.
- > The transformative role of the inclusion of Roma women in the labour market.
- > Revaluation of education and training by the Roma community.



The *Evaluation of the Results and Impact of the Acceder Programme 2000-2020* was presented in the presence of Yolanda Díaz, Second Vicepresident and Minister of Labour and Social Economy.

Nicolas Schmit, European Commissioner for Jobs and Social Rights. The European Commissioner congratulated the FSG on its achievements and held Acceder up as an example of social investment through the European Social Fund.

SOCIAL ADVANCEMENT

EMPLOYMENT



We promote access to training and employment as a key to inclusion and social transformation

More information



THE EVALUATION OF THE RESULTS AND IMPACT OF THE ACCEDER PROGRAMME 2000-2020 DEMONSTRATES ITS SUCCESS, WITH 4 IN EVERY TEN PEOPLE WHO PARTICIPATE BEING HIRED

With our employment programme *Acceder*, we launch personalised pathways which combine activities of needs analysis, guidance, training and active job search to increase participants' autonomy, employability and access to the labour market, whether through salaried employment or self-employment, identifying employment opportunities and alliances.



Collaboration with companies, key to the success of *Acceder*



WITH ACCEDER WE LAUNCH SPECIFIC INITIATIVES WHICH HELP TO IMPROVE THE FUTURES OF YOUNG ROMA PEOPLE AND THEIR FAMILIES

TRAINING WITH A GUARANTEE



412

Young people participating

30

Teams

Learning by Doing is an initiative based on theoretical training along with practical training in real working environments. It provides innovation, quality, social commitment and competitive value.

WE PROMOTE A RETURN TO EDUCATION THROUGH SECONDARY SCHOOL GRADUATION CLASSROOMS



340

Participants

35%

Of those who finish the training obtained a contract

15

Locations

453

Young people enrolled in compulsory secondary education

87.42 %

Passed the course

13 %

Obtained the graduation certificate



5,257

People trained

20,996

People supported

3,422

Collaborating companies

6,458

Employment contracts

446

Collaboration agreements

In 2021, we supported **4,013** people to obtain a job

SOCIAL ADVANCEMENT

EMPLOYMENT

WE CREATE AN **AREA OF INNOVATION** TO LEAD AND GUIDE THE PROGRAMMES AND TRAINING WE PROVIDE



WE ARE COMMITTED TO FORMING **ALLIANCES WITH TECHNOLOGICAL COMPANIES** AND TO PROVIDING TRAINING IN INNOVATION

- Course in FullStack Programming
- Course in Information Technology Systems with Google
- *Empleando Digital+*, together with the Red Cross and Accenture Foundation

WE LAUNCHED THE **GITANOS.ORG CAMPUS**, AN ONLINE TRAINING PLATFORM FOR THE ROMA POPULATION

The integral approach of the Acceder programme is a key factor in its success



WE PROMOTE SOCIAL ECONOMY, SELF-EMPLOYMENT AND STREET TRADING

MERCAEMPRENDE, A PROGRAMME FOR THE IMPROVEMENT AND MODERNISATION OF STREET TRADING



8
Locations: Alicante, Córdoba, Madrid, Málaga, Salamanca, Castellón, Granada and Zaragoza

186
Participants

160
Took part in a training pathway

123
Created a stall improvement plan

SELF-EMPLOYMENT PATHWAYS: WE ACCOMPANY ROMA PEOPLE IN PROCESSES OF ENTREPRENEURSHIP

496
Participants

71
Self-employment projects set up



WORK INTEGRATION SOCIAL ENTERPRISES, AN OPPORTUNITY FOR PROTECTED EMPLOYMENT FOR MORE THAN 70 PEOPLE



NABUT

Cleaning, laundry and auxiliary services. **Ecocatering**: El Fogón Errante. Navarre.

29 workers

www.nabutnavarra.org



VEDELAR

Gardening and forestry work. Asturias.

10 workers

www.vedelar.es



ECOTUR

Auxiliary Conferencing Services. 11 Locations.

Flexible staff team

www.ecoturazafatas.es



UZIPEN

Information, Maintenance and Cleaning. Madrid.

