

ANNUAL REPORT 2012

Fundación Secretariado Gitano



WORKING TOGETHER
TO ACHIEVE
SOCIAL JUSTICE FOR ALL

30

YEARS

to succeed

SOCIAL
INCLUSION

INSTITUTIONAL
ACTION

EMPLOYMENT

EQUALITY

EDUCATION

HOUSING



Fundación
Secretariado
Gitano

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JUNE, 2013.

WITH THE CONTRIBUTION OF:



GOBIERNO DE ESPAÑA
MINISTERIO DE SANIDAD, SERVICIOS SOCIALES Y IGUALDAD

✓ POR SOLIDARIDAD
OTROS FINES DE INTERÉS SOCIAL



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Investing in jobs and skills

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PRESENTATION



PEDRO PUENTE,
PRESIDENT OF THE FUNDACION SECRETARIADO GITANO.

“

This has been a year of celebration and anniversary that we have characterised with the motto *Working together for a fairer society for all.* The latter is now truer than ever due to the need to lend a shoulder in these difficult times

”

Another year has passed and once again we present our Annual Report of activities to provide an account of the work done during the year to all our funders, both public and private, to the Roma community itself as well as to the growing number of volunteers and partners of the Foundation. This year, however, is not just “another year”.

2012 has, without doubt, been a special year in both a positive and negative sense. First, because we celebrated our thirtieth anniversary, counting the time we spent both as an Association and as a Foundation (1982-2012) and second, because we have endured one of the toughest years in our history due to the severe crisis Spain is undergoing.

So, a year of celebration and an anniversary that we have characterised with the motto *Working together for a fairer society for all*. The latter is now truer than ever due to the need to lend a shoulder in these difficult times in which, like many other social organisations, we have faced significant cash flow difficulties that have even affected the regular payment of staff salaries and have forced us to scale down some programmes.

Crises make for complex and difficult times, but these are also times which test what an organisation is made of, the strength of its values and its organisational culture. In this regard, in 2012 the effort, support, solidarity and commitment of its professionals have shown that the Fundación Secretariado Gitano is a solid organisation that is on track to remain useful to the Roma community and society in general for a further 30 years.

This year has had its ups and downs in terms of the policies targeting the Roma population. The undeniable progress made on the long-awaited implementation of the *National Roma Integration Strategies 2012-2020* throughout the European Union may be seriously hampered by the setbacks we are witnessing in the welfare state which, make no mistake about it, has been the determining factor for the inclusion of the Spanish Roma population in recent decades.

So now is the time to lend a shoulder and *work together* even harder, to show solidarity and also to ask for solidarity for the cause of the Roma people and especially for the cause of the growing number of those in need, many of whom are Roma families. The latter, due to the effects of the crisis and the cuts, are facing a weakened social protection system and once again find themselves in situations of poverty and exclusion.

As we have been warning for some time now, the crisis is seriously affecting the most vulnerable, including many Roma men and women, not only because of the very limited job prospects but also on many other fronts where the loss of purchasing power is now seriously affecting the areas of health and nutrition, housing and related utilities (heating, electricity ...) as well as education (books, supplies, meals, transport ...).

Unemployment data are the clearest reflection of the seriousness of the situation in our country, and also of the huge gap that still exists between the Roma and the majority population. The latest comparative study on employment and the Roma community, which we presented at midyear, shows that while the already high unemployment rate among the general population has doubled over the last five years, it tripled in the case of the Roma population.

Therefore, while one of the aims of this report is to provide an account of the work performed during the year, on this occasion we also intend it to be a letter of presentation and a call for old and new funders to help us offset the sharp reduction in funding from regional and local administrations resulting from the crisis, which is having a negative effect on many programmes and activities at a time when the number of people who require our services is on the rise.

In closing I would like to especially acknowledge, along with Roma Member of the European Parliament and winner of the 2012 FSG Award Livia Járóka, the winners of the “FSG-30 years” Awards; ten key players in the long history of our organisation and in the important progress made by the Roma community over these last three decades. I would also like to reiterate, both personally and on behalf of the Board of Trustees, my thanks to the Foundation’s excellent team for their professionalism and commitment in these difficult times.

Pedro Puente Fernández
President of the Fundación Secretariado Gitano.

VISION, MISSION, VALUES AND PRINCIPLES

The Fundación Secretariado Gitano (FSG) is an intercultural social non-profit organisation that provides services for the development of the Roma community throughout Spain and at the European level. Its activity started in the 1960s although it was not legally constituted until 1982.



VISION

The Fundación Secretariado Gitano aspires to contribute to the building of a cohesive and intercultural society where Roma freely and fully exercise their citizenship.



MISSION

The mission of the Fundación Secretariado Gitano is the integral advancement of the Roma community based on respect and support for their cultural identity.

Our mission is to promote the access of Roma to rights, services, goods and social resources on an equal footing with the rest of the citizenry. To this end, the FSG develops all kinds of actions that contribute to achieving the full citizenship of Roma, to improving their living conditions, to promoting equal treatment and to preventing any form of discrimination, while promoting the recognition of the cultural identity of the Roma community. The diversity of our society renders interculturalism increasingly relevant, so we must project adequately the intercultural character of our organisation, both as our hallmark and as a proposal for society as a whole.

The FSG's long-standing work and acquired knowledge, the growing diversity of our society and the increasing presence of Roma in areas where different cultures co-exist all contribute to the importance of expanding and achieving the culmination of our mission in the promotion of intercultural co-existence in contexts of diversity, thus opening the door to working with other minorities and disadvantaged people.

FUNDACIÓN SECRETARIADO GITANO, FOR THE INTEGRAL PROMOTION OF THE ROMA COMMUNITY





VALUES

The following values underpin the FSG's actions and are held by all the people involved in the organisation:

HUMAN DIGNITY

defending the human rights and supporting the development and advancement of all people while always respecting their personal decisions.

JUSTICE

supporting the guarantee of people's fundamental rights as well as the cultural rights of the Roma community.

SOLIDARITY

promoting the conditions needed to forge a society where socio-economic inequalities are reduced and where the most disadvantaged receive the support and resources needed to palliate their disadvantages.

INTERCULTURALISM

supporting and fostering an harmonic and plural society where all people have their place regardless of their culture or ethnicity, where development and opportunities are promoted for all cultural groups and where belonging to a particular cultural or ethnic group does not entail disadvantages but is rather looked upon as an added value and richness for society as a whole.



PRINCIPLES

Our actions are governed by the following principles:

TRANSPARENCY

The FSG publicises its actions and makes its actions, results, economic resources used and the source of those resources available to the general public. It likewise publicises the decisions and procedures underpinning these initiatives.

OPENNESS AND INNOVATION

The FSG works with a spirit of openness while remaining ever aware of the needs, demands and possible responses to the problems facing the Roma community. It likewise promotes ongoing innovation in the development of its activities and the regular evaluation of its actions with a view to constant improvement.

EFFICIENCY

The FSG promotes the investment and proper use of the funds and resources made available to it and always seeks to put them to the best possible use while striking the proper balance between funds invested and results obtained.

PROFESSIONALISM

The FSG makes an effort to carry out its actions and programmes using the best means, tools and professionals suited to achieve its objectives.

FOCUS ON BENEFICIARIES

The services rendered by the FSG are always focused on the needs and demands of the beneficiaries of its actions.

PARTICIPATION

The FSG encourages the engagement and active participation of the actors related to it (Board of Trustees, professionals, associated persons and institutions) in its initiatives.

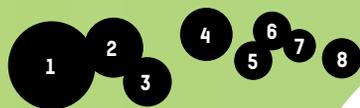
COOPERATION

The FSG always seeks the loyal collaboration of the different types of institutions and organisations with which it shares common objectives and aims.

ELEVEN OBJECTIVES, ONE STRA

1	2	3	4	5	6
Concentrate our activity around projects and services of considerable impact for equal opportunities and able to achieve significant results by 2013, especially in the areas of employment, education and housing.	Enhance our role in the defense of rights and in promoting the equal treatment of the Roma community.	Strengthen the FSG as an entity of reference in terms of its capacity to be recognised as a responsible interlocutor in the design of equality and inclusion policies at the local, regional and state levels.	Strengthen the international actions of the FSG and consolidate it as a major player at the European level.	Fortify the regional and local implantation of the FSG in the territories in which it already has a presence, while maintaining a coherent focus at the national level.	Broaden the social base of the FSG and its social influence.

EIGHT LINES OF ACTION



Programmes and services that improve living conditions and enhance equal opportunities

The fight against discrimination and the defence of rights

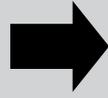
International dimension

IN RESPONSE TO EVIDENCE THAT THE CRISIS HAD NOT YET REACHED ITS PEAK, THE FSG DECIDED TO KEEP ITS PRAGMATIC WORK APPROACH IN PLACE, FOCUSED ON BRINGING ABOUT REAL CHANGE IN PEOPLE'S LIVES, AND INTENSIFIED ITS ACTIVITY THROUGH OVER 500 PROGRAMMES TOUCHING OVER 100,000 PEOPLE.

AT THE FUNDACIÓN SECRETARIADO GITANO, WE ASPIRE TO CONTRIBUTE TO THE BUILDING OF A COHESIVE AND INTERCULTURAL SOCIETY WHERE ROMA FREELY AND FULLY EXERCISE THEIR CITIZENSHIP

INTERCULTURALISM, PROMOTION OF EQUALITY, SENSITIVITY TO CULTURE AND QUALITY WORK ARE ALL PART OF OUR VISION, VALUES AND PRINCIPLES AND WE WANT THESE TO BE THE CHARACTERISTICS FOR WHICH WE ARE KNOWN IN THE EYES OF OTHER SOCIAL ORGANISATIONS, PUBLIC ADMINISTRATIONS, OUR FUNDING AGENCIES AND THE PEOPLE WE WORK WITH.

OUR 2009-2013 STRATEGIC PLAN REFLECTS OUR DECISION TO BUILD THE DEVELOPMENT OF THE FOUNDATION ON AN APPROACH WHERE REAL EQUALITY IS ACHIEVED IN TERMS OF RIGHTS AND OPPORTUNITIES AND DISCRIMINATION IS ELIMINATED.



7

Increase the weight of the promotion of Roma culture in all our activities.

8

Extend the scope of our work to other minorities and groups in situations of disadvantage, in order to achieve an impact in culturally diverse environments, and to gradually convert such integral work into a comprehensive intervention model that characterises our organisation.

9

Develop intercultural teams of professionals with a high level of satisfaction and competence, who demonstrate commitment and alignment with the mission and values of the FSG.

10

Maintain and enhance the quality of services and programmes in order for them to be more responsive to the needs of the persons to whom they are addressed and to achieve a greater impact on their living conditions.

11

Consolidate the FSG as an economically viable and efficient organisation, endowed with more diverse and stable sources of financing.

Influence policy,
influence society

Deepen the
intercultural
character of the
organisation, work
within and through
diversity

Organisational
development

Promotion of
culture and social
participation

Economic
sustainability

AT THE FSG WE BELIEVE THAT IN ORDER TO CONTINUE CARRYING OUT COMPREHENSIVE INTERVENTION, WE MUST TREAT CULTURAL DIVERSITY AS A COMPLEX PHENOMENON WITH MANY FACES WHICH WE HAVE TO LEARN TO MANAGE IF WE WANT TO CONTRIBUTE TO A MORE COHESIVE SOCIETY.

IN LIGHT OF THE BUDGET CUTS, THE FSG IS WORKING HARD TO ESTABLISH PRIVATE PARTNERSHIPS BRINGING STABLE PARTNERS ON BOARD TO CONTRIBUTE TO THE FOUNDATION'S ECONOMIC SUSTAINABILITY, SHARE ITS SOCIAL VALUES AND ENGAGE IN ITS SOCIAL AIMS.

BOARD OF TRUSTEES

The Board is the governing and representative body of the Foundation. It is currently composed of 15 people. Six of them are Roma, three are from different levels of the public administration and the remaining four are from other important areas such as the University, the Media, the Church and the Banking sector.

It also has an Honorary President and a Secretary with no executive powers.

The Board's role is to define the FSG's lines of action, to make sure that its aims are properly met, to manage its resources and to pass the budgets and accounts corresponding to each fiscal period.

The FSG's Board is very active and likes to get in-

involved directly in many of our activities. This year, for example, it was very involved in the Fundación Secretariado Gitano's 30 year anniversary celebration, the launch of the awareness-raising campaign entitled "Roma with an Education, Roma with a Future" and the training of experts in social intervention with the Roma population through the University Diploma programme that the FSG teaches

in collaboration with the Public University of Navarre.

In 2012, the Board of Trustees held two plenary meetings: one on 19 June and the other on 18 December. The Standing Committee (composed of the President, the Vice-president, the Secretary and the Director-General) held follow-up meetings on 10 February, 12 April, 10 May, 20 September and 25 October.



Pedro Puente Fernández
President



Bartolomé Jiménez Gracia
Vice-President



Álvaro Gil-Robles y Gil-Delgado
Honorary President



Antonio Vega Vega
Member



Emilio Rosillo Salazar
Member



Jorge Ribota Rogero
Member



Pilar Heras Hernández
Member



Rosalía Guntín Ubiergo
Member



Françesc Rodríguez i Burch
Member



Jesús Loza Aguirre
Member



José Sánchez González
Member



Julián del Olmo García
Member



Antonio Soto Peña
Member



Fernando Rey Martínez
Member



Carmen Santiago Reyes
Member



Juan Antonio Santiago Amador
Member



Valentín Suárez Saavedra
Secretary



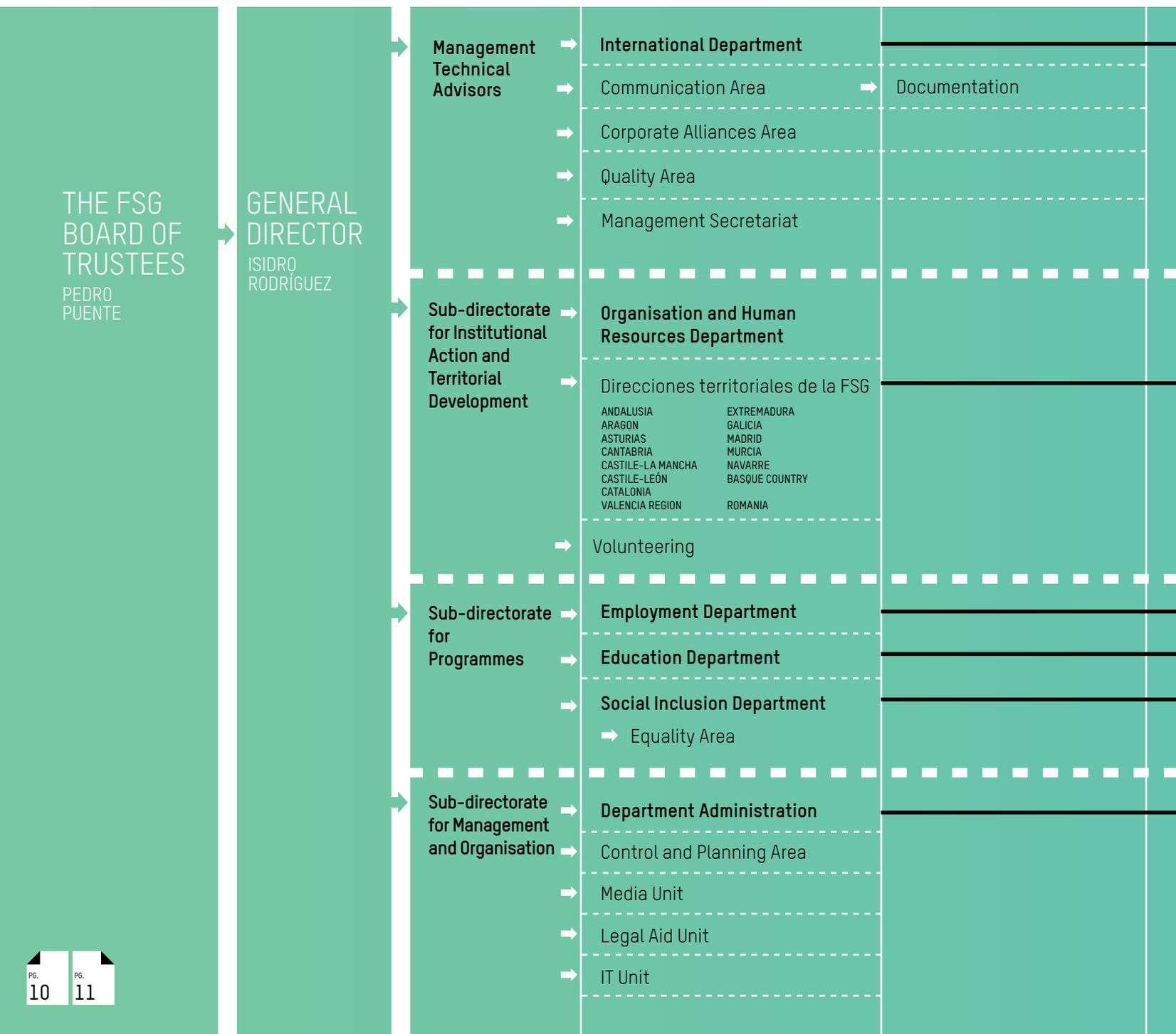
ORGANISATIONAL STRUCTURE

In 2012, the organisational structure remained virtually unchanged vis-à-vis 2011 except for one small detail: the Area of Corporate Alliances is now under the Sub-Directorate for Institutional Action and Territorial Development.

However, due to budgetary reallocations during the year, plans are under way to re-structure the organisational chart for next year with a view to optimising available resources.

The Department of Human Resources will be placed under the Sub-Directorate for Institutional Action and Territorial Development, and the Director's Technical Cabinet will report directly to the General Director. Hence, the organisational chart for 2013 will look like this:

Hence, the organisational chart for 2013 will look like this:





INTERNATIONAL. CAROLINA FERNÁNDEZ

DEPUTY DIRECTOR FOR INSTITUTIONAL ACTION AND TERRITORIAL DEVELOPMENT. HUMBERTO GARCÍA

TERRITORIAL DIRECTORS

ANDALUSIA. JUAN REYES
ARAGON. ISABEL JIMÉNEZ
ASTURIAS. VÍCTOR GARCÍA
CASTILE-LA MANCHA. CARLOS RUIZ
CASTILE-LEÓN. MAR FRESNO
CATALONIA. CARMEN MÉNDEZ

VALENCIA REGION. LOLA FERNÁNDEZ
EXTREMADURA. MAYTE SUÁREZ
GALICIA. EVA VERA
MADRID. EDUARDO CONEJO
MURCIA. JESÚS SALMERÓN
NAVARRRE. INÉS GARCÍA
ROMANIA. BELÉN SÁNCHEZ-RUBIO

DEPUTY DIRECTOR FOR PROGRAMMES. JOSÉ SÁNCHEZ

EMPLOYMENT. ARANTZA FERNÁNDEZ

EDUCATION. MÓNICA CHAMORRO

SOCIAL INCLUSION. MAITE ANDRÉS

DEPUTY DIRECTOR FOR MANAGEMENT AND ORGANISATION. CARLOS CURIEL

ADMINISTRATION. ISABEL RUEDA

INTERCULTURAL, YOUNG, PROFESSIONAL AND COMMITTED: KEY FEATURES OF OUR STAFF

This has been a year of change for the Human Resources Department. The general situation of economic crisis has also had repercussions on the Department, both in terms of a reduction in personnel and an increase in activity.