21 workers

www.uzipen.es

SOCIAL ADVANCEMENT

EDUCATION

IN THE SECOND YEAR OF THE PANDEMIC WE FACED NEW CHALLENGES IN ENSURING ITS EFFECTS DID NOT WIDEN THE EDUCATIONAL DIVIDE

The year 2021 was marked by the resumption of face-to-face activities. There was a full return to the provision of in-person support to individuals, and a gradual return to collective and socio-communitary action with both students and their families.



3,794

Total number of students

2,946

Total number of families

901

Total number of centres of education

58

locations in 13 regions

We work for the educational success of Roma students to improve their future

More information



WITH THE SUPPORT OF THE PROMOCIONA PROGRAMME, MORE AND MORE STUDENTS FINISH COMPULSORY SECONDARY EDUCATION AND CONTINUE STUDYING

The main thrust of *Promociona* involves educational guidance for Roma students and their families. This is complemented by group and socio-communitary activities, including those carried out in *Promociona Classrooms*, which are spaces for group educational support. Coordination with the students' centres of education is a very important part of the programme.

WITH PROMOCIONA DIGITAL WE BRING INNOVATION INTO EDUCATION TO BOOST EQUALITY AND REDUCE THE DIGITAL GAP



Deloitte.



1,551

Students

1,265

Families

483

Centres of education

102

Promociona classrooms

18

Companies

RESULTS ACADEMIC YEAR 2020-2021

Primary

91.8%

Of 6th year pupils went on to secondary education

65%

Completed this stage, passing all subjects

Secondary

56.6%

Passed all subjects (57.3% among girls)

90%

Of pupils who completed compulsory secondary education went on to post-compulsory education

167 Roma students obtained the Compulsory Secondary Education Certificate

KUMPANIA

Kumpania is a specialised resource, provided in partnership with the Government of Valencia, directed towards Roma children and adolescents and their social and family environment, aimed at improving their socio-educational and community circumstances based on the *Promociona* model.



320

Students

173

Families

129

Centres of education

SOCIAL ADVANCEMENT

EDUCATION

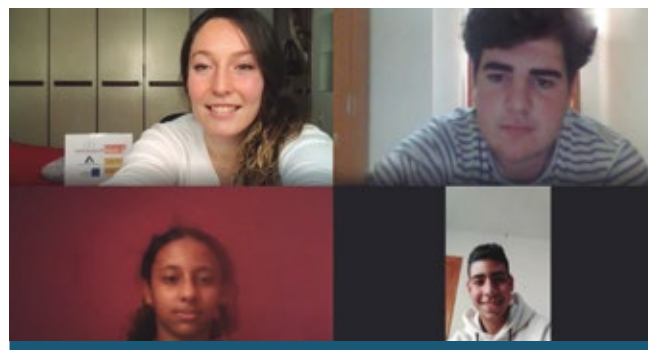
WITH **PROMOCIONA-T** WE SUPPORT THE EDUCATIONAL SUCCESS OF ROMA STUDENTS FROM THE MOMENT THEY ENTER EDUCATION

With *Promociona-T* we promote the enrolment of Roma pupils in Early Childhood Education, and we combat school absenteeism and early school dropout. We support pupils to acquire the skills on the school curriculum, which contributes to prevent the curricular gap. Educational support is the programme's main activity, complemented by educational guidance for students and their families.



We focus on helping Roma students obtain their Compulsory Secondary Education Certificate and go on to post-compulsory education

More information



WITH THE **PROMOCIONA+** PROGRAMME WE SUPPORT ACCESS TO, CONTINUATION IN AND COMPLETION OF POST-COMPULSORY EDUCATION

The main thrust of *Promociona+* is personal educational guidance for students, complemented by Assisted Study Classrooms, which are spaces where participants have access to a teacher who will support them and answer their questions.

GRANTS AND SCHOLARSHIPS FOR UNIVERSITY STUDIES

> **30 Scholarships** to study the University Diploma in Social Intervention with the Roma Community. Delivered by the Public University of Navarre in partnership with the FSG.

> **5 Scholarships** (Fundación Secretariado Gitano-Luis Sáez



Scholarships) for Roma women in postgraduate education. In

collaboration with the Fundación FUESCYL, Fundación Villalar and the Directorate-General for Women -Social Services of the Government of Castile and Leon.

WE ALSO FACILITATE ACCESS FOR ROMA STUDENTS TO SCHOLARSHIPS AND GRANTS MANAGED BY OTHER ORGANISATIONS



1,711
Students

20
Early Childhood Education

1,242
Primary Education

407
Compulsory Secondary Education

42
Basic Vocational Training

RESULTS ACADEMIC YEAR 2020-2021

86%
Of Primary students completed their school year

53.2%
Passed all their subjects

67.5%
Of Secondary students completed their school year

52.7%
Passed all their subjects



499
Students

189
Intermediate Vocational Training

RESULTS ACADEMIC YEAR 2020 -2021

116
University studies (Bachelor's Degree Courses, Masters and PhDs)

136
High School

58
Advanced Vocational Training

75%
Of *Promociona+* students gained a post-compulsory educational qualification

SOCIAL ADVANCEMENT

FIGHTING POVERTY AND SOCIAL EXCLUSION

We support people to achieve social advancement



WE FIGHT AGAINST POVERTY OF THE MOST VULNERABLE ROMA FAMILIES AND THE CONSEQUENCES OF THE COVID-19 PANDEMIC

We support people, and we have reinforced our support for those Roma families experiencing the greatest exclusion to access decent housing in inclusive environments. We ensure basic needs are covered, including access to Minimum Income, as well as needs relating to health and quality education...all alongside the exercising of active, participative and constructive citizenship.



15,754
Participants

13,594
People in the Minimum Income Support Service – Basic income and attention to basic needs

3,288
Families with Comprehensive Intervention Plans



WE WORK TO **BREAK THE GENERATIONAL CYCLE OF POVERTY AND SOCIAL EXCLUSION** AND TO FACILITATE ACCESS TO HIGH-QUALITY SOCIO-EDUCATIONAL OPPORTUNITIES

Caixa **Proinfancia**

2,500
Taking part in Caixa Proinfancia in 22 cities

WE SUPPORT **FAMILIES TO EASE THEIR ACCESS TO SOCIAL RIGHTS** IN CONDITIONS OF EQUALITY

331
Families supported to access decent housing

1,905
Participants in health promotion programmes

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 accompany them in a process of empowerment so that they can become an active part of society. We promote gender equality to progress towards the achievement of equal opportunities for Roma men and women.

Calí
Equality for Roma women

1,599
Women on sociopersonal and employability pathways

1,110 | **591**
Women | Men

Involved in awareness-raising activities on gender equality

WE LAUNCH A **PILOT PROJECT RELATED TO SOCIAL INCLUSION** FOR CHILDREN AND FAMILIES RECEIVING THE **MINIMUM INCOME**

The project seeks to create an impact, using socio-educational pathways, on boys and girls in order to break the poverty cycle.

It also includes an Integrated **Social Support Service** for families, aimed at developing digital skills and improving access to technology.

6 | **175**
Locations | Families

250
Boys and girls

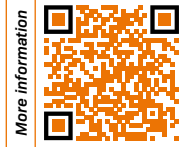


MINIMUM INCOME

DEFENCE OF RIGHTS

EQUALITY AND NON-DISCRIMINATION

We combat discrimination and antigypsyism and we defend their victims, including in Court



WE REPORT CASES OF DISCRIMINATION AND WE DEFEND ITS VICTIMS



We support and advise victims of hate crimes and discrimination. We combat hoaxes, fake news and acts of discrimination and pay particular attention to the progress of the Draft Comprehensive Law on Equal Treatment and the launch of the EU Anti-racism Action Plan.

We coordinate the **Service of Assistance and Counselling for Victims of Racial or Ethnic Discrimination** provided by 9 organisations: ACCEM, CEAR, Fundación Cepaim, MCI, MPDL, Red Acoge, Rumiñahui and the Spanish Red Cross.