However, thanks to the efforts of this team, we are proud to say that work organisation has significantly improved this year with a drop in the number of incidents and a quicker response to requests.

Progress has also been made

in the definition of procedures, particularly in the area of Training, Selection and Development, and the Prevention of Occupational Risks, thanks to the training of the emergency and first aid teams. The 2012-2016 Equality Plan has also been finalised and will be approved in early 2013.

The main challenges for the upcoming year are:

- To continue reducing the number of incidents, with our sights set on zero incidents.
- To finalise the *Training Plan for Coordinators* and to start implementing some modules.
- To develop a strategy to increase the percentage of Roma professionals at the Foundation and to promote them internally.
- To approve the various processes implemented in 2012 (training, recruitment, personnel management, etc.).

THE CURRENT CRISIS HAS MEANT STAFF CUTS AT THE FOUNDATION: THE AVERAGE SIZE OF OUR WORKFORCE IN 2012 WAS 506, THAT IS 230 FEWER WORKERS THAN THE YEAR BEFORE

OF THE 506 PEOPLE ON OUR TEAM, 360 WERE WOMEN AND 146 MEN

24% OF OUR WORKFORCE IS ROMA



AVERAGE STAFF SIZE: 506

WOMEN: 71%

MEN: 29%

ROMA: 24%

NON-ROMA: 76%

ROMA WOMEN: 61%

ROMA MEN: 39%

People: hired staff, interns, service providers, volunteers...all of them are the main pillar of the Fundación Secretariado Gitano. Without them, without their daily work, their motivation, their commitment and their fortitude, the FSG's activity, the programmes and projects described in the following pages, would never have come to fruition. Without our people, the FSG's achievements would not be what they are.



WITHOUT THE ALTRUISTIC CONTRIBUTION OF VOLUNTEERS,
THE FSG WOULD BE UNABLE TO COMPLETE ITS MISSION

VOLUNTEERING

VOLUNTEERING, VITAL TO THE FSG'S WORK



DELIA PISA BORJA, MADRID, 28 YEARS OLD. DELIA HAS BEEN AN FSG VOLUNTEER FOR MANY YEARS. CURRENTLY SHE DONATES HER TIME SEVERAL DAYS A WEEK AS AN INSTRUCTOR AT AN INTRODUCTION TO COMPUTING WORKSHOP FOR ADULTS AND ALSO TUTORS SECONDARY SCHOOL CHILDREN.

"My vocation is to help people, which I find personally enriching. And no one better than another Roma to help her people learn and enjoy themselves."



ANDALUSIA: JUAN ANTONIO, FRANCISCA, CATALINA, MERCEDES, MARIA, LUIS, MILAGROS, MARTA, ASCENSION, CARMEN MARIA, JUAN JOSE, MANUEL, JUAN RAMON, JESUS, CAYETANO, BALDOMERO, LEIRE, ANA VICTORIA, ESTEFANIA, M^o JOSE, TERESA, IRENE LETICIA, FRANCISCO ÁNGEL, MANUELA, M^o DEL ROSARIO, CARMEN, ANA, FRANCISCO TOMAS, RAQUEL, MARIA, DOLORES, MANUELA, JUAN, RICARDO, SARAI, ANDREA, FRANCISCO MANUEL, CRISTOBAL, ANA, MARIA, ABRAHAM, GUADALUPE, INMACULADA, ROCIO, ANTONIA, M^o DOLORES, JOSHUA, ALVARO, MARIA, MARIA JOSE, ROBERTO, IRENE, ANA LAURA, ESTEFANIA, MANUEL, IRENE, M^o JOSEFA, MARYEM, CARLOS, M^o CLARA, FRANCISCO, MIRIAM YUDIT, SONIA, RAMON, MICHELA, ROCIO, ALBA, NOELIA, TIMOTHY SEBASTIAN, DEBORAH, JESSICA, CORNELIO, LUIS, JAVIER, CAROLA, JOAQUIN, SANDRA, YAIZA, AMANDA, JUAN, ANA MARIA, IVANNA, ENRIQUE ARAGON, ILEANA, JESUS, JARA, IBON, JULIA, JOSE IGNACIO, M^o JOSE, CECILIA, SILVIA, M^o JOSE, M^o JESUS, PILAR, BLANCA, RAQUEL, NOELIA, MARTA, MARINA, ESTHER, BLANCA PILAR, LORENA, ANA, LORENA, ADOLFO ASTURIAS, MIRUNA, MERCEDES, GEORGETA, ALBERTO FERMIN, ANTONIO, LAURA, ALEJANDRA, LUMINITA, LAURA, GINESA, M^o DEL ROSER, RAUL MANUEL, PABLO, CRISTINA, TAMARA, MARIA, ELIAS, DESEADA, JOSE RAMON, IRIS, GEORGINA, MAYTE, PAULA, YEDRA INES, CORAL, ANDREA, SABEL, CELIA, SOFIA, ELIAS, LUCIA CANTABRIA; FRANCISCO HORACIO, MARTA, ANA, JAVIER, M^o ANGELES, YOLANDA, SARA, EVA CASTILE-LA MANCHA; SARA, ROSA, SERGIO, AROA, ANTONIO JESUS, CRISTINA, JOSE FRANCISCO, DAVID, JENNIFER, NOELIA, DOLORES, FRANCISCO, MANUEL, LUCIA, RAMON, DAVID, ROSARIO, MARIA JOSE, CLARA, FATIMA, ALVARO, CRISTINA, ANA, M^o DOLORES, RAQUEL, SARA, ELENA, REBECA, VERONICA, PATRICIA, RAQUEL, TAMARA, SARAY, ÁNGEL, TAMARA, ABEL CASTILE-LEON; DANIEL, JUAN MANUEL, LUIS ALBERTO, EDGAR, MARIA ANGELES, PATRICIA, MARIA JESUS, ISABEL, MARIA, ROSARIO, CRISTINA, BEN, RAQUEL, TERESA, M^o ROSARIO, LAURA, SILVIA, ESTRELLA, ELIZABETH, AMPARO, DIANA, ADELA, RICARDO, ANTONIO, JOSE MANUEL, ELISABET, JOSE JAVIER, JOSE MANUEL, JOSE, LUIS, ANNA, LAURA, SILVIA, SARA, JOSE MARIA, JESUS, ALFONSO, JESUS, PATRICIA, ROCIO, JESUS, CRISTOBAL, LAURA, VERONICA, PILAR, GUIOMAR, JOSE MANUEL, ANDREA CATALONIA; LUIS, MARI CARMEN, ANTONIA, TATIANA, DOLORES, ALBA, CAMELIA, IULIA, DOLORES, ANA COMMUNITY OF MADRID; ADELA, MERCEDES, SOLEDAD, CARMEN, SANDRA, MARTA, ANTONIO, JOAQUIN, CZESLAW, PALOMA, LUIS MAX, CARLA, MARTA, CARMEN, MAGDALENA, ROGER IVAN, ADRIAN, JAVIER, AURORA, M^o TRINIDAD, JONAS, MARIA JESUS, CAROLINA, M^o CRISTINA, SARA, JARA IRIS, ALBA, MARIA JOSEFA ISABEL, SALVA, RAUL, ALEXANDRA, NAYADE, ANTONIO, MARTA, SANDRA, KRISTAL, GONZALO, JOSEFA, JAVIER, MARIA TERESA, NEREA, M^o BEGOÑA, INES, AMPARO COMMUNITY OF VALENCIA; IRENE JOSE LUIS, EMMANUEL, CAYETANO, JOSE, PATRICIA, TAMARA, MIREIA, BEATRIZ, CLEMENTE, LIDIA, ARIANE, ROSARIO, RAFA, ELISA, GLORIA, PAULA, CESAR, SUSANA, M^o JOSE, RAFAEL, EXTREMADURA; ANA JESSICA, MARIA, ALICIA, LOURDES, JOSE MANUEL, DEVORA, ANTONIA, ANA ISABEL, MARIA, LAURA, ALBA, ALMUDENA, TAMARA, CARMEN, ELENA, SILVIA, MARIA DOLORES, BERNARDO, SARA, JENNA, FRANCISCO, AARON, GALICIA; M^o LUISA, ALFONSO, PAULA, DESIREE, PABLO, ALBA, PURA, RUT, JESUS, FATIMA, PABLO, MANUEL, ALEJANDRA, SONIA, IAGO, TANIA, MARIA JESUS PURIFICACION, JOSE, ANA, DOLORES, ADRIAN, MARIA SOL, CLARA, JULIA, MIREIA, JUDIT, MARGARIA, MARTA, LUCIA, BELEN, EDUARDO, ESTEBAN, CLARAMARGARITA, M^o NIEVES, PAULA, JUAN MANUEL, SARA, LUCIA, LARAMARIA, OLALLA, ALEJANDRA, CRISTINA, SILVIA, FRANCISCO, REBECA, CASANDRA, ELVIRA, PATRICIA, MURCIA; LORENA, ANA, SANDRA, FERNANDO, FRANCISCA, AURORA, NAVARRE; MARTA, ARANTZA, CAROLINA, ELENA, MARIA, INMACULADA, MIGUEL, ÁNGEL, INES, ELISA, JAVIER, MARIA, M^o CARMEN, MARIA VICTORIA, PABLO, ELENA, NEKANE, JOSE, LUIS, SARA, MIREN, EMILIO JOSE, MARIA, BASQUE COUNTRY; GARAZI,



A VOLUNTEER PROVIDING EDUCATIONAL SUPPORT IN PAMPLONA



LIBRARY AFTERNOON WITH THE FSG VOLUNTEERS IN VIGO



THE ANDALUSIAN REGIONAL GOVERNMENT PRESENTING THE AWARD FOR THE 'BEST OUTREACH VIDEO ON VOLUNTEERING' TO THE FSG

FIRMLY COMMITTED TO QUALITY AND TRANSPARENCY

Increasingly, the public and private personal services sector is implementing quality management systems with a view to better meeting the needs and expectations of users and clients. Implementing and consolidating Quality Management is one of the current challenges facing organisations that provide social services like the Fundación Secretariado Gitano.

The strategic decision to implement a Quality Management System was taken within the framework of the Quality Plan which was launched during 2012 and designed to involve the entire organisation. Its primary mission is to ensure the proper operation of the organisation's systems, processes and procedures (its effectiveness, efficiency and continuous

improvement), while also guaranteeing that the entire organisation is familiar with, understands and complies with the requirements of external and in-house "clients". To that end, it must:

- Ensure that the processes needed for the quality management system are established, implemented and maintained.
- Provide a results-based management model, i.e. a method for the ongoing assessment of the Foundation's activities through the development of Scorecards.
- Ensure the promotion of awareness-raising of clients' requirements at all levels of the organisation.

IN 2012, THE LEALTAD FOUNDATION RECOGNISED THE FSG'S OBSERVANCE OF THE 9 PRINCIPLES OF TRANSPARENCY AND GOOD PRACTICE FOR NGOS

The main achievements related to these three areas in 2012 were:

GENERAL OBJECTIVES SET OUT IN THE STRATEGIC PLAN:

- An FSG Quality Plan has been defined
- An FSG Quality Committee has been formed
- A Process Map has been designed and the intermediate and support strategic processes defined
- Indicators to assess the achievement of the objectives have been defined

RESULTS-BASED MANAGEMENT:

- A Management Scorecard has been defined with indicators and a data collection process

CLIENT CENTRED MANAGEMENT:

- A Results Report has been published on the satisfaction surveys filled out by service users and the rest of the FSG's "clients"
- An improvement plan has been devised based on the results obtained

MANAGING BY PROCESS:

- Work has commenced on developing and implementing a Process Manual. The strategic processes at FSG Headquar-

ters have been defined: the programme management process; financial planning and management processes together with the Human Resources process and purchasing as well as the activity planning process.

- A Protocol for the Management of the ESF funded Multi-Regional Operational Programme Fight Against Discrimination has been drafted.

Despite these important achievements, we have great challenges ahead that we will address in the coming years. These challenges, among others, have to do especially with transferring the results-based system to the entire organisation, implementing the processes manual throughout the organisation and obtaining ISO certification as an assurance that the Foundation conducts its activities in accordance with defined quality criteria in the hopes that this certification will serve to enhance the image of the Foundation and boost in-house and external outreach, disseminating the message of quality and developing the mission of the Quality Committee.

Moreover...

We participated in the creation of the ICONG (Institute of Quality for NGOs) established in 2008, and we are on its Governing Board.

In 2012, the Lealtad Foundation recognised the FSG's observance of the 9 Principles of Transparency and Good Practice for NGOs.



2012 SITUATION

THE ROME C

FSG ANNUAL

2012 IN FIGU

COMMUNITY

REPORT

JRES

A YEAR MARKED BY AND PARALYSIS

This has been a year of paradoxes. At the same time as the *National Roma Integration Strategies* were finally launched in the 27 EU Member States, the crisis was taking a particularly high toll on Roma and, in general, on all vulnerable groups and individuals, exacerbating social exclusion processes.

In other words, we are bearing witness to the best moment in history in terms of progress made in inclusion policies targeting the Roma community and at the same time, in countries like ours, we are losing ground with regard to social advances, the standard of living of many Roma families is on the decline and, worst of all, the progress made in equal opportunities and social development over the past three decades is eroding.

ECONOMIC CRISIS, MORE POVERTY, MORE EXCLUSION, MORE DISCRIMINATION

This has been the worst year of the crisis to date. The unemployment rate in Spain reached 25% and jobs are still vanishing. Poverty and exclusion are on the rise while benefits and services are being cut, and we are even losing basic rights, as it is the case in the field of health care for immigrants.

This has meant more poverty, the deterioration of personal situations and basic conditions for many families and the prospect of enduring the next several years with high rates of structural unemployment, underemployment and temporary employment, especially affecting the most excluded groups. The Roma community is being severely affected. The rapid loss of jobs, plummeting sales (on which many families depend), the reduction or elimination of direct benefits, insertion income, school meals, book subsidies, emergency aid... are having swift and harsh consequences.

Some of the spending cuts being made are inevitable but others, those that weaken the social protection system (fundamental pillar of a fair society), need to be avoided because, as we all know, they underpin the true fight against poverty and pave the way to the social inclusion of Roma. For many Roma, such cuts will mean losing the ground gained during these years of prosperity as regards employment, education, social inclusion...



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THE RAVAGES OF THE CRISIS

Moreover, some of these seemingly general austerity measures have particularly negative effects on the Roma community and these are not always immediate but eat away at the essence of their real opportunities for social incorporation. For instance, over the next decade the cuts in scholarships, financial assistance for meals and educational compensation measures, will widen the gap of inequality between Roma youth and other young people.

As noted in the Study on employment in the Roma community that we presented this year, while unemployment in the general population has doubled in five years, in the case of Roma it has tripled and in 2011 stood at 37%. Worse still is the clear decline observed in the structure of employment: 51% of employed Roma in 2005 were salaried workers but by 2012 that figure had

fallen to 36% indicating a swift regression in the labour market. The high level of debt of many families during these years is also taking its toll and affecting even those who had a good position or who have managed to keep their jobs. We are running the risk of regression, i.e. of undoing what it has taken us decades to achieve.

The Structural Funds Regulations for 2014-2020 were drawn up this year. We were happy to see explicit references to the Roma community in many of the thematic priorities. We hope that these proposals go forward and that the implementation of the ESF and the ERDF funding will be instrumental in achieving the goals set out in the national exclusion strategies; in other words, that the Structural Funds act as a protective cushion for Roma and the most excluded.

THE SLUGGISHNESS OF POLICIES AIMED AT THE PROMOTION OF ROMA

The Strategic Framework approved by the EU in 2012 was a milestone in inclusion policies for the Roma community throughout Europe. The Spanish strategy is a good roadmap for progress in inclusion because it sets attainable goals and measurable objectives from 2015 to 2020.

However, the priority that the European Commission and the Parliament put on the Roma issue in the aftermath of the 2010 deportations by the French government seems to have faded. While the strategies have been approved, the European Commission has neither enforced nor monitored their implementation.

Spain is no exception. In 2012 we passed the strategy but no significant steps have been taken this year towards its implementation.

The same applies to other areas such as the Council on the Promotion of Equal Treatment and Non-Discrimination for which 2012 has, for the most part, been a low-profile year in which the administration has frozen initiatives such as the Network of Services for Victims of Discrimination, for which no funding was provided.

The funding of these policies is equally worrisome. The Roma Development Programme has been suffering budget cuts over the last several years down from the initial three million euros earmarked by the General State Administration to just over 400,000 euros.

Only the Ministry of Labour, through the European Social Fund, has increased the amount of funds for the Roma community over the next three years within the framework of the Operational Programme Fight Against Discrimination.

PRESENTATION OF THE SPANISH NATIONAL ROMA INTEGRATION STRATEGY IN MADRID

The Strategic Framework approved by the EU in 2012 was a milestone in inclusion policies for the Roma community throughout Europe



ANTI-GYPSYISM PERSISTS

The economic crisis and the ensuing social crises in our societies spell a return to conflict, lack of solidarity, lack of cohesion and a decline in social justice.

The fight against discrimination is also undergoing tough times. Rights are being eroded in light of the uncertainty and fear caused by the crisis. Basic benefits are reduced across the board and fundamental rights are curtailed. It has now become particularly difficult to defend those subject to the most discrimination, because the public authorities have put these issues on the back burner making it easier for exclusionary rhetoric, rejection and discrimination to gain a stronger foothold.

Crisis situations fan the fire of racism and anti-Gypsyism which, while always present, now find more opportunities for open expression. The resurgence of fascist style outbursts has been observed in countries such as Greece and acts of anti-Gypsyism in the heart of Europe point in that same direction. These manifestations of hatred, violent behaviour and harassment strategies targeting Roma have multiplied during the course of the year. Economic instability and populism often result in Roma being used as scapegoats for the bad times.

But we must not forget that these manifestations are also rooted in the responses of many EU governments that do not respect EU laws, fail to adequately protect Roma people and often use expulsions and other practices to boost their popularity. In response to this situation, the European institutions and states have been lukewarm or not as firm as one would expect. The role played by institutions such as the Council of Europe and civil society organisations in denouncing these practices is very much appreciated.

It has now become particularly difficult to defend those subject to the most discrimination because the public authorities have put these issues on the back burner making it easier for exclusionary rhetoric, rejection and discrimination to gain a stronger foothold.



MANIFESTATIONS OF HATRED, VIOLENCE AND HARASSMENT OF ROMA PEOPLE HAVE MULTIPLIED DURING THE COURSE OF THE YEAR. IN THE PICTURE, FORCED EXPULSION OF ROMA IN ITALY.

THE CRISIS HAS

Let there be no doubt that the crisis has hit those who were already in vulnerable situations of poverty or social exclusion, such as more than two thirds of Spanish Roma, earlier, more harshly, for a longer period of time and with more devastating and lasting effects.

This year, requests for assistance from Roma individuals and families at our services have proliferated and we are now dealing with requests to meet urgent needs related to assistance or basic social needs (information on social support, solutions for situations of eviction, food needs, payment of bills, etc.). The need is widespread and the situation has grown worse in all areas and could lead to stagnation and/or decline in all the progress made in the last two decades.

Here are some of the conclusions drawn from an analysis of our direct grass roots work, of how the crisis has impacted Roma families.