860

Cases of discrimination based on racial or ethnic origin

505

Roma victims supported

STRATEGIC LITIGATION IS IMPORTANT FOR THE DEFENCE OF RIGHTS AND THE PROTECTION OF VICTIMS OF DISCRIMINATION

23

Cases of strategic litigation

WE INVOLVE KEY AGENTS AND THE ENTIRE SOCIETY IN THE PROMOTION OF EQUALITY FOR THE ROMA COMMUNITY

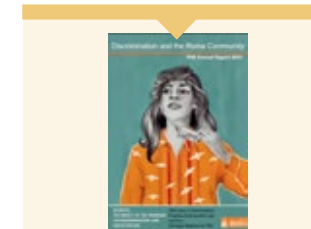
1,925

Agents trained

WE COLLABORATE WITH FACEBOOK, TWITTER AND GOOGLE-YOUTUBE IN THE REPORTING OF HATE SPEECH AS A "TRUSTED FLAGGER"

178

Cases reported



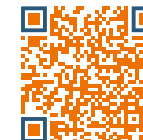
WE PRESENTED OUR 17TH ANNUAL REPORT ON "DISCRIMINATION AND THE ROMA COMMUNITY"

focusing on the impact of the Covid-19 crisis and the increase in discriminatory attitudes towards Roma people.

364

Cases of discrimination

WE LAUNCHED AN ONLINE DATABASE CONTAINING OVER THE 3,000 CASES OF DISCRIMINATION RECORDED IN OUR ANNUAL REPORTS



WITH "CALÍ, FOR THE EQUALITY OF ROMA WOMEN" WE PROMOTE EQUALITY FOR WOMEN AND COMBAT DISCRIMINATION AGAINST ROMA



309

Victims of discrimination supported

211

Women

98

Men

33

Female experts in the professional team working on discrimination (27 are Roma)

1,062

Roma women

573

Roma men

Took part in awareness-raising activities

30 Cities

IGUALA 7



In the Community of Valencia, a team of 8 professionals provide the **Service of information, initial advice and guidance to people who are victims of discriminatory situations and hate crimes**, in collaboration with the Department for Equality and Inclusion Policies in the Valencian Government.



FSG IN FIGURES

35,143

BENEFICIARIES*

58% Women

128,106

PARTICIPANTS*

654

PROGRAMMES

30,291,601.88 €

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 within our various lines of action related to employment, education or housing. Data relating to the people we reach through our awareness-raising activities are not included in these figures.

EMPLOYMENT

64 Acceder teams | **3,422** Companies collaborated | **6,458** Work contracts | **5,257** People trained | **4,013** People obtained a job | **20,996** PEOPLE WERE SUPPORTED



Operating in **15** locations | **35%** Labour market inclusion rate on completion of training | **340** YOUNG PEOPLE PARTICIPATED



COMBATING POVERTY AND EXCLUSION

2,500 children in the *Proinfancia Programme* in 22 cities | **406** Families supported with Minimum Income applications | **3,288** Families with Comprehensive Intervention Plans | **13,594** People received basic assistance | **15,754** PARTICIPANTS IN SOCIAL INCLUSION SERVICES

CaixaProinfancia



1,599 Women on sociopersonal and employability pathways (*Calí* and *Sara Romí* programmes)

1,110 Women | **591** Men

1,905 Participants in health programmes

Involvement in awareness-raising activities on gender equality in the Roma community

6 Locations | **175** Families | **250** CHILDREN | **PILOT PROJECT ON SOCIAL INCLUSION** AIMED AT CHILDREN AND FAMILIES RECEIVING THE MINIMUM INCOME *NEXT GENERATION / RECOVERY PLAN*

EDUCATION

901 Centres of education | **2,946** Families | **3,794** STUDENTS



75% Of *Promociona+* students obtain a post-compulsory educational qualification

90% Of those graduating from compulsory secondary education go on to post-compulsory education

167 Students obtain their Compulsory Secondary Education Certificate

OPERATING IN **58** LOCATIONS IN **13** REGIONS



320 TOTAL NUMBER OF STUDENTS

173 Total number of families

129 Total number of centres of education



EQUALITY AND NON-DISCRIMINATION



505
VICTIMS OF
DISCRIMINATION
SUPPORTED

23
Ongoing cases of strategic
litigation to combat discrimination
and antigypsyism

1,925
Professional
agents trained

1,062
Roma women
573
Roma men
Took part in awareness-raising
activities

ADVOCACY AND ACTION IN EUROPE

We defend the rights of Roma people before Spanish and European institutions and international organisations

We are members of European Commission Advisory Groups

We coordinate the European EURoma Network



SOCIAL IMPACT

AWARENESS-RAISING

224,032
UNIQUE VISITORS
TO THE WEBSITE

79,629
Followers on
social media
Awareness-raising
campaign on
employment

THE CHALLENGE OF
TOMORROW

PARTICIPATION

1,206
PARTICIPANTS

67
Young Roma people in
the Network of
Participation Facilitators

973
Participants in
regional activities

46
Children and adolescents
in the Roma Child and Adolescence
Participation Group

INTERCULTURAL DAYS
4th edition



CULTURAL BLOG

Bitácora
Gitana Recorridos culturales
por la diversidad

SPENDING BY WORK AREA

56.55 % Employment | **3.26 %** Equality | **0.30 %** Housing

21.42 % Education | **0.89 %** International

16.68 % Social Inclusion | **0.90 %** Awareness-raising

SOURCES OF FUNDING

36.61% European | **24.75%** Regional | **16.16%** Private and own funds

13.10% National | **9.38%** Local

93.29% Programme costs | **6.71%** Administrative costs

ETHICAL AND TRANSPARENT MANAGEMENT

Members also support our work



Our accounts are audited and we have received accreditations for quality, transparency and good practice

FSG IN FIGURES

951

PROFESSIONALS IN
OUR TEAM

34% Roma people | **78%** Women

397

VOLUNTEERS

33% Roma people | **71%** Women



73 OFFICES | **83** LOCATIONS

14 REGIONS

DEFENCE OF RIGHTS

ADVOCACY

WE INFLUENCE THE POLITICAL AGENDA, IN SPAIN AND IN EUROPE, TO DEFEND THE RIGHTS OF ROMA PEOPLE

- › We participate actively in the development of the **National Strategy for the Roma Population**, as a member of the State Council of the Roma people.
- › With the **Recovery, Transformation and Resilience Plan**, we focus mainly on the areas of housing, eradicating slum settlements, combating school failure, active employment policies and the digital agenda.
- › We are part of various **European Commission Advisory Groups** (on the Roma population, on European Funds and on racism), as well as the EU High-Level Group on combating racism, xenophobia and other forms of intolerance.
- › We collaborate with various **European institutions and organisations**, including the European Parliament, the European Commission (DG Justice, DG Employment, Social Affairs and Inclusion, DG Regional Policy), the European Economic and Social Committee, the EU Fundamental Rights Agency (FRA), and **international organisations** such as the United Nations.



We advocate in Spain and Europe to achieve an impact on policies of inclusion



More information

WE WORK IN PARTNERSHIP

- › We lead the European **EURoma** Network  which brings together the public authorities of 15 Member States and the European Commission to improve the use of European Cohesion Policy Funds in order to promote equality and inclusion for the Roma population.
- › We participate in the Spanish **Zero Child Poverty Country Alliance** to eradicate child poverty.
- › Together with the Spanish Committee of Representatives of Persons with Disabilities (CERMI) and Save the Children we created the Spanish **Alliance for Inclusive Education and against School Segregation**.
- › We participate in the development and monitoring of the **2030 Agenda** through the Spanish **Future in Common Platform**, a multi-sector platform which brings together more than 50 organisations and smaller platforms. 
- › With the Spanish **Alliance for the law on Equal Treatment** we work, along with another 13 NGOs, to improve the draft comprehensive law on equal treatment and non-discrimination.
- › We work to defend the economic, social and cultural rights of Roma people through the platform **DESC España**.



WE SHARE OUR WORK AND EXPERIENCE, ALSO IN EUROPE

- › We continue to work on the transfer of the **Acceder Programme** to North Macedonia, hand in hand with the United Nations.
- › We participate in the **European Platform for Roma Inclusion** and in the organisation of the **Romani Week** in the European Parliament.
- › We are part of the coordinating team for the European **Roma Civil Monitor**, project aimed at providing training to NGOs in 27 countries in the monitoring of the National Strategies for Roma Equality, Inclusion and Participation.