THE DRAMA OF UNEMPLOYMENT AND ECONOMIC ACTIVITY

- The unemployment rate stands at 42%, 17 points higher than the rest of the population, coupled with poor access to unemployment benefits.
- 36% of all households depended on mobile trading or street markets but the economic situation has eroded their earning power and they can no longer make their living in this way.
- More than a quarter of families depended on non-regulated occupations and a subsistence economy.

EDUCATION, A RETURN TO THE PAST

- The reduction in subsidies for school meals, school supplies, etc. could take us back to where we were in the 1980s. A percentage of Roma students cannot afford school supplies or meals.
- The lack of aid and support and tutoring measures especially affects the students encountering the greatest difficulties. Academic failure and early school leaving among Roma youngsters is on the rise.
- Neglecting education is a big step backwards and is tantamount to condemning the young generations to poverty even once the crisis is over.

MORE POVERTY AND EXCLUSION

- Even before the crisis, Roma families accounted for 12% of the severe exclusion in our country. Today, the incomes and standards of living of these families are swiftly declining, exacerbating poverty, exclusion and their dependence on dwindling welfare benefits.
- Many young families are facing eviction from their purchased or rented homes and this has led to overcrowding and having to depend on the generosity of the extended family.

TAKEN ITS TOLL ON ROMA FAMILIES

BACK TO BENEFITS

- The measures recently taken to restrict access to minimum income benefits are having a devastating effect on many Roma. Many people who were independent have had to once again apply for welfare benefits.
- The reduction in dependency benefits has affected many Roma families who are caring for dependent persons.

HOUSING, DANGER OF A RESURGENCE OF SHANTY TOWNS

- Evictions are affecting many young Roma families who bought or rented housing in recent years as well as their parents who signed as guarantors of their financial obligations.

- Families are finding it extremely difficult to make mortgage or rental payments or even to meet everyday housing-related expenses (heating, electricity, water, etc.).
- Some Roma who find themselves in desperate situations are increasingly turning to substandard housing, shanty towns, squatting and illegal utility connections.

THIRD-CLASS EUROPEANS

- The new reform has severely limited the right of Eastern European Roma to health care: they are not entitled to a health-care card and encounter difficulty gaining access to vaccinations and emergency room care. They are also caught up in the confusing paperwork, etc
- The situation of Eastern Europe Roma has become even more difficult in Spain, reaching situations of extreme poverty in many cases.

Spending cuts that weaken the social protection system -fundamental pillar of a fair society- need to be avoided because, as we all know, they underpin the true fight against poverty and pave the way to the social inclusion of Roma.

2012: THE YEAR MARKING OUR 30TH ANNIVERSARY AND THE MOST CRITICAL IN OUR HISTORY

The year in which our organisation completed three decades of activity has been the hardest and most critical in our history. 2012 was the year in which our organisation was truly hit by the crisis. The effects of the cuts and “fiscal restraint” have hit us particularly hard. Grants and agreements already signed were taken away and the funding for many of our social projects was drastically cut across the board.

Furthermore, and also as a consequence of the crisis, this year many more people have come to us for different types of help and support but our capacity to respond was compromised due to our diminished resources and the higher number of pressing needs.

The programmes and services provided by our Foundation have proven to be especially useful at this point in time, providing a safety net against exclusion and cushioning the effects of the crisis for many Roma families.

In the most critical year of our history in this context of crisis, the FSG's programmes and services have proven to be especially useful providing a safety net against exclusion and cushioning the effects of the crisis for many Roma families.



30 YEARS WORKING TOGETHER FOR A MORE JUST SOCIETY FOR ALL



The FSG was formed in 1982 with the ambitious and concrete objective of **helping to improve the social situation of Roma** but also to plant a seed and **strive towards a future where Roma are considered first-class citizens** with the same rights and opportunities as everyone else. This presented a challenge to the Roma community itself, the Spanish society and especially to public authorities to whom the FSG has always turned to request, demand, promote, encourage and assist in the development of an increasing number of policies and measures to support the integral promotion of the Roma community.

The balance of these 30 years is very positive. The Fundación Secretariado Gitano has created services and developed initiatives that have had a real impact on the situation

of many people and many Roma families and that have served as veritable springboards for community change: from the *Bridge Schools* initiative in the 1980s, which promoted incorporation into the education system, to innovative and highly effective programmes such as *Acceder* -providing access to the labour market-, or more recent innovative initiatives such as the *Promociona* Programme conceived to get the vast majority of Roma students to complete compulsory education and earn their secondary school diploma.

In its 30 years of existence, **the FSG has also played an important role in policy-making and in developing work approaches.** The FSG's recognised best practices and action principles were a major part of the inspiration underlying the *National Roma Integration Strategies*. *Joint Foundation/Spanish Government* initiatives such as the *European Network EURoma* are making a clear contribution to how Structural Funds are used to include and improve the living standards of Roma in EU countries.

“30 YEARS FSG” AWARDS: OUR WAY OF SAYING THANKS

Along with the “2012 FSG Award”, this year we celebrated the “30 years FSG” Special Awards to thank those who have been key players in the FSG throughout our history. They were awarded at the presentation ceremony of our campaign entitled “Roma with an Education, Roma with a Future” held at the Casa Encendida in Madrid on 30 October. The winners were:

- José Manuel Fresno García, for his personal contribution to the construction and development of the Secretariado Gitano and for his decisive contribution to the promotion of the Roma community in Spain and Europe.
- Bartolomé Jiménez Gracia, Valentín Suárez Saavedra, Ramón Salazar Barrul, Enrique Giménez Adell, Antonio Torres Fernández and Cayetano Vega Saavedra for their contribution to the creation of the Secretariado Gitano and their participation in its governing bodies. This group of Roma leaders stands for valour and courage and they have proven their conviction that social inclusion is everyone's responsibility, Roma and non-Roma alike.

- Matilde Barrio Samperio for her contribution to the promotion of the Roma community in general and the development of the Secretariado Gitano in particular. Civil servant heading the Roma Development Plan since its inception in 1988.
- Caja Madrid Social Project for its support, as a private entity, for the development of the FSG's projects over these 30 years, helping to achieve greater social impact.
- Adelina Jiménez Jiménez, for her contribution as a teacher and Roma woman to the promotion of education of Spain's Roma community.

Roma MEP Livia Jaroka was given the “2012 FSG Award” for her role as a Roma woman and a Member of the European Parliament and for her unwavering commitment to Europe's Roma community, with special mention of her support for the National Roma Integration Strategies.



GROUP PHOTO OF THE WINNERS OF THE “30 YEARS FSG” SPECIAL AWARDS

THE FSG, A ROLE MODEL FOR WORK AGAINST EXCLUSION AND IN FAVOUR OF SOCIAL ADVANCEMENT

Despite economic difficulties, or because of them, the activity of the FSG and our teams has been particularly intense this year.

In all of our programmes and services we have provided direct care to **104,164 people**, mostly but not all Roma, through **407 programmes**.

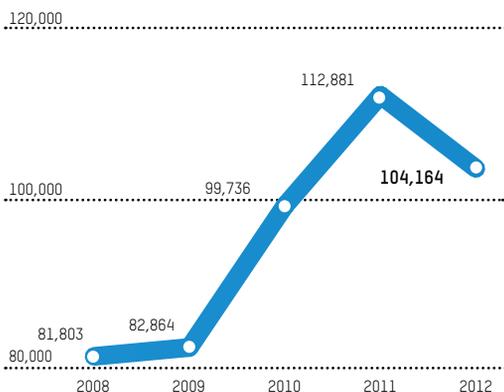
Through our training and access to employment programmes we have served, trained, counselled and accompanied nearly **15,000 people**, have run **265 training courses** and have helped **2,571 people to find work**, with nearly 3,700 contracts signed. There were 400 fewer contracts than in 2011, but still a noteworthy achievement given the unemployment situation affecting several million people. We have maintained our Workshop Schools and developed social economy initiatives such as the four labour integration social enterprises we have in operation. (See p. 44)

Our other major priority, education and the *Promociona Programme*, received an important boost. More than 800 families and 900 students participated in the programme this year and 241 of those students earned their secondary school diploma. This is quite an achievement that suggests we are on track to help promote the next big change in the coming years in the Roma community.

Additionally, this year we have worked on the relocation and social accompaniment of 1,303 families who have left the shanty towns, and we provided study scholarships for 304 Roma students who are attending high school or university.

Our work with children and families facing severe poverty has benefited from collaboration with the “La Caixa” Foundation which has enabled us to deliver aid packages to meet the basic needs of nearly 4,000 children and their families in seven Spanish cities.

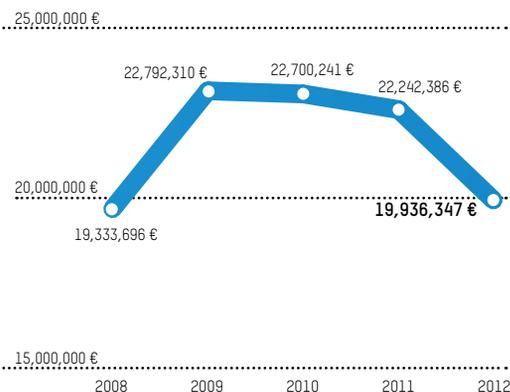
2012 BENEFICIARIES



2012 PROGRAMMES



BUDGET: (€)



Despite the crisis, the FSG has continued to focus on a pragmatic working approach aimed at producing real changes in the lives of people; we have reached 104,164 people through 407 programmes with focus on Education, Employment and Housing.

INFLUENCING POLICIES AND SOCIETY

The FSG not only provides services and conducts social intervention programmes, but we also have a clear mission to influence the policies that affect the most disadvantaged, especially Roma.

We also want to influence the society at large and the Roma community through awareness campaigns. This year we launched the campaign “Roma with an Education, Roma with a Future”, targeting youngsters between the ages of 12 and 16 with a view to keeping them in school to complete their compulsory education. (See p. 86)

As part of our institutional activity, we participated in the main fora and dialogue councils with the public administrations in our field both in Spain and Europe.

- State Council of the Roma People
- State Council of Social Action NGOs
- Council for the Promotion of Equal Treatment and Non-Discrimination of Persons on Grounds of Race and Ethnic Origin
- EU Platform for Roma Inclusion (Roma Platform)
- European Union Agency for Fundamental Rights (FRA)
- EURoma Network. European Network on Social Inclusion and Roma under the Structural Funds

We also actively participate in networks and platforms:

- Platform of Social Action NGOs
- Platform of the Third Sector of Social Action
- The informal but well established network created among the rest of the social entities taking part in the Multi-Regional Operational Programme Fight Against Discrimination (Cáritas, Red Cross and ONCE Foundation)
- EAPN Anti-Poverty Network
- European Roma Policy Coalition (ERPC).

EFFICIENT AND RESPONSIBLE RESOURCE MANAGEMENT

From an economic standpoint, 2012 has been a tough year for our Foundation. It is the first in which there was a decline in revenue and projects already approved.

We managed around EUR 20 million, 12% less than the previous year and 10% below the budgeted amount. We would stress the sharp drop (close to 50%) in funding from regional and local governments which has been offset by the stability of the funding coming from the European Social Fund and subsidies from the 0.7% of personal income tax earmarked for social purposes.

A FOCUS ON PRIVATE PARTNERSHIPS

This year, private funding has accounted for 16% of our income. We have also suffered from the financial adjustments made in Spain resulting in a sharp decline in funding coming from the welfare projects (the so-called Obras Sociales), sometimes of savings banks that have been intervened or have disappeared. In contrast, we should note the case of the “La Caixa” which not only has maintained its funding but has increased it in this year of greater need.

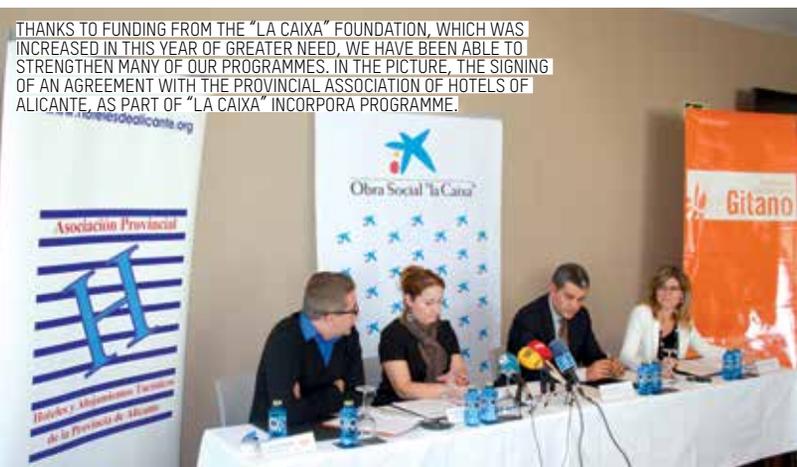
We would also draw attention to other corporate foundation initiatives such as the Barclays Foundation, the Pelayo Foundation, the Juan Entrecanales Azcárate Foundation, the Mutua Madrileña and the 3M Foundation which have taken note of the effectiveness, impact and accountability of our projects earning us their support in this difficult year.

However, the percentage of private funding we receive is far from ideal. Therefore, in 2012 the FSG decided to boost the Area of Corporate Partnerships created in 2011 to attract the attention of private partners to join the Foundation as stable partners contributing to its economic stability, sharing its values and getting involved in its social aim.

We have decided to boost our Area of Corporate Partnerships with the aim of attracting the attention of private partners to join the Foundation as stable partners



WE FORM PART OF THE INFORMAL BUT WELL ESTABLISHED NETWORK CREATED AMONG THE REST OF THE SOCIAL ENTITIES TAKING PART IN THE MULTI-REGIONAL OPERATIONAL PROGRAMME FIGHT AGAINST DISCRIMINATION (CARITAS, RED CROSS AND ONCE FOUNDATION). IN THE PICTURE, PRESENTATION OF ENLARGEMENT.



THANKS TO FUNDING FROM THE “LA CAIXA” FOUNDATION, WHICH WAS INCREASED IN THIS YEAR OF GREATER NEED, WE HAVE BEEN ABLE TO STRENGTHEN MANY OF OUR PROGRAMMES. IN THE PICTURE, THE SIGNING OF AN AGREEMENT WITH THE PROVINCIAL ASSOCIATION OF HOTELS OF ALICANTE, AS PART OF “LA CAIXA” INCORPORA PROGRAMME.

THE STRENGTHS OF OUR WORK IN 2012, AT A GLANCE



GETTING JOBS IN TIMES OF CRISIS



At a time when the economic crisis has been especially hard on the Roma (the unemployment rate has tripled and is almost 20 points higher than that of the rest of the population), in 2012 more than 14,900 people took advantage of our employment services.

Thanks to our training and employment programme Acceder, we managed to get 3,700 labour contracts and 2,957 people, most of them young, received training through the 266 courses we organised. We also ran workshop schools (in Seville and Avilés) and the four labour integration social enterprises in the areas of gardening (Vedelar in Asturias), laundry services (Nabut in Navarre) and the two comprehensive maintenance services (Uzipén Madrid and Uzipén Castile-Leon) have remained in full swing despite the crisis.

This is how we work for the social inclusion of the Roma community and provide protection against the crisis: by offering many training opportunities, involving companies, seeking jobs and accompanying people as they embark on these new ventures.

More information on the FSG's work in the area of employment starting on page 32.



CHANGING THE FUTURE THROUGH EDUCATION



Promociona
...Porque continuar es ganar

The FSG firmly believes in the future of the Roma community and in 2012 continued to enlarge the educational counselling and tutoring programme Promociona which seeks to get Roma youngsters to complete secondary school.

It has been set up in 32 Spanish cities throughout 13 different regions where it works with families and teachers from 270 schools and, most importantly, supports students to persevere in their studies, to stay in school and earn their diploma.

In 2012, 933 students and 808 families took part in the Promociona Programme. 88% of the girls in their last year of compulsory studies and 76% of their male counterparts earned their diploma and the vast majority of them (96%) continued with post-compulsory studies either completing high-school or doing vocational training.

304 SCHOLARSHIPS TO CONTINUE STUDYING

Also in the area of education and with funding from income tax subsidies through the Ministry of Health, Social Services and Equality, we awarded scholarships to 304 students who are doing secondary or higher studies. Although these scholarships are modest, they are a great help for families who are making a major effort to keep their children in school.

More information on the FSG's work in the area of education starting on page 46.

EUROMA: STRUCTURAL FUNDS TO IMPROVE THE LIVES OF MILLIONS OF ROMA IN EUROPE



Since 2007 the FSG and the Ministry of Employment and Social Security, with support from the European Commission, has been promoting EUROMA, a European network involving the administrations responsible for the European Social Fund and those responsible for Roma policy in 12 EU countries.

This initiative, whose technical secretariat is held by the FSG, is playing an important role in seeing to it that Structural Funds (ESF and ERDF) are used for social inclusion projects that have an impact on the situation of the Roma population in these twelve countries.

More information on the FSG's international activity starting on page 76.



COMBATING CHILD POVERTY

Through the programme Caixa Proinfancia, run by the "La Caixa" Foundation, we worked in seven cities (Valencia, Barcelona, Madrid, Murcia, Malaga, Seville and Zaragoza) and worked with close to **4,000 children** in 2012. The support provided to these children and their families includes: aid for baby food, clothing, hearing aids, glasses and school supplies, and school support activities, psycho-pedagogical services, social and educational activities and family support in developing study skills.

More information on the FSG's work in the area of poverty and extreme social exclusion starting on page 62.



WORKING TO ERADICATE SHANTY TOWNS

An advanced society cannot sit idly by while a number of its citizens (4% of Roma families, including adults, elderly persons and children) continue to live, often for generations, in segregated areas. These are pockets of poverty and marginalisation where even minimum standards in terms of living conditions, services and rights are not met.

Combating these situations, eradicating slums and taking action against substandard housing in our country, is one of the priorities to which the FSG devotes a great deal of effort. In 2012 we continued to work with the City of A Coruña in the relocation of the neighbourhood known as Penamoa (74 families) and we also focused on the final eradication of slums in the city of Segovia (69 families), accompanying families in their move to new homes, schools or jobs.

More information on the FSG's work in the area of housing starting on page 52.

PROMOTING EQUAL TREATMENT AND COMBATING DISCRIMINATION

The Roma are still often treated as second-class citizens. The negative social image attributed to members of the Roma community hinders their social advancement. This is the result of opinions rooted in prejudice that fail to sufficiently value or appreciate the impressive advances made by the Roma community in our country. But it is not only negative social image but also attitudes and discriminatory practices that affect people in their daily lives. This strong social rejection can be observed in many European countries in the form of discriminatory measures (sometimes by governments themselves) that violate the law. Moreover, the number of acts of anti-Gypsyism and racist attacks is on the rise.

The FSG is working hard to promote Equal Treatment. We register cases of discrimination, help and advise victims of these practices while also striving to train and raise the awareness of key players in our society: lawyers, media, police.

More information on the FSG's work in the area of equality starting on page 66.

OUR CHALLENGES FOR 2013

Economic forecasts for the coming year indicate that our Foundation will undergo a further decline in revenues of approximately 2.7%, which means a likely reduction in our operational capacity for 2013. Therefore, we must

make a special effort to improve the efficiency and effectiveness of our programmes so that this reduction has the least possible negative impact on the services we provide to our users.

FOLLOWING ARE THE MAJOR PRIORITIES OF OUR WORK PLAN FOR 2013

IN EMPLOYMENT

- To protect the Roma community from the crisis by providing training and establishing relationships with companies to serve 15,000 people and procure at least 4,000 work contracts.
- To promote new agreements with companies within the framework of the Acceder Programme and work closely with them to tailor our training and employment program to the new socio-economic reality.
- To pave the way for a new project called "Learning by doing" which seeks to promote youth employment with the launch of 16 workshop schools.