We are also part of:

European Anti-Poverty Network (EAPN); Council for the Elimination of Racial or Ethnic Discrimination; State Council of NGOs for Social Action (POAS); Monitoring Committee for POISES (Operational Programme for Social Inclusion and Social Economy); Monitoring Committee for POEJ (Operational Programme for Youth

Employment); Social Inclusion Network of Spain; Platform of Childhood Organisations (POI); EU Roma Coalition, with European-level Roma NGOs; Youth Council of Spain; Platform of the Third Sector (PTS); Platform of Volunteers in Spain (PVE); Spanish Association of Foundations (AEF); Group of Private Operators of the Operational Programme, FIARE-Ethical Banking.

DEFENCE OF RIGHTS

SOCIAL IMPACT

WE LAUNCH CAMPAIGNS TO CHANGE WAYS OF THINKING

In 2021 we launched the awareness-raising campaign **#TheChallengeOfTomorrow**, as a follow-up to **#BreadForTomorrow** to demand a drive for active employment policies as effective tools to tackle poverty and inequality among young Roma people.

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



THE CHALLENGE OF TOMORROW (2021)

A short documentary by Fundación Secretariado Gitano.

THE CHALLENGE OF TOMORROW



WE COLLABORATE WITH THE COMMUNICATIONS MEDIA TO PORTRAY A **MORE REALISTIC, DIVERSE IMAGE OF ROMA PEOPLE**

Radio station (in Spanish)



IMPACTS ACHIEVED

224,032

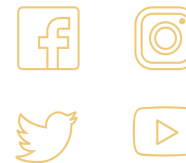
Unique visitors to the website

1,000

Queries at the documentation centre

79,629

Followers (national social networks)



Poster for 8 April – International Roma Day 2021

PARTICIPATION

PARTICIPATION

WE PROMOTE THE SOCIAL PARTICIPATION AND CITIZENSHIP OF ROMA CHILDREN AND YOUNG PEOPLE, DEFENDING THEIR RIGHTS AND INTERESTS. WE BOOST THEIR PRESENCE IN KEY SPACES WITHIN THE WIDER SOCIETY

We promote the participation of Roma people and their occupation of relevant spaces in which they can fully exercise their citizenship



DEBATE DAYS

Diálogos por la interculturalidad

We open up spaces for public debate, in partnership with the Office of the Club of Rome and la Caixa, around the value of interculturality and cultural diversity as factors in development within a Human Rights framework.

1,206

Participants

46

Children and adolescents in the Roma Child and Adolescence Participation Group

67

Young Roma in the Network of Participation Facilitators

973

Participants in regional activities



INTERNAL PARTICIPATION: **GPG AND GMG**

The **GPG (Roma Participation Group)** and the **GMG (Roma Women's Group)** are internal advisory groups which **boost the participation of the Roma people** and promote an intercultural perspective. They are part of the organisation and give advice on equal opportunity issues.

50

Participants

OUR VOLUNTEERS CONTRIBUTE TO IMPROVING DAILY LIFE, BOTH FOR PARTICIPANTS AND FOR THE VOLUNTEERS THEMSELVES, AND HELP TO INCREASE MUTUAL UNDERSTANDING

We launched a **National Network of Volunteer Coordinators**

396

Volunteers

33%

Roma

71

Women



Roma boys and girls with Ione Belarra, Spanish Minister for Social Rights and 2030 Agenda

Bitácora Gitana

Recorridos culturales por la diversidad

WE OPEN DOORS TO THE DISSEMINATION OF ROMA HISTORY AND CULTURE

SUSTAINABILITY

CORPORATE ALLIANCES AND SOCIAL SUPPORT

We boost the commitment of companies to Roma people



WE STRENGTHEN ALLIANCES WITH COMPANIES TO TACKLE THE WIDENING SOCIAL AND ECONOMIC DIVIDE CAUSED BY THE PANDEMIC

The financial situation of many Roma families has worsened since the pandemic. We are witnesses to the negative impact of the digital transformation on those without access to digital resources or knowledge, with the risk that brings of falling behind when it comes to accessing training, finding a job, or even carrying out essential daily tasks which are now done digitally. In these times, alliances with companies are key to respond to all these needs.

On one hand, it is important to address the needs of the Roma population and to continue reinforcing our educational and employment programmes, with the aim of carrying on our work for social advancement. On the other, we must promote the acquisition of the technological resources and knowledge necessary to achieve equal opportunities.



WE BROADEN OUR ALLIANCES WITH COMPANIES WHICH HELP US TO **INCORPORATE THE DIGITAL TRANSFORMATION**, WITH A SENSE OF COMMITMENT AND RESPONSIBILITY, IN ALL THAT WE DO IN ORDER TO OFFER MORE OPPORTUNITIES TO THOSE WHO NEED THEM MOST

STRATEGIC ALLIED COMPANIES



COLLABORATING COMPANIES



IN 2021 OUR INCOME FROM **PRIVATE SOURCES REACHED 16%**



AROUND **3,500 COMPANIES COLLABORATE** ON OUR EMPLOYMENT AND EDUCATION PROGRAMMES

SUSTAINABILITY

CORPORATE ALLIANCES AND SOCIAL SUPPORT

THE COMMITMENT OF OUR MEMBERS MEANS SUCCESS FOR THOUSANDS OF ROMA PEOPLE

Boys and girls who manage to overcome barriers, complete secondary school and go on to post-compulsory education. Young people who decide to get training so they can find a decent job. Roma women who didn't get the chance to study when they were younger, but who don't want to be left behind and take the plunge with digital training. Thousands of Roma people in situations of vulnerability who, thanks to their own efforts, manage to reach their goals.

Our work leads to the success of thousands of Roma people every year - success which would not be possible without the commitment and collaboration of our members.

THANK YOU!



More and more people are following and supporting our work

The support of our members contributes to improving the lives of thousands of Roma people

More information



Join us!

Support and defend equal opportunities.

Visit www.gitanos.org

or call us on +34 914220960. We're waiting for you.

SUSTAINABILITY

FINANCES

QUALITY AND TRANSPARENCY, OUR HALLMARKS

The Fundación Secretariado Gitano's annual accounts, comprising the balance sheet at 31 December 2021, 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.

The full audit report for the annual accounts produced by EY, along with all other financial information, is available at:

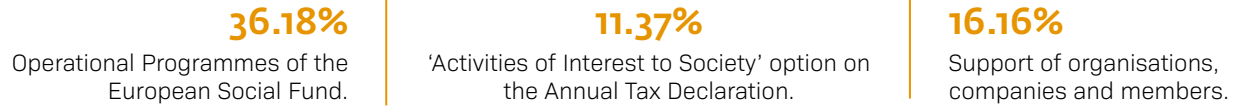


- » Good Governance Code
- » Code of Conduct
- » Policy for the Protection of Children and Adolescents
- » Strategic Plan 2017-2023
- » Volunteering Plan
- » Training Plan
- » Equality Plan
- » Communications Plan
- » Board Commission for Audit and Internal Control
- » Fundación Secretariado Gitano 3rd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

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



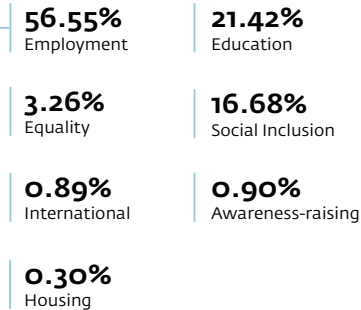
HOW WE ARE FUNDED



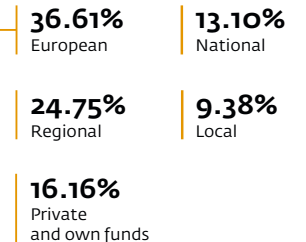
VOLUME OF ACTIVITY 2021

654 PROGRAMMES | 30,291,601.88€

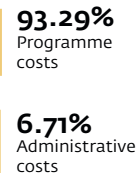
HOW THE FUNDS WE RECEIVE ARE DISTRIBUTED



HOW OUR WORK IS FUNDED



COSTS OVER THE FINANCIAL YEAR



MILESTONES

MILESTONES IN 2021

WE PRESENTED THE **EVALUATION OF THE RESULTS AND IMPACT OF THE ACCEDER PROGRAMME 2000-2020** IN THE INTERESTS OF ACCOUNTABILITY TO PUBLIC AUTHORITIES, COLLABORATING ORGANISATIONS AND COMPANIES, AND OUR MEMBERS AND DONORS



Yolanda Díaz, Second Vicepresident and Minister for Labour and Social Economy, took part in the event held to present #20YearsAcceder.