IN HOUSING

- To continue contributing to the eradication of shanty towns.
- To encourage government administrations to implement the amendment of Article 7(2) of the ERDF Regulations which allows these financial resources to be used to fund housing initiatives in slums and areas of substandard housing. We will conduct seminars in three Autonomous Communities.

AT INSTITUTIONAL LEVEL

- To actively participate in the development and implementation of the Spanish National Roma Integration Strategy.
- To ensure that poverty eradication policies take Roma into account.
- To ensure that the Roma issue is clearly on the agenda for the next Structural Funds programming period.
- To promote stronger partnerships with other public and private players in these times of crisis.

IN EDUCATION

- To extend our school support and tutoring programme *Promociona* to 40 cities and work with 1,000 students.
- To get more private companies involved with the education of Roma youngsters by financially supporting *Promociona* classrooms.
- To launch the second phase of the awareness-raising campaign "Roma with Studies, Roma with a Future".
- To present the results of the study on Roma and education conducted in collaboration with the Ministry of Education and UNICEF.
- To contribute to mitigating the effects of the crisis and the cuts by providing scholarships to 360 young people to continue their studies.

AND FURTHERMORE..

- We will actively work to get more private allies to join the Foundation as stable partners collaborating in our economic sustainability and sharing our social values.
- We will intensify our efforts to assist and support victims of discrimination.
- At international level we will work on several projects with different international partners and will secure our presence in Romania.
- We will promote comprehensive intervention and community development programmes with special attention paid to run-down neighbourhoods or those facing a serious situation of social exclusion and marginalisation



 ➔ LOCALITIES WITH OFFICES

 ➔ LOCALITIES WHERE THE FSG IS ACTIVE, BUT HAS NO OFFICES

14 AUTONOMOUS COMMUNITIES WHERE THE FSG IS PRESENT
55 WORK CENTRES OF THE FSG
77 LOCALITIES WHERE THE FSG WORKED IN 2012

2012 IN FIGURES

401 volunteers

24% of the FSG's workforce is Roma

ROMA F

ACTIVITY
TURNOVER
19,936,347 €

407 programmes in

77 locations in

14 Autonomous Communities

104,164 beneficiaries

EDUCATION

304 scholarships for secondary and higher education

933 students participated in our *Promociona Programme*

EMPLOYMENT

16,050

people served through our employment offices

3,734

employment contracts signed through the *Acceder Programme*

2,589

people found a job

225

training initiatives

219

agreements signed with companies

FROM EASTERN EUROPE

2,095

Roma from Eastern Europe benefited from our specific actions

EQUAL TREATMENT

114

cases of discrimination registered

60

direct advisory services

SOCIAL INCLUSION

We reached

27,518

people

112

programmes

HEALTH

5,258

people benefited from our prevention programmes

CAMPAIGN "ROMA WITH STUDIES, ROMA WITH A FUTURE"

HOUSING

2,585

people benefited directly from our

1,303

families that have managed to leave the shanty towns

14

programmes

70

Roma adolescents served as role models for other youngsters

182

young people took part in our casting

40

neighbourhoods decorated with the future dreams of young Roma

we worked with

ACTIVITY REPORT

EMPLOYMENT

EDUCATION

HOUSING

SOCIAL INCLUSION

HEALTH

YOUTH

SOCIAL COMMUNITY ACTION

EQUALITY

EQUAL TREATMENT

GENDER EQUALITY

INTERNATIONAL

COMMUNICATION

PROMOTION OF CULTURE

DOCUMENTATION



EMPLOYMENT

BUDGET: EUR
11,914,305.08

PEOPLE ASSISTED:
24,290

PROGRAMMES
EXECUTED 133

DIRECTOR OF THE
EMPLOYMENT
DEPARTMENT:
ARANTZA FERNÁNDEZ

JANUARY:

ACCEDER TECHNICAL MEETING
"EMPLOYABILITY INDICATORS AND
VULNERABLE GROUPS"

FEBRUARY

COUNCIL OF EUROPE'S REPORT ON HUMAN RIGHTS OF
ROMA AND TRAVELLERS IN EUROPE WITH REFERENCE TO
ACCEDER AS GOOD PRACTICE

MARCH



UZIPEN BUILDING MAINTENANCE AND
CLEANING WAS OFFICIALLY CLASSIFIED
AS WORK INTEGRATION SOCIAL
COMPANY

APRIL

MAY

JUNE



AGREEMENT RENEWAL WITH THE LA CAIXA FOUNDATION -
INCORPORA. PROGRAMME EXTENDED TO CUENCA AND ALBACETE



INCREASE OF FUNDS FOR THE OPERATIONAL
PROGRAMME "COMBAT DISCRIMINATION". CEREMONY
HELD AT THE MINISTRY OF EMPLOYMENT

JULY



PRESENTATION OF THE STUDY "SPANISH AND EASTERN
EUROPEANMIGRANT ROMA POPULATION IN SPAIN,
EMPLOYMENT AND SOCIAL INCLUSION, 2011"

AUGUST

SEPTEMBER



FIRST TRANCHE OF ACCEDER PROGRAMME
FUNDING RECEIVED FROM THE MINISTRY
OF EMPLOYMENT TO IMPLEMENT
ACTIVITIES SUPPORTING SELF-
EMPLOYMENT

OCTOBER



LAUNCH OF THE NEW WORK INTEGRATION SOCIAL
COMPANIES WEBSITE "ACCEDER BUSINESS GROUP"

DECEMBER

RECOGNITION OF A FURTHER THREE
ACCEDER TEAMS AS EMPLOYMENT
AGENCIES (26 TEAMS RECOGNIZED)

EMPLOYMENT A SEVERE

One of the realities that the Fundación Secretariado Gitano (FSG) has identified in its 14 years of work in the field of employment is that Roma want to and can work, but need the right conditions for this to happen. In times of crisis, these conditions are more difficult to achieve. In 2012, as in the past four years, there has been a decline in the number of employment opportunities and the economic situation of the population in general has worsened, especially in the case of the most vulnerable groups. The consequences of the crisis are apparent in many Roma households which is why the FSG, and more specifically its employment programmes and services, should help to keep the inequality gap from widening.

The FSG believes that:

1. Access to the labour market is the optimal way (but not the only one) to reach a higher level of personal autonomy and participation in society.
2. Having a job remains the best protection against poverty, although today more than 8% of the employed population are at risk of poverty. Poverty is the result of increasing inequality in terms of income.
3. We must be able to respond efficiently to complex needs, as we are working with groups facing restricted access to mainstream resources. The response has to be comprehensive because we believe in advancement and active inclusion which complement access to employment.

THIS IS THE WORK DONE BY THE FSG IN EMPLOYMENT

- The FSG implements a territorial networking model with a shared methodology to generate synergies. The strategy adheres to the following lines of action:
- Adaptation to the demands of Roma and to the territory by identifying new needs, adapting responses and revising strategy and priorities and optimising and adapting training and employment services. The ability to adapt means that generalist tools can be applied in a more flexible manner allowing us to provide a la carte services.
- Stress training and qualification, earmarking more resources to training linked to employment.

PROGRAMMES TO DEAL WITH CRISIS

- Foster labour market intermediation with businesses. We have decided to sign more agreements with large enterprises to collaborate in training and employment at national, regional and local level.
- Strengthen cooperation between entities and administrations to increase networking and improve coordination. Resources need to be mobilised at different levels. The European Social Fund contribution is supplemented by local and regional administrations.

À la carte work adapted to the territories is the trademark of the FSG's *ACCEDER* training and employment programme



The consequences of the crisis are apparent in many Roma households which is why the FSG, and more specifically its employment programmes and services, should help to keep the inequality gap from widening.



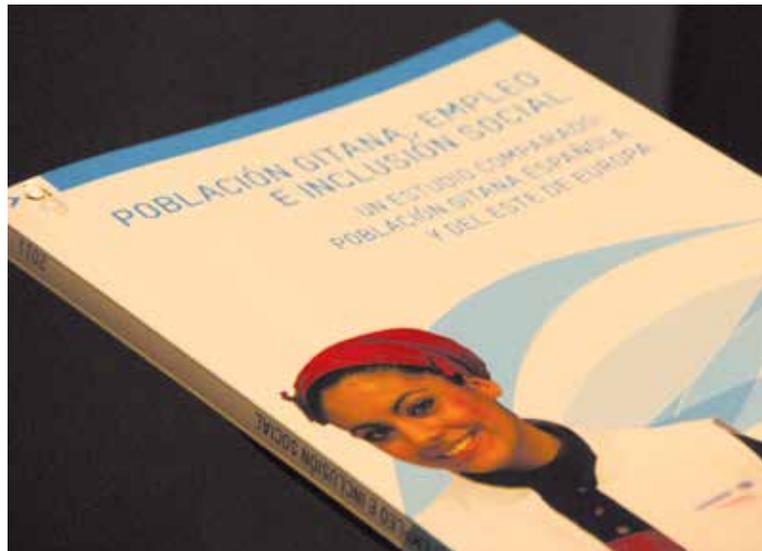
AN FSG STUDY POINTS TO RISING UNEMPLOYMENT AND INSTABILITY

The FSG presented the comparative study entitled *Spanish and Migrant Roma population in Spain, employment and social inclusion, 2011* at the Ministry of Employment. This is a follow up to a 2005 study and shows the evolution of the Roma population and measures the impact of the crisis. A total of over 1,800 interviews were conducted with Spanish and Migrant Roma over age 16 throughout Spain.

While the 2005 study pointed to important progress, this latter one shows that their social-labour situation has worsened in many respects.

The main conclusions of the study dismantle some biased views about Roma, such as the idea that “they do not want to work”. The fact is that Spanish Roma are characterised by a high activity rate. They enter the labour market sooner and retire later than the rest of the population.

In contrast, high unemployment, the low percentage of salaried workers, high seasonality, etc. show that their position in the labour market is significantly weaker and less stable than that of the population as a whole. In the last six years, the unemployment rate of the Roma population has increased by 22.6% while that of the population as a whole rose by 10%; the percentage of self-employed persons has



risen by 11% reaching 34.7% while the proportion of salaried workers fell by 10.6%.

The results appearing in this study were included in the National Roma Integration Strategy. Studies like these are crucial in guiding policy and promoting social inclusion.

THE PRESENTATION OF THE STUDY WAS ATTENDED BY THE DIRECTOR OF THE FSG, ISIDRO RODRIGUEZ, BOARD MEMBER ANTONIO SOTO, AND THE DIRECTOR-GENERAL FOR SELF-EMPLOYMENT, MIGUEL ANGEL GARCIA MARTIN.



A socio-labour study conducted by the FSG shows that the roma community has been hit harder by the crisis: the roma unemployment rate has risen by 22.6% While that of the overall population rose by 10%

ACCEDER, AN EMPLOYMENT PROGRAMME WHICH IS A BENCHMARK IN EUROPE

BUDGET 2008-2013: EUR 55,837,224

FINANCED BY:
12 AUTONOMOUS COMMUNITIES AND 50 MUNICIPALITIES



EVEN IN TIMES OF CRISIS, IF ADEQUATE MEANS AND RESOURCES ARE MADE AVAILABLE, RESULTS ARE ACHIEVED



16,050 PEOPLE PUT THEIR TRUST IN OUR EMPLOYMENT OFFICES

3,734 CONTRACTS SIGNED

2,589 PEOPLE FOUND A JOB

3,176 PEOPLE PARTICIPATED IN 317 TRAINING ACTIONS

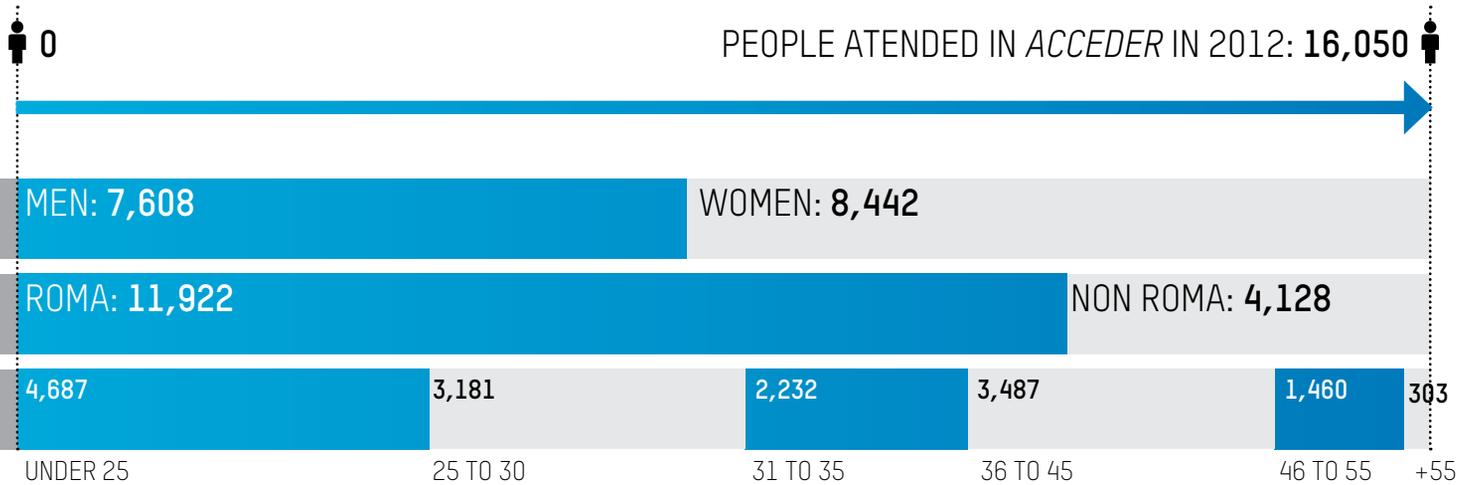
219 AGREEMENTS WITH LOCAL, REGIONAL AND NATIONAL COMPANIES

COMPANIES WITH WHICH WE HAVE SIGNED AGREEMENTS IN 2012 AT STATE LEVEL



SOME OF THE COMPANIES THAT WORK WITH ACCEDER ON AN ONGOING BASIS:





ACCEDER, AN OPEN DOOR TO THE LABOUR MARKET FOR ROMA COMMUNITY

The *Acceder* programme is the umbrella under which the FSG carries out all of its employment and training initiatives. A programme which has become a benchmark throughout Europe to fight against exclusion and which has a:

- well-defined objective: to help give Roma access to the labour market, either as salaried workers or self-employed persons, while promoting equal opportunity.

Following are *Acceder's* main aims:

- Improve the professional qualifications of Roma men and women to facilitate their access to the labour market.
- Close the gap and tailor general vocational training and employment services to Roma so that they can access these as full-fledged citizens.
- Promote sheltered employment initiatives and encourage the creation of competitive solvent companies in today's labour market.

- Work on raising awareness about prejudice and discriminatory practices affecting Roma and help to gradually improve their social image.

- Foster more pro-active policies across the board targeting the Roma population with a view to effectively improving living standards and guaranteeing equal opportunities in access to goods and services.

Three major lines of action underpin the intervention:

1. Direct intervention with Roma through actions that have a direct impact on their employability.
2. Intervention in the institutional arena and policy-making to encourage and promote more active social policies which foster the improvement of living and working conditions.
3. Awareness raising **targeting** the society at large and actors in the labour market..



Demand for the employment programme on the rise: in 2012, *Acceder* assisted 16,050 people, 8% more than last year

PERSONALISED PATHWAYS, TRAINING AND INTERMEDIATION WITH COMPANIES

The intervention axes are realised through the following *Acceder* Programme actions:

DEVELOPMENT OF INDIVIDUALISED EMPLOYMENT PATHWAYS

With a global concept of the person and methodology based on counselling and accompaniment.

In 2012, 6,168 people took part in the *Acceder Programme* for the first time. Of these, more than 50% were under age 30 and 70% were Roma. In addition to these new participants, different types and levels of action have been taken with a further 9,882 people. A total of 16,050 job seekers placed their trust in *Acceder*, 8% more than in 2011.

ACTIONS TO ENHANCE PROFESSIONAL QUALIFICATIONS

These actions include joint training with companies, internships, transversal skills training through mixed training-employment, etc.

In 2012, **3,176 people** participated in **317 training activities**, 225 in vocational training and 92 in supplementary training. Slightly more women than men took part in this training.

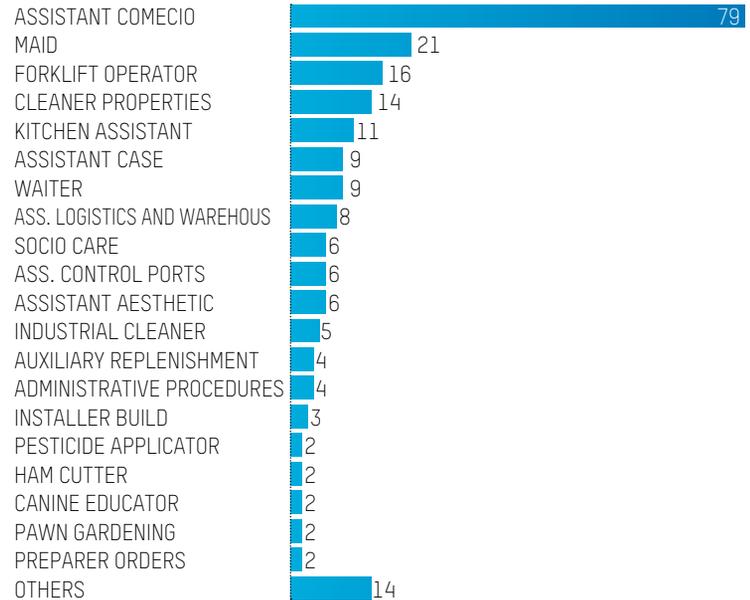
In addition to these training activities, *Acceder* also promotes the development of joint training-employment programmes. In this connection, in 2012 the FSG organised:

- Three Workshop schools.
 - Seville: Revitalisation of Information and General Services in Seville.
 - Avilés: Vedelar - Gardening and landscape restoration.
 - Madrid: Amaró Tegara III – Building maintenance.
- Two Employment Workshops
 - León: T.E Lombardo Duplo I – Socio-health care for institutionalised persons.
 - Oviedo: T.E Chalavipén. Intercultural Mediation
- Two Initial Professional Qualification Programmes (PCPI):
 - Murcia: Beautician Auxiliary Services
 - Madrid: Auxiliary Administration and Management Services

COURSES BY SPECIALTY

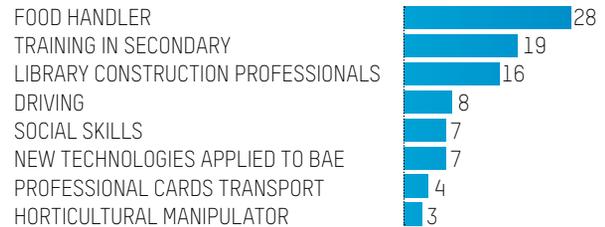
OCCUPATIONAL TRAINING

TOTAL: 225

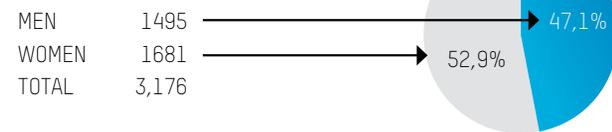


ADDITIONAL TRAINING

TOTAL: 92



TRAINING PARTICIPANTS BY GENDER

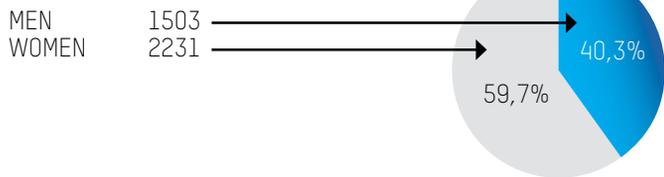


CONTRACTS *ACCEDER* PROGRAMME IN 2012

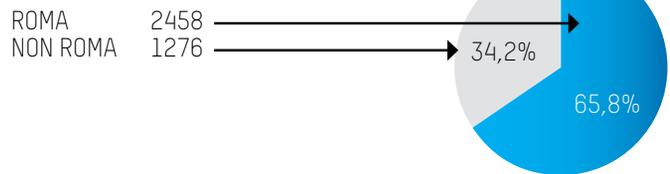
2,589 PEOPLE FOUND A JOB

3,734 CONTRACTS SIGNED

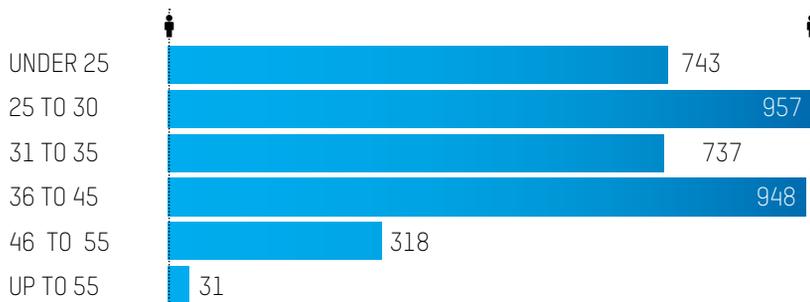
BY GENDER



BY ETHNICITY



BY AGE



In 2012, 2,589 people gained employment through *Acceder*, which has 50 offices throughout Spain





JESSICA, AGE 19. VALLADOLID. TRAINING CONTRACT AT A WORKSHOP SCHOOL SPECIALISING IN PAINTING, CARPENTRY AND WELDING.

"I like to move around, doing whatever, working, studying, taking a course, whatever. I never sit back and wait; I always have to be doing something."



THE INCORPORA PROGRAMME. NETWORKING FOR THE INCLUSION OF THE MOST VULNERABLE



Since June 2011, the FSG has been participating in "La Caixa's" social work programme called *Incorpora* through a national contract. The main objective of the programme is the employment of socially excluded groups through collaboration with business and the development of joint corporate social responsibility initiatives.

This program complements the objectives of *Acceder* by reinforcing labour market intermediation and collaboration with businesses. The methodology of networking with other organisations specializing in labour market intermediation at local level with socially excluded groups, and the image and prestige of *Obra Social "la Caixa"*, has added significant value to the work we do through *Acceder*. This programme synergy makes us more visible to the local business community, boosts our reputation as a mediation body in terms of quality and efficiency and, in short, provides more job opportunities for the people we work with.

In 2012, Albacete and Cuenca were added to the list of places where the programme has been implemented: Barcelona, Alicante, Murcia, Malaga, Badajoz, Madrid.

LABOUR MARKET INTERMEDIATION TO INCORPORATE ROMA PERSONS INTO THE LABOUR MARKET

In 2012, 219 agreements were signed with local, regional and national companies to implement actions in the area of training and labour market integration. Collaboration with companies is one of *Acceder's* main employment strategies, the aim being to involve companies in shared goals, to meet their needs and provide the beneficiary population with enhanced qualifications which are better adapted to market realities.

Of the agreements signed, about 60% are linked to training, specifically on-the-job learning through mentoring by the company and monitoring by our professionals. In this way, the specific skills set needed for a concrete professional profile is achieved.

Along with local and regional agreements, state-wide ones are also signed with larger companies with a strong position in their sector. In 2012, agreements were signed with the state-wide companies *Lacera* and *Sodexho*.

36% OF THE COMPANIES SIGN A SECOND AGREEMENT WITH THE ACCEDER PROGRAMME

The fact that 36% of the companies which signed an agreement with the Programme have repeated the experience is a sign of the growing trust companies have in *Acceder*. Some companies have signed over 7 agreements.

The main purpose of the agreements with companies is vocational training (56%) related with trades or occupations in the company's sector of activity. The rest (44%) are cooperation agreements with the programme.

BUDGET: EUR 200,000

1,065 PEOPLE ASSISTED
529 COMPANIES VISITED
113 COMPANIES ENGAGED
216 PEOPLE FOUND JOBS



IN MAY 2012, FACPYME SIGNED AN INCORPORA AGREEMENT IN ALICANTE

ACCEDER, 12 YEARS OF WORK: 47,800 CONTRACTS SIGNED

Acceder was launched in the year 2000 with the overarching objective of helping the Roma population to gain access to the labour market. After twelve years of work, the results prove the programme's effectiveness and today it is a model for Europe and an example of a "best practice".



DIANA GALLARDO. JEREZ DE LA FRONTERA. SELF-EMPLOYMENT. OWNER OF AN ART ACADEMY.

"I had a clear idea of my business objective and well defined ideas. The professionals at the Acceder Programme helped me in the preparation stage of the company by providing information about grants and answering my questions."



47,868 CONTRACTS SIGNED:

MEN: 22,566

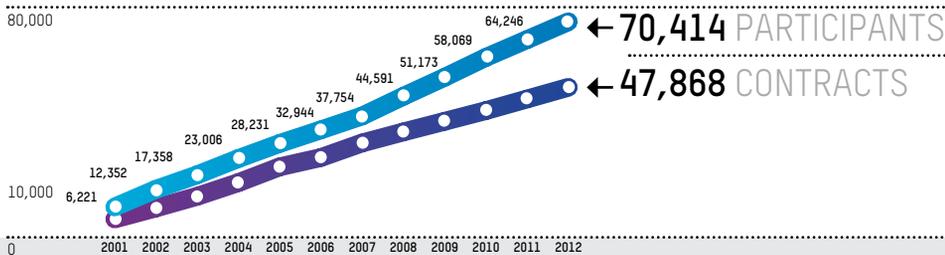
WOMEN: 25,302

ROMA: 33,122

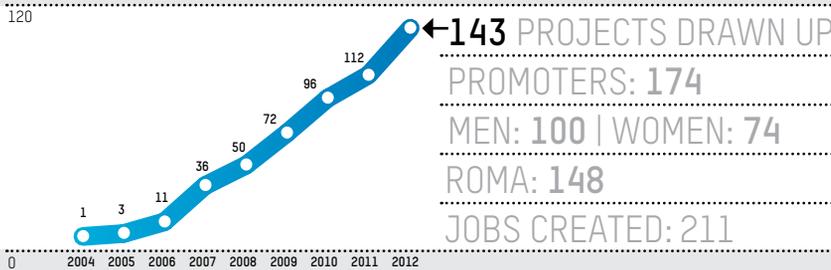
NON ROMA: 14,746

ACCEDER PARTICIPANTS

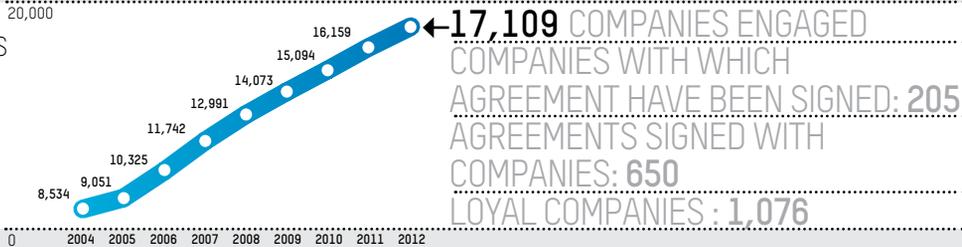
CONTRACTS SIGNED:



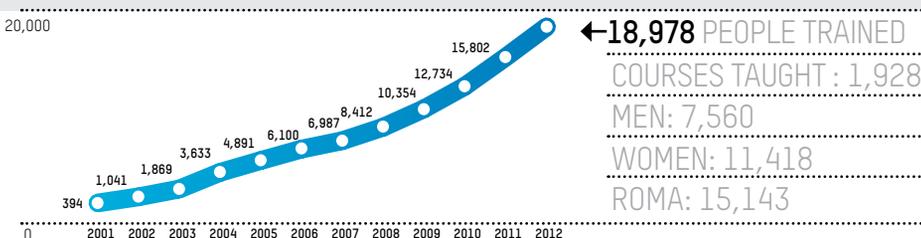
PROMOTION OF SELF-EMPLOYMENT



COLLABORATION WITH COMPANIES



PEOPLE TRAINED



TWO MAJOR HEADLINES IN 2012

MORE FUNDS FOR VULNERABLE YOUTH

On 26 June the Minister for Employment, Fatima Bañez, presented the reallocation of EUR 51 million in funding from the European Social Fund's Operational Programme 'Fight Against Discrimination' to NGOs such as FSG, ONCE Foundation, Caritas and Red Cross, to strengthen their programs aimed at enhancing the employability of people at risk of exclusion.

Specifically, over EUR 10 million of this increase was

allocated to the FSG for the Acceder programme.

In line with the rest of the organisations, the FSG will focus on the promotion of employment among young people who have been especially hard-hit by the crisis. To do this, the organisations receiving these additional funds are planning, among other actions, to launch a *Specific Plan to support the hiring of vulnerable youth* which seeks to improve the ratio of excluded young people.



PRESENTATION OF THE REDIRECTION OF FUNDS OF THE OP TO STRENGTHEN THE LABOUR INSERTION.

ACCEDER, EMPLOYMENT AGENCY

2012 began with the recognition and approval by the National Public Employment Service under the Ministry of Employment and Social Security of the Acceder Programme as an employment agency in 23 locations in 12 Autonomous Communities.

Employment agencies are non-profit, public or private entities which, in coordination (and in this case in collaboration) with the Public Employment Service, perform labour market intermediation activities in order to provide unemployed workers with employment suited to their

characteristics and provide companies with the most appropriate profiles to meet their requirements and needs.

This authorisation recognises the important role that *Acceder* has been playing since the year 2000 in labour market intermediation between businesses

and job seekers (mostly Roma) and opens the door to collaboration between public administrations and private organisations for the employment of Roma, recognised as one of the guiding principles of Spain's Employment Strategy.



ACCEDER, EMPLOYMENT AGENCY IN 23 LOCATIONS



AUTHORIZATION NUMBER CODE
AGENCY: 99000000000036

WORK INTEGRATION SOCIAL COMPANIES,

This has been an important year for the FSG's work integration social companies in terms of the consolidation of the ones formed in 2011 and growth in the customer base.

The aim of these firms is the training and employment of Roma in situations of exclusion and is considered as a bridge towards mainstream employment through the production of goods and the provision of professional services.

The companies' web pages and web site www.accederempresas.com were launched in 2012.

The FSG commitment to social entrepreneurship as a way of training and social inclusion of Roma people at risk of exclusion



VEDELAR: GARDENING AND FORESTRY WORK AS TRAINING AND EMPLOYMENT



C/ SÁNCHEZ CALVO, 2 BAJO.
33402, AVILÉS
TELÉFONO: 985 561 724
FAX: 985 565 604
vedelar@accederempresas.com
www.vedelar.es

Vedelar is a work integration social company created in 2009 in Asturias engaging in gardening and forestry activities. In 2012 its customer base grew by 88% and was the first prize winner in the III JARDINEQUIP Garden

Contest. It has run two specific training courses (Improving lawns and meadows and Prevention and management of forestry machinery) and is supported by "La Caixa" (Social and Labour Integration Projects).

STAFF: 12 (8 UNDERGOING THE INSERTION PROCESS)



SOCIAL ECONOMY AS AN ALTERNATIVE TO THE CRISIS

UZIPEN: BUILDING MAINTENANCE AND CLEANING AS PART OF THE LABOUR PATHWAY



Uzipen is the name given to two work integration social companies created in 2011, one in León and other in Madrid. They engage in building reform and maintenance, cleaning and ancillary services. In 2012 they were officially classified

as integration social companies and have increased their customer base with clients such as FAEDEI, Bishopric of Leon, Provivienda, La Kalle Association, Siervas de San José and Linkedteams.



C/AHIJONES S/N
28018 (MADRID).
LIMPIEZA: 656 955 845
REFORMA Y MANTENIMIENTO: 665 317 933
TELÉFONO GENERAL: 91 507 91 40
uzipen.madrid@accederempresas.com
www.uzipen.es

UZIPEN MADRID STAFF: 12 (8 UNDERGOING THE INSERTION PROCESS)
UZIPEN CASTILE-LEON STAFF: 3 (2 UNDERGOING THE INSERTION PROCESS)

NABUT: CLEANING, LAUNDRY AND ANTI-EXCLUSION TRADE



C/SAN BLAS Nº2 BAJO
PAMPLONA 31014
TEL: 625.501.969
nabut@nabutnavarra.org
www.nabutnavarra.org

Nabut, a non-profit company constituted in Navarre in 2011 as an extension of the social-labour insertion centre (CIS) Nabut, offers an employment pathway to people in situations of exclusion. Among its activities, special mention should be made of the sale of work clothing, office supplies, stationery

and computer supplies, commercial textiles, office cleaning and industrial laundry services.

It won the tender for laundry and ironing services for the City of Pamplona's At-Home Care Service.

ECOTUR: 45 ROMA HOSTESSES STAND UP TO THE CRISIS IN FIVE SPANISH CITIES



C/AHIJONES, S/N
28018, MADRID
TEL. 91 507 03 44/ 691 364 212
ecotur@accederempresas.com
www.ecoturazafatas.es

Ecotur is a nation-wide professional hostess service with over ten years of experience. It combines training initiatives with professional services for all kinds of events.

In 2012, 45 people worked in Ecotur in Madrid, Barcelona, Zaragoza, Jaén and Alicante.

STAFF: 26
(19 UNDERGOING THE INSERTION PROCESS)



EDUCATION

BUDGET: €1,698,941.74
PEOPLE ASSISTED:
15,315

PROGRAMMES
EXECUTED: 99

DIRECTOR OF
THE EDUCATION
DEPARTMENT:
MÓNICA CHAMORRO

JANUARY

FEBRUARY



Promociona

IMPLEMENTATION OF PROMOCIONA IN
CASTELLON, ZARAGOZA, VALLADOLID
AND AVILES.

MARCH

APRIL

MAY

COMMENCEMENT OF THE STUDY FOCUSING
ON THE EDUCATIONAL SITUATION OF ROMA
STUDENTS IN SECONDARY SCHOOL

JUNE

LAUNCH OF THE IMPLEMENTATION OF PROMOCIONA
PROGRAMME IN LUGO.

TERMINATION CLOSE OF THE THIRD EDITION OF THE COURSE
ENTITLED "UNIVERSITY DIPLOMA IN SOCIAL INTERVENTION
WITH THE ROMA COMMUNITY" (40 PARTICIPANTS).

JULY



AUGUST

SEPTEMBER



COMMENCEMENT OF THE CASTING FOR THE AWARENESS
CAMPAIGN "ROMA WITH AN EDUCATION STUDIES, ROMA
WITH A FUTURE"

OCTOBER

BEGINNING OF THE FOURTH EDITION OF THE
COURSE ENTITLED "UNIVERSITY DIPLOMA
IN SOCIAL INTERVENTION WITH THE ROMA
COMMUNITY" (40 PARTICIPANTS)



SIMULTANEOUS HANGING
OF POSTERS IN 13
CITIES PUBLICISING THE
AWARENESS-RAISING
CAMPAIGN "ROMA WITH AN
EDUCATION STUDIES, ROMA
WITH A FUTURE"

NOVEMBER



PRESENTATION OF THE AWARENESS-RAISING
CAMPAIGN "ROMA WITH AN EDUCATION STUDIES, ROMA
WITH A FUTURE"

DECEMBER

FSG AND U.S. EMBASSY SIGN AN
AGREEMENT TO PROMOTE THE LEARNING OF
ENGLISH AMONG ROMA CHILDREN



FSG AND U.S. EMBASSY SIGN AN AGREEMENT TO PROMOTE
THE LEARNING OF ENGLISH AMONG ROMA CHILDREN

PROMOTING COMMUNITY:

Over the past 30 years the Roma community has made remarkable progress in the area of education but much still remains to be done. An example: early school leaving, the already high rate among the Spanish majority population (28.4%, 13.5 percentage points above the European average), is off the charts when it comes to the Roma population: only 20% of Roma students who start compulsory secondary school manage to finish.

Reducing the European dropout rate to under 10% and the Spanish rate to 15% is precisely one of the goals set by the Europe 2020 Strategy and is on each of the Member States' political agendas.

Aside from early school leaving, the major challenges pending in relation to the Roma community and education are the high rates of absenteeism and poor academic performance characterising a large percentage of the Roma student body in primary and secondary school.

The National Roma Integration Strategy Strategy for the Social Inclusion of the Roma population, closely linked to the 2020 Strategy objectives, clearly defines quantifiable objectives such as an increase in the enrolment rate of the Roma Population in pre-school, academic success in primary school, the successful completion of secondary school and a higher level of education for the Roma adult population.

A much greater effort must be made to accomplish this and everyone must get involved in helping to keep Roma students in school. We must realise that education is the only way to overcome situations of disadvantage and inequality now facing Roma youth. Education is an essential tool, not only for cohesion and social inclusion, but also to enter the labour market on an equal footing with the rest of the population. Progress made in this connection over the medium term will determine how successful we are in preventing future situations of exclusion.

The campaign "Roma with an Education, Roma with a Future" launched this year by the FSG, targets Roma adolescents making them role models for other youngsters while exhibiting their dreams for the future in their neighbourhoods.

EDUCATION IN THE ROMA ANTIDOTE AGAINST EXCLUSION

THE FSG PUTS A HIGH PRIORITY FOCUSES HEAVILY ON PROMOTING EDUCATION

Since the time of its creation, one of the priorities of the Fundación Secretariado Gitano has been to promote all levels of education among Roma of all ages although its main focus has been the compulsory levels of education and that is where it is facing the biggest challenges.

In 2012 we continued to carry out actions designed to promote enrolment in pre-school and to prevent school absenteeism and were also involved in the settlement of disputes in educational settings. However, the bulk of our effort was focused on helping students at the compulsory level of secondary education to achieve academic success and getting them interested in higher, post-compulsory education while reducing early school leaving. These actions were mostly implemented through the Promociona programme.

This year we conducted a study to get an updated snapshot of the educational situation of the Roma community in secondary school with a view to specifically tailoring measures and programmes. It was funded by the Ministry of Health, Social Ser-

While more and more Roma students are successfully completing their compulsory secondary school studies, this level of education does continue to be a stumbling block that many do not manage to overcome.

vices and Equality, the Ministry of Education, Culture and Sport and UNICEF and will be released in 2013.

With the aim of promoting academic achievement in secondary education, we also spent the year developing the awareness-raising campaign entitled “Roma with an Educationstudies, Roma with a Future” designed to raise the awareness of Roma adolescents as to the need to finish compulsory secondary education. (See page 86)



There continues to be an important gap between the educational situation of the Roma community and that of the population at large. It is up to the entire educational community to make a greater effort and guarantee compulsory education for Roma students.

AN OVERVIEW OF THE WORK WE ARE DOING IN EDUCATION

In 2012 the FSG worked with 3,569 Roma students of all ages and levels of education as well as with their families and the schools where they are enrolled. Our initiatives can be grouped as follows:

Counselling at the pre-school level of education: We worked with

↓
481 CHILDREN

with the principal aim of promoting and facilitating enrolment in pre-school.

Counselling in primary school: Here we focused on preventing school absenteeism, raising the academic level of Roma students and facilitating the transition between primary and compulsory secondary school. We worked with

↓
1,553 ROMA STUDENTS.

Promoting education in the Roma community is everyone's responsibility: the youngsters, their families, schools and the administration. The FSG is working with the entire school community to achieve academic success.

Counselling in compulsory secondary school: We worked with

↓
1,355 STUDENTS

to reduce early school leaving, to help students earn their secondary school diploma and to encourage students to engage in post-compulsory studies.

→ A large percentage of the primary and secondary school students we work with have taken part in the Promociona programme. The work we do with families at these levels of education has mainly been awareness-raising with respect to the importance of education and encouraging them to get involved in the education of their children.

→ A stable relationship has likewise been established with

↓
OVER 500 SCHOOLS THROUGHOUT SPAIN WHERE WE HAVE ENGAGED IN 71 TRAINING AND AWARENESS-RAISING INITIATIVES TARGETING TEACHING STAFF AND 388 ACTIONS PROMOTING INTERCULTURALISM.

Counselling at the post-compulsory level of education: Here we have focused on encouraging Roma students to complete non-compulsory secondary school and to go on to higher education. We worked individually with

↓
180 STUDENTS AT THESE LEVELS.

SECOND IN-PERSON SESSION IN MADRID OF THE COURSE UNIVERSITY DIPLOMA ON SOCIAL INTERVENTION WITH THE ROMA COMMUNITY THAT WE RUN TOGETHER WITH THE PUBLIC UNIVERSITY OF NAVARRE.



THIS YEAR WE ORGANISED 14 STUDENT-FAMILY MEETINGS INVOLVING 1,579 PEOPLE.



In 2012 we completed the third year and began the fourth year of the 750-hour on-line course entitled *University Diploma in Social Intervention with the Roma Community* which we run at the Public University of Navarre (UPNa) which is financed through the income tax revenues allocated to the Ministry of Health, Social Services and Equality.

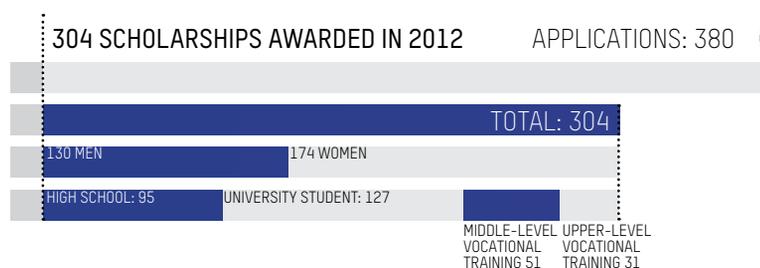
↓
30 UNIVERSITY FEE ENROLMENT SUBSIDIES TO ROMA STUDENTS.

Thanks to the Programme to encourage Roma youth to remain in secondary school and higher levels of education, social-educational support was given to 304 young Roma students at these levels in the form of scholarships. Also thanks to this programme,

↓
14 STUDENT-FAMILY MEETINGS WERE HELD INVOLVING 1,579 people in: Andalusia, Asturias, Cantabria, Castile-Leon, Extremadura, Galicia, Madrid and Murcia

Adult education:

↓
141 WOMEN AND **214** MEN TOOK PART IN VARIOUS TRAINING ACTIVITIES.



BUDGET: € 123,000

FUNDED BY:



IN 2012 WE WORKED WITH 3,569 ROMA STUDENTS AT ALL LEVELS OF EDUCATION, AS WELL AS THEIR FAMILIES AND SCHOOLS.

Education is the only way to overcome situations of disadvantage and inequality now facing Roma youth.



Promociona
...Porque continuar es ganar

XIRPF

STUDENTS INVOLVED: 933

BUDGET: €1,400,000

PROMOCIONA, IN 32 CITIES

PROMOCIONA IS ESTABLISHED IN 14 AUTONOMOUS COMMUNITIES AND 32 CITIES

LOCATIONS WHERE PROMOCIONA HAS BEEN IMPLEMENTED



PROMOCIONA PROVES THAT ROMA STUDENTS CAN SUCCEED AT SCHOOL

Promociona is our main support and tutoring programme and is designed to help Roma students to successfully complete compulsory education and continue studying. To do this, it works with the different people engaged in the educational process of children: the students themselves -youngsters in their last two years of Primary Education (5th and 6th grade) and in compulsory secondary education (ESO), their families, schools and other educational and social players.

Although students and their families are the main focus of the programme, close collaboration and joint work with schools is also a key factor. Coordination and networking with other resources and services involved in the educational process is also envisaged.

Promociona mainly engages in two types of actions:

- individualized educational orientation targeting students and their families, based on personalised and intensive accompaniment so that children can improve their skills and achieve academic success.
- Promociona Classrooms provide support and quality tutoring in small groups where students acquire and develop learning skills together with specific instruction in subjects that they may have difficulty with.

Since its inception during the 2008-2009 school year, *Promociona* has been growing progressively, from intervention with 135 students at 14 locations in 2009 to 933 students at 32 locations during the 2011-2012 school year.

In these four years of work, 241 Roma children have obtained their compulsory secondary school degree and most have continued on to post-compulsory studies.

Since the launch of *Promociona* in 2009, 241 students have earned their secondary school diploma.

FINANCED BY::



REGIONAL AND LOCAL GOVERNMENT AND PRIVATE ENTITIES.



SANTIAGO GOLF FAMILY
RAMÓN AND CONSUELO:

"Thanks to the Promociona programme, our children can look forward to a brighter future with more opportunities than we had. It is a help and a relief and makes you proud to see your children do well in school."

JUAN, FIRST YEAR OF SECONDARY SCHOOL

"I feel better about myself. Since I've been in the programme I feel more confident and prepared when I have exams."

PILAR, 5TH GRADE (PRIMARY SCHOOL)

"Since I've been in the programme, my teacher at school gives me homework."



PROMOCIONA IN FIGURES SCHOOL YEAR 2011-2012

STUDENTS:

TOTAL: 933 ♀

BOYS: 511

GIRLS 422

PRIMARY: 254

GIRLS: 120

BOYS: 134

SECONDARY SCHOOL: 679

GIRLS: 391

BOYS: 288

FAMILIES

808

SCHOOLS

TOTAL: 270 ♀

PRIMARY SCHOOLS: 73

SECONDARY SCHOOL: 138

BOTH: 59

80% OF THE PROMOCIONA STUDENTS IN THEIR LEAST YEAR OF COMPULSORY SECONDARY STUDIES EARNED OBTAINED THEIR DIPLOMA.

96% OF THE PROMOCIONA STUDENTS WHO EARNED OBTAINED THEIR DIPLOMA CONTINUED ON TO POST-COMPULSORY STUDIES.

92.3% OF THE PROMOCIONA STUDENTS IN THEIR LAST YEAR OF PRIMARY SCHOOL MADE THE TRANSITION TO SECONDARY SCHOOL AND 79.7% OF THEM PASSED ALL OF THEIR SUBJECTS.

In 2012 we had 73 Promociona classrooms Classrooms providing support and quality tutoring in small groups



HOUSING

BUDGET: €775,816.09

BENEFICIARIES: 2,585

PROGRAMMES: 14

JANUARY

FEBRUARY

MARCH



SEMINAR TARGETING LOCAL AND REGIONAL AUTHORITIES, WITH THE PARTICIPATION OF THE EUROPEAN COMMISSION, ON ROMA POPULATION RELOCATION POLICIES AND FUNDING MECHANISMS AND OPPORTUNITIES USING ERDF. A CORUÑA.

APRIL

MAY

JUNE

JULY

AUGUST

SEPTIEMBRE

OCTOBER

NOVEMBER



A DELEGATION OF REPRESENTATIVES OF SWEDEN'S EUROPEAN SOCIAL FUND "SENSUS" PROJECT VISITS THE FSG TO LEARN ABOUT THE SITUATION OF THE ROMA COMMUNITY REGARDING HOUSING AND OUR PROGRAMMES IN THIS AREA.

DECEMBER

THE CRISIS IS IN THE AREA OF

In all of the Autonomous Communities where the FSG is working, a great many Roma are losing their homes (both rental and owned properties) because they cannot make payment and this is giving rise to evictions and foreclosures. Added to this is the fact that, Roma families encounter enormous difficulty finding housing on the open market due to high rent, tougher requirements (economic guarantees) and recurring factors such as prejudice and discrimination which also come into play.

Since housing support has been reduced or eliminated altogether, many families are simply unable to make rental payments and meet all other domestic expenses and have to move back in with their grandparents or other family members which is causing a problem of overcrowding, or they resort to residing in sub-standard housing or shanty towns as a last resort.

Past opportunities for the slow but progressive eradication of slum settlements and sub-standard housing, which according to the 2007 Roma community Housing Map drawn up by the FSG and the Ministry of Housing affected nearly 12% of Roma families, are now few and far between due to the economic crisis and cuts to social programmes although we must acknowledge that some administrations are doing what they can to palliate the situation.



A ROMA FAMILY RECEIVES THE KEYS TO A TEMPORARY EMERGENCY FLAT IN ZARAGOZA.

THREATENING THE PROGRESS MADE HOUSING OVER THE LAST 30 YEARS

POLITICAL ACTION AND DIRECT INTERVENTION FOR COMBATING SUB-STANDARD HOUSING

The aim of the Area of Housing in 2012 was to favour mainstream access to dignified housing in an inclusive environment and to raise the awareness of public officials as to the housing situation of the Roma community and to contribute to and influence the development of policies and action schemes based on acquired knowledge, the ultimate goal of which is to solve the problem of residential exclusion still faced by an important percentage of the Roma people.

Our political and institutional action has focused on prodding the central and regional governments to apply the measures introduced in the 2009-2012 National Housing and Rehabilitation Plan (PEVR) and by virtue of the amendment of Article 7 of the European Regional Development Fund (ERDF) allowing the use of these funds both for the eradication of shanty towns and sub-standard housing of marginalised groups, including Roma.

In this connection on 5 March, together with the Coruña town hall and in collaboration with the Ministry of Health, Social Services and Equality, we organised a seminar on Roma population relocation policies - funding mechanisms and opportunities, the main objective of which was to raise awareness concerning the amendments to ERDF regulations and the opportunities these present in respect of sub-standard housing.

The 2012-2020 National Roma Integration Strategy in Spain, in which the FSG actively participated in 2011, marks a very signifi-

cant step forward when it comes to housing and the Roma Community, something which the FSG applauds. The FSG appreciates that the 2007 Roma community housing map was considered a valuable tool.

WORK IN PROGRESS: THE ERADICATION OF SLUM SETTLEMENTS AND SUB-STANDARD HOUSING

Relocation measures cannot be envisaged only from an urban planning perspective but rather require a more integrated vision of the myriad of factors exerting an impact on the situation of the most disadvantaged families and the socio-economic development of neighbourhoods. The aim is not limited to providing a dignified home but also includes creating the conditions and environment that facilitate opportunities for social incorporation.

We at the FSG are convinced that a large proportion of the medium and long-term success of these resettlement operations lies not only in including accompaniment measures for families throughout the process but also in taking definitive steps towards their social inclusion and intervening in crises and disputes that may arise.

The progress made over the last several years in the residential integration of the Roma population in Spain is at risk due to the social and economic difficulties the country is undergoing and which have a greater effect on vulnerable groups such as Roma.

FOUR EXAMPLES OF SLUM SETTLEMENTS

AFTER THE ERADICATION OF THE PENAMOA SLUM SETTLEMENT (A CORUÑA)

The FSG and the town hall of Coruña continued to collaborate after the definitive eradication of the Penamoa slum settlement in 2011 (the largest in Galicia and one of the most important in Spain in terms of its size and the problems faced by its inhabitants) in order to support the relocated families in the process of social inclusion which, as we are well aware, needs to be addressed in an integrated and individual manner and this can take several years.

Actions implemented include support for access to mainstream housing for each of the participating Roma families, the implementation of integrated social inclusion programmes through social insertion, educational and labour pathways and family education and social accompaniment actions enabling access to the rights and duties of all citizens.

BENEFICIARIES: **80** FAMILIES
400 PEOPLE HAVE BEEN RELOCATED
 BUDGET: **€317,000**

FINANCED BY:



ACCOMPANIMENT FOR SUCCESS FOLLOWING RELOCATION (SEGOVIA)

This year the programme called Accompaniment for families excluded from decent housing, under way since 2006 in close collaboration with the town hall of Segovia, has focused on accompaniment and support in the social inclusion processes of families coming from slum settlements and relocated in previous years.

Once access to standard housing is achieved, two types of complementary actions are implemented. First of all, specific actions focusing on family intervention and social accompaniment to foster normalised access to resources and services in close collaboration with municipal social services: school integration, work intergration, monitoring of the social-health situation and social participation. Secondly, integration of families in their surroundings and intensive community work in the neighbourhoods where relocated families reside.

BENEFICIARIES **290** PEOPLE
 BUDGET: **€52,000**

FINANCED BY:



IN 2012, FIVE ROMA FAMILIES FROM THE CUESTA DE LOS MARTIRES SETTLEMENT WERE RELOCATED.

ERADICATION.

PLAN URBAN. LENDING A HAND ON THE PATH TO RELOCATION (HUESCA)

The purpose of the Urban Project in Huesca is to enable positive and comprehensive interaction in the Perpetuo Socorro neighbourhood by preventing and eliminating conflicts within the family unit which are having a negative effect on individual, family and group development and on community relations.

The main thrust of this programme in 2012 was the relocation of 5 Roma families from the Cuesta de los Mártires settlement who were moved to standard homes in an integrated urban environment.

The programme also provided tutoring to prepare candidates to sit the open exam for their secondary education diploma, furnished academic support for primary and secondary school students, organised wholesome and integrating entertainment and free time activities and provided guidance and job training.

BENEFICIARIES: 5 FAMILIES, 24 PEOPLE
BENEFICIARIES OF OTHER ACTIONS: 193
BUDGET: €79,948.44

FINANCED BY:



WORK PERFORMED IN MADRID, A MODEL FOR FAMILIES AND THEIR NEIGHBOURS

In 2012, Madrid's housing team continued to work with families who were resettled by the Madrid City Council's Municipal Housing and Urban Planning Company with which a collaboration agreement is maintained for several years.

During this process, the programme has intervened directly with families from shanty towns and others living in sub-standard housing in Madrid who were awarded housing. The process entails diagnosing their needs to facilitate their adaptation to living in a flat, coordinating efforts with public services and intervening in cases of conflict within the community to facilitate peaceful co-existence among building residents and the newly relocated families. The programme has become a model for relocated families and their neighbours and this is thanks to its continuity over time which contributes to the quality of the interventions.

BENEFICIARIES: 890 FAMILIES
BUDGET: €102,480

FINANCED BY:



SOCIAL INCLUSION

BUDGET:
€4,441,288.34

BENEFICIARIES: 27,889

PROGRAMMES: 113

DIRECTOR OF THE
SOCIAL INCLUSION
DEPARTMENT:
MAITE ANDRÉS

JANUARY

FEBRUARY



ON-LINE COURSE ENTITLED *DRUG PREVENTION IN THE ROMA COMMUNITY* IN COLLABORATION WITH THE AYUDA FOUNDATION HELP AGAINST DRUG ADDICTION.

MARCH

APRIL



PRESENTATION OF THE NATIONAL ROMA INTEGRATION STRATEGY IN SPAIN

MAY



THE FSG AND 18 OTHER ORGANISATIONS SUBMITTED THE SHADOW REPORT TO THE UNITED NATIONS ENTITLED 5TH SPANISH REPORT ON THE INTERNATIONAL COVENANT ON ECONOMIC, SOCIAL AND CULTURAL RIGHTS (DESCR).

JUNE

JULY

AUGUST

SEPTEMBER



PARTICIPATION IN THE MEETING OF THE EUROPEAN CENTRE FOR DISEASE PREVENTION AND CONTROL HELD IN DUBLIN TARGETING EUROPEAN HEALTH-CARE PROVIDERS AND ADDRESSING IMMUNISATION AND VACCINATION OF THE ROMA COMMUNITY.

OCTOBER

NOVEMBER



THE WORK ENTITLED HEALTH MANUAL, *ADDICTION PREVENTION AND ROMA YOUTH IN EUROPE* WAS PUBLISHED AS PART OF THE PROJECT *ADDICTION PREVENTION WITHIN ROMA AND SINTI COMMUNITIES* FINANCED BY THE EUROPEAN COMMISSION'S EXECUTIVE AGENCY FOR HEALTH AND CONSUMERS AND CO-FINANCED BY THE NATIONAL DRUGS PLAN.

DECEMBER



THE STATE-WIDE MEETING "ROMA YOUTH AND SOCIAL NETWORKS", FINANCED BY INCLUSIVE AND TARGETING ROMA YOUTH IN SPAIN WAS HELD.

THE SOCIAL

The overarching objective of the FSG is to promote the social inclusion of Spain's Roma community and 2012 has been a difficult year in this sense at all levels. In a context of general social and economic crisis, advances made in past years are at serious risk, especially in the case of the most vulnerable Roma families. For many Roma, achievements made in key areas such as employment, education and housing, and in other important related areas such as health, social relations, social participation and co-existence —making equal opportunity and improved standard of living a reality— have begun to erode.

The main concern for many Roma families has been to cover basic needs: food, clothing household expenses (rent, electricity, water...), school supplies, transport, etc. The FSG has had to deal with a growing number of requests (more than in past years) for basic social support (mainly with regard to access to social aid resources) due to unemployment, falling incomes and problems affecting traditional occupations such as mobile trading or waste collection.

Cuts in social aid, more restrictive policies with regard to scholarships and aid, administrative red tape and delays, late payments, etc. have forced many Roma to seek support from traditional family networks which, in many cases, are the only safety net they have. But these family networks are also reaching the breaking point: parents and children moving back in with grandparents, overcrowding, pensions or minimum income subsidies being used to support extended families, lack of basic sustenance, etc.

17,241 PEOPLE BENEFITED DIRECTLY FROM OUR 63 COMMUNITY SOCIAL ACTION PROGRAMMES.

THANKS TO OUR 21 HEALTH PROGRAMMES, WE HAVE REACHED 5,258 INDIVIDUALS, YOUTH MOSTLY YOUNG PEOPLE.

WE HAVE ASSISTED 2,095 EASTERN EUROPEAN ROMA THROUGH 20 SPECIFIC PROGRAMMES.

ACTIONS TARGETING ROMA YOUTH HAVE BENEFITED 2,900 YOUNG PEOPLE.

INCLUSION OF ROMA AT RISK

The framework for advancement in social inclusion continues to be integrated services adapted to the territories and not only targeting individual Roma but also family units or whole neighbourhoods, taking account of diversity and providing tailored attention to key groups such as Roma women and youth while promoting constructive co-existence and remaining ever conscious of the active participation of members of this community.

We have also maintained a line of work consisting in assistance, training and collaboration with public resource professionals and social organisations whose end beneficiaries are the Roma community in order to establish synergies to properly meet needs, the main objective being coordination and referral or accompaniment to facilitate access to these resources.

The FSG has had to deal with a growing number of requests (more than in past years) for basic social support (food, clothing, household expenses, school supplies, etc.), due to unemployment, falling incomes and problems affecting traditional occupations such as mobile trading or waste collection.



In a context of general social and economic crisis, progresses made in the past years are at serious risk, especially in the case of the most vulnerable Roma families.

PREVENTION, PROMOTION AND AWARENESS-RAIS- ING FOR GOOD HEALTH

The Roma community, a socially and economically underprivileged minority, is one of the groups most susceptible to suffering poor health, especially in these times of crisis and budget cuts.



The social circumstances into which a person is born, grows up, lives and grows old have a bearing on health. Belonging to an ethnic group, social status and one's surroundings are determining factors for health and life expectancy. In this connection, we at the FSG believe that the Roma community, as a socially and economically underprivileged minority, is one of the groups most susceptible to health deficits.

In 2012 the FSG has used prevention, promotion and awareness-raising to try to ease these difficulties that are exacerbated by the current crisis and across-the-board cuts in social funding.

The FSG's Department of Social Inclusion has implemented numerous comprehensive actions adapted to each of the territories where we work targeting not only individual Roma but also families and whole neighbourhoods providing specialised and adapted services to key groups such as Roma women and young people.

Today, the Area of Health continues with different state-wide and European actions focusing mainly on training and capacity building of social and health-care workers, technical assistance, awareness-raising, drafting of materials and coordination of direct action. The intervention teams, located in the territories where the FSG has its offices, carry out activities mostly with Roma youth and families designed primarily to facilitate access to social and health-care resources, prevention and health promotion.

The challenges for the next several years are to continue contributing to reducing health inequalities affecting the Roma Community, prevention work with minors and youth and capacity-building targeting social and health-care professionals. We continue to reflect on and evaluate our work so that we can improve our intervention efforts.

'ROMANO SASTIPEN', PREVENTING DRUG ADDICTION

For over ten years now, the Romano Sastipen programme has worked to combat drug use and delay the age at which Roma youth at risk or in a situation of social exclusion begin to use them on a regular basis. In addition to prevention work, the FSG believes that now is the time to take stock of what has been accomplished to date because this will shed light on the effectiveness of our intervention. Hence, an important part of the actions this year were devoted to designing the assessment of this programme.

CHALLENGES FOR 2013

Despite advances made over the last several decades, we must continue to work along these same lines so that Roma youth can benefit from the actions adapted to their socio-cultural characteristics designed to prevent drug use. In order to move forward with the project, one of our main goals is to finalise the evaluation programme by the end of 2013 with a view to:

- determining whether it contributes to meeting the ultimate objectives, especially decreasing the prevalence of drug use;
- evaluating whether the theoretical framework is clear, congruent and conducive to the achievement of the objectives established;
- evaluating the implementation of the project;
- establishing an evaluation model which can be used in the future to analyse the programme.

BENEFICIARIES: 2,086 YOUNG PEOPLE, 1,118 GIRLS

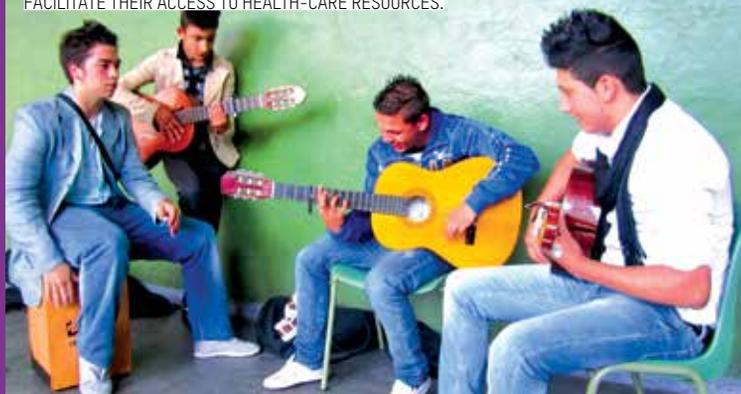
587 ACTIVITIES IN 22 LOCATIONS IN 11
AUTONOMOUS COMMUNITIES

2012 BUDGET: €30,000

FINANCED BY



OUR LINES OF WORK REMAIN FOCUSED ON CAPACITY-BUILDING FOR HEALTH-CARE PROVIDERS TO HELP THEM DEAL WITH CULTURAL DIVERSITY IN THEIR GRASS-ROOTS EFFORTS WITH THE ROMA COMMUNITY, TO INVOLVE THE LATTER MORE ACTIVELY IN TAKING CARE OF THEIR HEALTH AND TO FACILITATE THEIR ACCESS TO HEALTH-CARE RESOURCES.



A EUROPEAN PROJECT TO IMPROVE THE HEALTH OF ROMA YOUTH



October 2010 marked the commencement of the European project *Addiction Prevention within Roma and Sinti Communities* financed by the European Commission's Executive Agency for Health and Consumers and co-financed by the National Plan against Drugs, designed to contribute to keeping Roma youth from becoming addicted to either legal or illegal drugs. The programme is led by the town hall of Bologna and eleven organisations and institutions from eight countries take part (Spain, Italy, Bulgaria, Romania, France, Slovenia and Slovakia).

Thus far, a common methodology has been developed to prevent drug addiction among Roma youth. In 2012, the FSG was responsible for compiling the Health Manual, addiction prevention and Roma youth in Europe. The manual targets health-care providers and lays down a series of action proposals designed to correct present inequalities having regard to the Roma population's access to the public health system and addiction prevention. This tool will serve as the basis for the last stage of the project and the training of health-care providers in the different countries involved.

BUDGET: €21,100

FINANCED BY



COFINANCED BY



WORKING GROUP IN BUCHAREST OF THE PROJECT'S PARTNERS



SOCIAL
INCLUSION:
YOUTH

BUDGET: €77,500.88

BENEFICIARIES: 2,924

PROGRAMMES: 8

ROMA YOUTH 3.0

Roma youth are undergoing an enriching process of change and are expressing their desire to take advantage of the opportunities offered by our society as full-fledged citizens by widening their social networks with the help of new technologies and by creating links with other Roma communities in the rest of Europe. It is worth highlighting the energy of young Roma women who are increasingly active and visible in the different facets of social life.

The FSG would like to provide these young people with the resources and tools needed to guarantee full social participation while respecting the development of their Roma identity. To that end, in 2012 the FSG engaged in different activities to raise awareness of the progress made by Roma youth in terms of social participation; activities promoting analysis of their current situation to objectively focus on the weak points that young Roma need to work on to ensure social participation. This year we also put a special accent on raising awareness of the problem of gender-based violence among young people and did so by incorporating specific actions transversally.

We believe that equal opportunity is contingent upon the development of social action programmes with Roma youth which meet their needs, help them to develop personally and give them the tools they need to exercise active citizenship.



#JUVENTUDTWITANA

This year the FSG's Area of Youth under the Social Inclusion Department decided to encourage work with information technologies and social networks, both key elements for communication, training and activism among Roma youth. One of the actions envisaged to accomplish this (funded by INJUVE) was the organisation of the Nationwide Meeting of Roma Youth and Social Networks. The Conference took place on 15 December 2012 at the FSG's main headquarters in Madrid with the participation of 75 Roma youth between the ages of 14 and 30 from all over Spain interested in knowing and using social networks.

The meeting was inaugurated by Rubén Urosa, Director-General of INJUVE, and focused on different aspects related with access to social networks and fostered the fair and safe use of networks as a tool for personal and professional development and as an instrument to combat discrimination and encourage equal treatment. The information team of the National Police presented what is called the Contigo Plan on Internet safety and protection of privacy mainly targeting young people.



PARTICIPANTS IN THE NATIONWIDE MEETING "ROMA YOUTH AND SOCIAL NETWORKS" THAT WAS ORGANISED IN MADRID.



YOUTH NETWORK CHAVÓS NEBÓ

✕IRPF

Thirteen years ago the FSG launched the Chavó Nebó Information and Empowerment Youth Network to empower Roma youth and promote their participation in society. Network activities in 2012 focused on:

- Promotion of Roma culture, Roma Holocaust Memorial (Albacete);
- Acquisition of health habits (Lugo);
- Prevention of gender-based violence (Granada);
- The use of social networks and Internet tools (Palencia, Cáceres, Madrid);
- Youth employment (Caceres, Granada);
- Culture and creativity (Albacete, Granada).

We have also promoted the active presence of Roma youth in citizen participation structures throughout the different headquarters and SIJ (youth offices) where the programme is established (youth associations, neighbourhood assemblies, cultural activities, social participation networks for young people, etc.). The FSG's Area of Youth has maintained relations with youth associations, councils and institutes, and especially with the Spanish Youth Council with which it has a collaboration agreement.



26 TOUCH POINTS FOR YOUNG PEOPLE:
ALMERÍA, JEREZ, LA LÍNEA, GRANADA, HUELVA, SEVILLE, AVILÉS, GIJÓN, OVIEDO, ZARAGOZA, HUESCA, ALBACETE, CIUDAD REAL, PUERTOLLANO, TALAVERA DE LA REINA, BURGOS, LEÓN, PALENCIA, SEGOVIA, VALLADOLID, BARCELONA, BADAJOZ, CÁCERES, MÉRIDA, PAMPLONA AND MADRID.

BUDGET: €36,850

FINANCED BY



YOUNG PEOPLE COMMEMORATING ROMA HOLOCAUST VICTIMS, ALBACETE.

SOCIAL
INCLUSION:
SOCIAL
COMMUNITY
ACTION

BUDGET:
€3,792,821.38

BENEFICIARIES: 17,241
PROGRAMMES: 63

SOCIAL COMMUNITY ACTION: AN INTEGRATED RESPONSE TO EXCLUSION

A number of social studies and the experience of professionals support the theory that exclusion, poverty and social disadvantage in which certain groups or individuals live, directly affects different aspects of their lives, limiting and hindering the exercise of their fundamental rights and, in many cases, is responsible for undesirable inter-generational transfer. The social and community environment in which excluded groups and those in risk of exclusion live (including part of the Roma community) is both a starting point and a resource for intervention. We need global diagnoses and comprehensive responses providing for social and cultural advancement within the community environment itself, with the active participation of the beneficiaries.

This was another difficult year for the Roma community as it was for all citizens. The difficulties encountered in finding and holding down a job, gaining access to social aid in light of the increase in the number of applications and budget cuts, in meeting basic needs related with housing, food, health, etc., have all contributed to worsening levels of poverty and exclusion for Roma families.

For this reason, the FSG has bolstered support in an effort to mitigate the difficulties faced by part of the Roma community and which pose a great risk to the progress made over the last several decades in the social inclusion process. This support has been provided through specific programmes in certain municipalities and thanks to impact and awareness-raising work at political level through participation in different platforms and networks.

Responding to an increase in demand from the most vulnerable Roma families has posed a great challenge as has maintaining programmes and social support services amidst the economic difficulties our country is undergoing, especially affecting the third sector.

Programmes and actions aimed at comprehensive intervention with impoverished and/or homeless or severely socially excluded families were carried out with greater intensity in Madrid (especially in Cañada Real Galiana), Catalonia (mostly with Roma from Eastern Europe), Asturias, Valencia (both in Valencia and Paterna), Seville, Malaga, Zaragoza, Huesca, Murcia, A Coruña, Lugo, Vigo and Segovia.



“CAIXA PROINFANCIA”, COMBATING CHILD POVERTY

CaixaProinfancia

Thanks to the support of the “la Caixa” Foundation, the FSG has been able to work for another year on the *Caixa Proinfancia* programme designed to offer intensive support to families and children facing serious poverty and social exclusion.

The Programme includes specific aid earmarked to palliate the precarious economic situation of the families, encourage the social integration of minors and their families in risk of social exclusion, cover their most basic needs and foster their personal development. Specifically, support is provided along two lines:

- direct aid for food and child hygiene, school material, clothing, eyeglasses, etc.
- help in receiving support services in the sphere of education and child development.

The FSG has continued to implement this programme in 2012 in six Autonomous Communities and seven cities and has noted a significant increase in requests for support from families owing to the social and economic difficulties they are currently encountering.



DAY CARE CENTRE IN VALLECAS, MADRID

THE FSG ENGAGES IN *PROINFANCIA* IN
VALENCIA, BARCELONA, ZARAGOZA,
MURCIA, MADRID, SEVILLE AND MALAGA

BENEFICIARIES: **2,750** CHILDREN
AND THEIR FAMILIES

BUDGET: €1,800,000.

FINANCED BY

CaixaProinfancia



This year there has been a significant increase in support requests from families owing to the social and economic difficulties they are currently encountering.

YOUNGSTERS FROM THE 'CHAVORRILLOS' GROUP IN MADRID

FOSTERING CO-EXISTENCE AMONG CITIZENS IN LA COMA (VALENCIA)

The *Intercultural Community Action Project (I.C.I.)* in Paterna (Valencia) is a social innovation pilot experience carried out in the La Coma neighbourhood as part of the “la Caixa” Foundation’s initiative which, along with another 16 parallel projects in other municipalities, seeks to establish a social intervention model to boost local development and refurbishment processes, capacity-building in the society at large and to prevent situations of social conflict.

The FSG has engaged in this project using a multi-disciplinary team with a view to fostering collaboration dynamics among social agents contributing ultimately to co-existence and interculturalism in a culturally diverse environment with clear indications of social disadvantage by fostering citizen participation, encouraging and ensuring co-existence and supporting the adaptation of community services to the needs of local citizens.

In 2012 we continued to promote networking among organisations and professionals who are already working in the neigh-

bourhood, mostly in the areas of education, social-health care and participation, paying particular attention to families, children and youth and coming up with new initiatives that provide efficient responses to challenges faced in education, health-care and citizen relations while remaining sensitive to cultural diversity. Special mention should be made of the participatory conference called “Yo soy La Coma” (I am La Coma), a comprehensive citizen initiative which, for over a month, enabled individuals and neighbourhood organisations to share activities, games, music, dance and festivals.

BENEFICIARIES: 5,395 PEOPLE.

BUDGET: €155,000

FINANCED BY: THE INTERCULTURAL AND SOCIAL COHESION PROGRAMME OF LA CAIXA FOUNDATION.



ACTIVITIES INVOLVING CHILDREN IN THE LA COMA NEIGHBOURHOOD (PATERNA)



COMMUNITY MEETING IN THE LA COMA NEIGHBOURHOOD (PATERNA)



ACTIVITIES INVOLVING CHILDREN IN THE LA COMA NEIGHBOURHOOD (PATERNA)

BREAKING THE VICIOUS CIRCLE OF INTER-GENERATIONAL EXCLUSION IN LA CAÑADA (MADRID)

In 2011 we launched the *Social Intervention Project in la Cañada Real Galiana* in response to a social diagnosis made in 2010 and which, thanks to an agreement with Social Work Section of Caja Madrid, has its own mobile unit to bolster our action and allow us to reach the different sectors of this geographical area, thus complying with the role of the social entity and serving as a place to meet and a model for children and their families, mostly Roma but also immigrants.

The programme has a multi-disciplinary team to carry out educational and free-time activities with children, provide basic services, promote health initiatives (especially focused on protecting children from addictive substances) and to develop social-labour pathways. It works in coordination with existing public and private resources and seeks to empower families so that they can find their own way out of their situation of exclusion, especially in the sphere of housing.

BENEFICIARIES: 598 PEOPLE, 124 FAMILIES
BUDGET: €110,000

FINANCED BY:



EDUCATIONAL AND FREE-TIME ACTIVITIES WITH CHILDREN IN LA CAÑADA.

TOGETHER WITH THE ROMA COMMUNITY FROM EASTERN EUROPE IN CATALONIA

The FSG office in Barcelona has been working for seven years now on the *Roma from the Eastern Europe* programme through which we work with Roma immigrants mostly from Romania who suffer from marginalisation and social exclusion both at origin and destination and who are involved in a migratory and settlement process under precarious conditions.

Our mission is to safeguard rights with special priority placed on children and women. To that end we are working mainly in the areas of: education, health, basic care, housing and neighbourhoods, but our main actions focus on health and education with a view to eventually ensuring that children attend school.

644 PEOPLE AND 161 FAMILIES ASSISTED

245 ACCOMPANIMENTS

209 VISITS

137 HOME VISITS

112 CHILDREN BEING SCHOLASTICALLY MONITORED

214 SCHOOL-RELATED INITIATIVES

3 OUTINGS WITH FAMILIES

BUDGET: €70,607.98

FINANCED BY:



ACCOMPANIMENT TO HEALTH SERVICES OF ROMA PEOPLE FROM EASTERN EUROPE IN CATALONIA

EQUALITY

BUDGET: € 234,020.73

PROGRAMMES: 24

BENEFICIARIES: 5,575

JANUARY



NEW HUMAN RIGHTS WATCH WARNING ON DISCRIMINATION AGAINST ROMA IN EUROPE

FEBRUARY

THE COUNCIL OF EUROPE PUBLISHES A REPORT ON THE HUMAN RIGHTS SITUATION OF ROMA.

MARCH



THE FSG'S AREA OF EQUALITY SENDS A LETTER OF COMPLAINT TO THE SWISS JOURNAL DIE WELTWOCH IN RESPONSE TO AN ARTICLE ENTITLED "THE ROMA HAVE ARRIVED: ROBBERIES IN SWITZERLAND"

APRIL

MAY



THE EUROPEAN UNION AGENCY FOR FUNDAMENTAL RIGHTS (FRA) PRESENTS ITS STUDY ON "THE SITUATION OF THE ROMA COMMUNITY IN 11 EU MEMBER STATES"

JUNE

THE FUNDACIÓN SECRETARIADO GENERAL GITANO DENOUNCES THE UNACCEPTABLE ANTI-ROMA POLICIES OF THE MAYOR OF BAJA MARE (ROMANIA) AND EXPRESSES ITS DISAPPOINTMENT AT HIS RE-ELECTION



LA FSG, SELECCIONADA COMO ENTIDAD ASESORA EN LA 'PLATAFORMA DE DERECHOS FUNDAMENTALES DE LA UNIÓN EUROPEA' DE LA FRA

JULY

AUGUST

SEPTEMBER

THE FSG ATTENDS A TRAINING SEMINAR HELD IN MALTA ON HOW TO IMPROVE COMMUNICATION STRATEGIES TO FACILITATE THE FILING OF COMPLAINTS IN CASES OF DISCRIMINATION, ORGANISED BY EQUINET.

THE FSG EXPRESSES ITS DISAPPOINTMENT AT CONGRESS' FAILURE TO PASS THE EQUAL TREATMENT ACT WHICH IS NEEDED MORE THAN EVER.

OCTOBER



THE FSG AND THE OBSERVATORY AGAINST DOMESTIC AND GENDER-BASED VIOLENCE AGREE TO IMPLEMENT AN ACTION PROTOCOL FOR ROMA WOMEN

NOVEMBER

THE FSG SUCCESSFULLY COMPLETES ITS XVI STATE-WIDE SYMPOSIUM ON ROMA WOMEN.

THE FSG TAKES PART IN THE MEETING OF THE ADVISORY GROUP OF THE EUROPEAN AGENCY FOR FUNDAMENTAL RIGHTS OF THE EUROPEAN UNION (FRA).

DECEMBER

A RESURGENCE FOR A "JUST SAY

When referring to inequality in the Roma community, we must first of all realise that we are speaking of a two-pronged fundamental right: formal "de iure" equality protected under national and international law and everyday "de facto" equality referring to the exercise and enjoyment of this right.

Discrimination data from the different eurobarometers, the studies conducted by the Sociological Research Centre, the eight Discrimination and Roma Community reports published by this Foundation and the regretful events that have taken place in Europe, all point to an important problem that has yet to be resolved with regard to this ethnic minority: the social rejection and discrimination they face in everyday life.

An end must be put to the constant discrimination suffered by this community in employment, housing, education, health-care, the media and Internet and in accessing all of the other goods and services required for the advancement of the Roma people.

Victims suffering violations of their right to equality currently find themselves in a situation of defencelessness and they therefore need help. We must continue working in this connection, especially as concerns the enforcement of anti-discrimination law in our country.

Special mention should be made of the regretful events affecting the Roma community in several European countries. We need to take a strong stand against this discrimination which is often accompanied by episodes of racial violence.

The Roma community still faces a deficit when it comes to the fundamental principle of equality and this is even more worrisome during the current economic crisis when outbreaks of racism are on the rise and the inequality gap is widening. Attention must also be paid to Roma women who are especially vulnerable insofar as they face the barrier of multiple discrimination owing to their ethnic group and for belonging to a patriarchal society that assigns a role to women which hinders their social advancement.

Therefore, the aim of the Area of Equality is to foster equal treatment and non-discrimination of the Roma community through different lines of work with a special focus on gender issues and Roma women and actions stressing non-discrimination and the integral advancement of this minority.

OF ANTI-GYPSYISM GYPSYISM CALLS NO" RESPONSE TO DISCRIMINATION

EQUALITY AS A CHALLENGE

As the following pages show, the Area boasts a number of achievements this year but many challenges remain. The following are on the agenda for next year:

- Promote non-discrimination of the Roma community at national and European level.
- Make a maximum effort to fiercely defend equality during these times of economic crisis characterised by outbreaks of racism and intolerance through our different lines of work; assistance for victims of discrimination, training, awareness-raising and political and institutional action.
- Consolidate the assistance service for victims of discrimination by reason of racial or ethnic origin in Spain.
- Publish the IX Annual Report on Discrimination and the Roma Community.
- Continue work with key professionals in this area (lawyers, citizen security, administration, media, etc.).
- Continue developing strategic litigation in the Courts as an anti-discrimination strategy.
- Encourage the continued active participation and work of the Council for the Advancement of Equal Treatment for Reason of Racial or Ethnic Origin.
- Consolidate the work of the Foundation's Roma Women's Group (Spanish acronym GMG).
- Foster effective equality between men and women.
- Disseminate the Handbook for social intervention with the Roma population from a gender perspective.
- Continue with in-house training on the Care and Referral Protocol for Roma women who have suffered gender-based violence.



The Roma community still faces a deficit when it comes to the fundamental principle of equality and this is even more worrisome during the current economic crisis when outbreaks of racism are on the rise and the inequality gap is widening

EQUAL TREATMENT

BUDGET: €101,927

BENEFICIARIES: 4,390

PROGRAMMES: 5

FOR EQUALITY AND AGA-

One of the main barriers blocking the advancement of Roma is the poor social image, rejection and everyday discrimination that they continue to face. This year has been characterised by the socio-economic crisis affecting Spain and the rest of Europe which has significantly increased the inequality gap and the incidence of acts of racism and discrimination thus making it even more essential for public authorities to guarantee the defence of the fundamental right of equality of all people, especially the most vulnerable.

While there is still a long way to go before the equality of the Roma community is real and effective, in 2012 some headway was made:

- The creation of a Chamber Prosecutor for these matters in the Supreme Court.
- The work undertaken by the Hate and Discrimination Crime Service of the Provincial Prosecutor's Office of Barcelona and the extension of these services to Madrid, Malaga and Seville.
- The work done by the Council for the advancement of equal treatment for reasons of racial or ethnic origin
- The establishment of action protocols by the local police in Fuenlabrada and the Mossos d'escuadra (regional police) in Barcelona to deal with cases of discrimination.
- The work carried out by the Platform for Police Management of Diversity.
- The approval of the *National Strategy against Racism, Xenophobia and other forms of Intolerance* and the *National Roma Integration Strategy*, two important frameworks of reference that need to be enforced in order to combat discrimination against the Roma community.
- The bill of Organic Law amending the Criminal Code, concretely the regulation of incitement to hatred and violence laid down in Articles 510 and 617 of the Criminal Code.

The socio-economic crisis has significantly increased the inequality gap and the incidence of acts of racism and discrimination thus making it even more essential for public authorities to guarantee the defence of the fundamental right of equality of all people, especially the most vulnerable.

In contrast, this year we regret an opportunity lost by Congress' failure to pass the long-awaited Comprehensive *Law on Equal Treatment and Non-Discrimination* which never progressed beyond the bill stage.

PRESENTATION IN MADRID OF THE VIII ANNUAL REPORT ON
DISCRIMINATION AND THE ROMA COMMUNITY



INST ANTI-GYPSYISM

The Area of Equal Treatment has continued to combat the everyday discrimination suffered by the Roma community by:

- identifying cases of discrimination and providing counselling and support to victims;
- providing technical assistance and training key players;
- fostering policies promoting equal treatment;
- fostering networking;
- engaging in social awareness-raising.

TOGETHER WITH THE VICTIMS

Through the *Programme Fight Against Discrimination*, we have continued to assist victims of discrimination in coordination with the FSG's different territorial centres. In 2012 we recorded 114 cases of discrimination and provided direct counselling in 60.

Also, this year we put together a strategic litigation case where we pressed charges in defence of a Romanian Roma woman in a case involving the Catalan regional police (Mossos d'Esquadra) in which she allegedly infringed the law. This is a case of discrimination in which the Hate and Discrimination Crime Service of the Provincial Prosecutor's Office of Barcelona is involved and which we will continue to defend in 2013. We have also addressed several discrimination cases at European level.

VIII ANNUAL 'DISCRIMINATION AND THE ROMA COMMUNITY' REPORT

In order to make Roma victims of discrimination more visible, we published our eighth consecutive annual report on Discrimination and the Roma Community where we analysed 148 cases of discrimination recorded in 2011 and which also includes specialised articles, analysis of case law from the European Court of Human Rights, European recommendations within the sphere of equal treatment as it applies to the Roma community, affirmative action and other advances in the fight against discrimination.



In 2012 the FSG recorded 114 cases of discrimination, most occurring in the media, employment, access to goods and services and housing.

DISCRIMINATION IN FIGURES

CASES

148 CASES RECORDED

41 INDIVIDUAL CASES

53% INVOLVING THE MEDIA

11% IN EMPLOYMENT

9% IN HOUSING

VICTIMS

56 VICTIMS.

THE PROFIL OF THE VICTIM: ROMA WOMEN (55%) BETWEEN THE AGES OF 16 AND 30

FOUR WERE MINORS UNDER AGE 15

FINANCED BY:



TRAINING KEY PLAYERS IN THE FIGHT AGAINST DISCRIMINATION

For the FSG, one of the main strategies in the fight against discrimination is the training and awareness-raising of key players. This year our activities have mainly targeted jurists, law enforcement officials, workers at public and private social entities and university students. We would draw attention to the following training sessions:

- The **Conference** entitled “**Equal Treatment and the Roma community**”, held in Madrid for young Roma jurists, featured Fernando Rey, a Constitutional Law Professor and member of the FSG’s Board of Trustees.
- Participation as speakers at the “**Pilnet European Pro Bono Forum**” held in Madrid at which the FSG spoke about strategic litigation in the field of anti-discrimination to explain the defence used in the María Luisa Muñoz v. Spain case brought before the European Court of Human Rights.
- Participation in the discussion-debate organised by the Area of Human Rights of the Social Policy Institute in Pamplona on the occasion of **International Human Rights Day**.
- We participated as speakers at a number of university meetings.
- At European level, we took part in the “*Equinet Communication training*” seminar to present the best practices developed by the FSG as member of the Network of Victim Assistance Centres of the Council for the advancement of equal treatment and Non-Discrimination on the basis of racial or ethnic origin and the Platform for Police Management of Diversity.

TRAINING CONFERENCE ON DISCRIMINATION AND THE ROMA COMMUNITY TARGETING YOUNG ROMA JURISTS.



SOCIAL AWARENESS-RAISING IN THE FIGHT AGAINST ETHNIC DISCRIMINATION

Roma remain one of the groups held in lowest social esteem in Europe which makes them more likely to suffer discrimination which, in turn, makes it more difficult for them to exercise their rights as citizens. The economic, financial and social crisis in which we are immersed is adding to anti Gypsyism in many European countries thus making it especially important to help raise the awareness of the society at large in order to guarantee the fundamental right of equality.

The FSG has continued its outreach efforts through the campaign *Gitan@s = Ciudadan@s* launched in 2010 together with the Romani Union following the mass expulsions from France of Roma citizens from Romania and Bulgaria. The campaign, which stresses the importance of respecting the rights of Roma as European citizens, has a multi-lingual microsite (www.gitanos.org/ciudadanos), brochures in Spanish, English and Catalan, posters and other objects which we hope will contribute to raising awareness throughout society.

FOSTERING POLICIES WHICH PROMOTE EQUALITY

One of the basic pillars of our work is to foster policies which promote equal treatment.

In this context we would draw attention to:

- Our work as members of the **Council for the advancement of equal treatment and non-discrimination of persons for reasons of racial or ethnic origin** in which we are very active. We coordinate the group providing assistance for victims of discrimination and form part of the communication and legislation groups. In 2012, the Council's work focused on its need to bolster its activities which have slackened off at this time of crisis precisely when it is more important than ever to actively combat discrimination.
- **Our involvement in the Platform for the Policing of Diversity.** In 2012, thanks to support received from the Open Society Foundation, we broadened our activities in order to: encourage and acknowledge the positive practical experiences and novel tactics employed in policing diversity; implement projects that control and keep ethnic profiling in police identifications in check; provide practical training and support materials for the policing of diversity and facilitate changes in police practices to favour equality and non-discrimination as models in Spain and the rest of Europe.
- We coordinate seamlessly with the **Hate and Discrimination Crime Service of the Provincial Prosecutor's Office of Barcelona** with which we collaborate when handling cases of discrimination. We also provide assistance in launching new hate crime and discrimination offices in other cities such as Madrid, Malaga and Seville.
- We likewise **collaborate with different social organisations** involved in combating discrimination such as SOS Racism, the Kamira Federation of Roma Associations, Amnesty International, the Enar Network, etc.

Sara Giménez, head of the FSG's Area of Equal Treatment, has become the first representative of the Roma community to form part of the Advisory Committee of the European Union Agency for Fundamental Rights (FRA), an important opportunity to address discrimination against the Roma community in Europe.

At European level:

- We are members of the **European Union Agency for Fundamental Rights (FRA)** and now play a more important role there since one of our own was appointed as an Advisory Committee member in April. Sara Giménez, head of the FSG's Area of Equal Treatment, was invited to become a member of the FRA's Advisory Committee thus becoming that Agency's first representative of the Roma community with a wealth of experience in anti-discrimination issues, policies and legislation.
- We have participated since 2012, together with European partners from Portugal, Italy and Romania, in the European Commission's **Net-Kard European Project** designed to combat discrimination against the Roma community in Europe.
- Thanks to our participation in the Council for the advancement of equal treatment and non-discrimination based on Racial or Ethnic Origin, we have a good institutional relationship with **Equinet** (body comprised of all of the equality organisations in Europe).
- Important networking with other social organisations working to defend human rights; 19 organisations, including the FSG, compiled the Shadow Report to the *5th Spanish Report on the International Covenant on Economic, Social and Cultural Rights (ESCR)* presented to the United Nations Committee on Economic, Social and Cultural Rights which evaluated Spain in Vienna.
- Analysis and follow-up on laws and national and European policies concerning equal treatment and the fight on ethnic discrimination.



MEETING IN VIENNA OF THE FRA'S ADVISORY COMMITTEE OF WHICH SARA GIMÉNEZ, HEAD OF THE FSG'S AREA OF EQUAL TREATMENT, IS A MEMBER.

BUDGET: €132,843.67

BENEFICIARIES: 1,185

PROGRAMMES: 19

WOMEN LEADING THE ROMA PEOPLE

Roma women continue to lead the advancement of the Roma people. Through dialogue, capacity-building and increasing participation in society, women are giving new meaning to Roma identity, are becoming role models and are bringing about positive change, not only within the Roma community but also throughout society.

However, it is important to realise that Roma women are still particularly vulnerable and the current economic crisis is affecting their advancement insofar as many find themselves in a precarious socio-economic position and encounter greater difficulty gaining access to education, health-care or em-

ployment and other services which are essential if they are to progress on the path to equality.

Despite progress made, we must mention the barriers Roma women still face today —gender and ethnic background spell multiple-discrimination with differing characteristics affecting them on three different levels:

1. for being women in a patriarchal society;
2. for belonging to a minority which faces strong rejection from society;
3. for belonging to a culture whose gender values are associated with the function of mother and wife thus limiting the likelihood of advancement.

We would also highlight the importance of empowered Roma women as positive role models showing that a strong sense of belonging to the community is not incompatible with social advancement. A shift in attitudes starts with women who are the driving force behind change, especially young women.

FINANCED BY:



Programmes are needed to guarantee that attention is paid to specific problems while bearing in mind that the starting point is not the same for all women, especially in these times of economic crisis when the inequality gap is widening and Roma women are more vulnerable.



ADVANCEMENT OF THE STRESSING EQUALITY BETWEEN MEN AND WOMEN

The FSG's actions focus on the integrated advancement of the Roma community while remaining mindful of equal opportunity between women and men as a cross-cutting priority and concurrently engaging in specific actions for Roma women.

Gender and culture specificity entails bearing in mind those issues which diminish opportunities for Roma women vis-à-vis Roma men and the society at large. To accomplish this, programmes must be established which guarantee that attention is paid to specific problems while bearing in mind that the starting point is not the same for all women, especially in these times of economic crisis when the inequality gap is widening and Roma women are more vulnerable.

Our main actions focused on:

- Labour counselling and accompaniment.
- Assistance for victims of discrimination.
- Formal and non-formal education and personal development.
- Awareness-raising.
- Health promotion.
- Social participation.
- Technical support and assistance.
- Wholesome leisure activities and culture.
- Specific actions to prevent violence against women.

FOSTERING EQUAL OPPORTUNITY

✕IRPF

Thanks to the collaboration agreement between the FSG and the Institute of Women, in 2012 we engaged in different actions for the advancement of Roma women within the framework of the *Programme for the social and labour market integration of Roma Women*; 147 women have benefited directly from these actions.

In addition to the following list of activities, this year we put together a *Handbook for social intervention with the Roma community from the perspective of gender*; 1,000 copies were printed. The aim was to cover the needs detected in the specialisation of social workers with regard to two variables: gender and the Roma community. The initial content was drafted by the Porigual Cooperative and was then reviewed and edited by the technical team of the FSG's Area of Equality.



WOMEN OF THE GMG DURING THE STUDY VISIT BY A DELEGATION FROM BRAZIL

GROUP OF ROMA WOMEN

The GMG (Roma Women Group), composed of 11 FSG female employees, is an advisory body tasked with analysing the needs and interests of Roma women and presenting strategies for Gender Equality. It was formed in 2003 at the initiative of the women themselves and the number of members varies as the group is open to women who meet the requirements.

Its main function is to act as a participatory and advisory group in matters of equal opportunity for Roma women. Group members define the needs of Roma women and communicate these to the Area of Gender Equality so that their ideas can take the form of specific activities. This helps promote the emancipation of many Roma women through social participation and labour market integration. This group, in turn, communicates the agreements taken at meetings in the different territories where the FSG is established and disseminates best practices agreed in matters of gender equality.

In addition to the scheduled GMG meetings, this year we would draw attention to:

- **Training session on *Health and Roma women***, contextualising the situation of Roma women (access to health-care resources, barriers, taboos, reproduction at a young age, etc.), their physical and emotional health and sexually transmitted diseases.
- Participation in the **study visit paid by a delegation from Brazil** as part of a project of the Secretariat for Policies Promoting Racial Equality focusing on combating racism and promoting racial and gender equality.

STATE-WIDE CONFERENCES, EDUCATIONAL AND LABOUR ADVANCEMENT

The XVI State-wide Conference on Roma women was held on 27-28 November at our headquarters in Madrid and was entitled *Educational and labour advancement of Roma Women, Empowerment in a context of Equality*. It targeted a wide array of Roma women living in the southern half of Spain with a special focus on those with the least opportunity for advancement. There were 97 participants, a high number bearing witness to the progress made by Roma Women over the last several years.

The different presentations and workshops focused on the **progress made by Roma women in the social arena and the labour market and the importance of equality in both public and private sectors.**

The following issues were addressed:

- Empowerment; this time through associationism. This was in the form of an introductory presentation and a panel discussion on associationism and Roma women.
- A panel of Roma women was on hand to share their experiences and act as role models in different professional areas.
- Practical workshops on empowerment in public and everyday life.
- The importance of education for the emancipation of Roma women; participants on the educational panel shared their experiences in university education and vocational training.

The state-wide conferences we hold each year have particular significance owing not only to its long-standing tradition but also because it is an ideal occasion for the social participation of Roma women.

95 ROMA WOMEN AND TWO MEN PARTICIPATED IN OUR XVI STATE-WIDE CONFERENCE ON ROMA WOMAN.



WORKING ON GENDER VIOLENCE

In 2010 the FSG created a Working Group on Gender Violence in an attempt to respond to the most urgent needs in the sphere of gender violence against Roma women:

- Describe the incidence of gender violence in the Roma community; the effects and difficulties, barriers and resources available within the community itself.
- Describe the degree of access that Roma women have and their use of public resources available for victims of gender violence: adaptation of services, training of caretakers, geographical availability, coordination with the FSG, etc.
- Define the FSG's line of work in caring for Roma victims through our services: support we should lend, adaptation of services, new specific services, inter-territorial coordination, etc.

In 2012 the working group was enlarged with the incorporation of Roma and non-Roma experts. Today the team is composed of 38 people coordinated by the Area of Equality under the FSG's Department of Social Inclusion in Andalusia, Castile-Leon, Asturias, Galicia, Catalonia, Murcia, Navarre, Madrid and the Basque Country, thus ensuring that the specificities of the Roma women living in these territories is being considered in the group's discussions and debates.

In 2012 the working group:

- a. Analysed the enforcement by FSG centres of the service protocol applicable to Roma women who are victims of gender violence (drawn up in 2011): consideration of the gender perspective in the Roma community, the incidence of gender violence in the Roma Community based on our daily work experience, consequences for victims (Roma women and children), their most pressing needs and the way that the community itself is responding to this problem.

PART OF THE FSG'S WORKING GROUP ON GENDER-BASED VIOLENCE MEETS WITH INMACULADA MONTALBÁN.



b. Designed specially tailored actions that the different FSG centres should implement to prevent gender-based violence among Roma youth and to promote gender equality.

c. Provided in-house technical assistance at the FSG as well as outside help (other resources, institutions, etc.).

In 2012 the working group met on three occasions. At its October meeting in Madrid, part of the group met with Inmaculada Montalbán, President of the Observatory against Domestic and Gender-based Violence and Member of the General Council of the Judiciary, to analyse possible collaboration in the fight against this serious social problem which also affects the Roma community to the same degree as all other social groups. The decision was taken at that meeting to join forces in drawing up a protocol that adapts existing procedures and resources to the specificities of Roma women.

COMBATING GENDER VIOLENCE IN EUROPE

The group dealing with gender violence also took part in the DAPHNE Programme: The European Commission's EMPOW-AIR is responsible for combating violence against children, young