WE HELD THE **FSG'S INSTITUTIONAL MEETING IN SANTIAGO DE COMPOSTELA** WITH THE PRESIDENT OF THE GOVERNMENT OF GALICIA IN ATTENDANCE, ALBERTO NÚÑEZ FEIJÓO



WITH "LA CAIXA" AND THE CLUB OF ROME, WE CO-ORGANISED THE **4TH MEETING OF DIALOGUES FOR INTERCULTURALITY** WITH THE PRESIDENT OF THE GOVERNMENT OF CATALONIA IN ATTENDANCE PERE ARAGONÈS

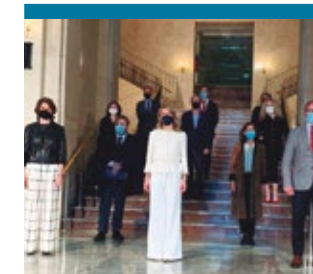


THE FIRST VICEPRESIDENT OF THE GOVERNMENT, **CARMEN CALVO, TOOK PART IN THE FSG AWARDS GALA 2021** TO SAY FAREWELL TO PEDRO PUENTE AND TO WELCOME SARA GIMÉNEZ AS THE NEW PRESIDENT OF FSG



FUNDACIÓN SECRETARIADO GITANO AWARDS

The company Carrefour, Police inspector David Martín, the "Responde" Plan of the Red Cross, Núñez de Arenas Primary School, the radio programme Camelamos Naquerar on Canal Sur and Pilar Clavería, la Tía Rona, winners of the Fundación Secretariado Gitano Awards 2021.



WE RECEIVED **GOOGLE SCHOLARSHIPS IN INFORMATION TECHNOLOGY SUPPORT**, IN PARTNERSHIP WITH FUNDAE, SEPE AND OTHER NGOs



INTERVIEW WITH THE MINISTER FOR THE ECONOMY NADIA CALVIÑO

WE RECEIVED **THE VISIT OF EUROPEAN COMMISSIONER SCHMIT TO OUR CENTRE IN SEVILLE** TO LEARN ABOUT OUR WORK AS AN EXAMPLE OF BEST PRACTICE



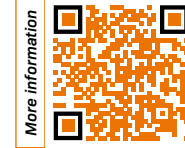
GEOGRAPHICAL NETWORK

GEOGRAPHICAL NETWORK

14
Regions

73
Local offices

83
Locations where we work



ANDALUSIA
Budget: 4,367,092.23€
Participants: 8,467

ARAGON
Budget: 813,080.57€
Participants: 1,234

CANTABRIA
Budget: 339,619.02€
Participants: 656

CASTILE-LA MANCHA
Budget: 1,651,135.45€
Participants: 2,932

CASTILE AND LEON
Budget: 1,916,411.13€
Participants: 3,947

CATALONIA
Budget: 1,156,310.70€
Participants: 1,268

COMMUNITY OF MADRID
Budget: 1,990,207€
Participants: 4,373

COMMUNITY OF VALENCIA
Budget: 4,365,676.48€
Participants: 6,197

EXTREMADURA
Budget: 1,432,600.94€
Participants: 2,879

GALICIA
Budget: 1,997,108.08€
Participants: 2,485

NAVARRRE
Budget: 922,524.51€
Participants: 2,771

BASQUE COUNTRY
Budget: 511,878.00€
Participants: 908

PRINCIPALITY OF ASTURIAS
Budget: 1,224,769.48€
Participants: 2,652

REGION OF MURCIA
Budget: 1,232,797€
Participants: 3,135



IF YOU WANT TO KNOW EVERYTHING WE ACCOMPLISHED IN 2021, VISIT:



www.gitanos.org/informeanual/
[#InformeAnualFSG](https://twitter.com/InformeAnualFSG)



Follow us on:



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With the collaboration of:

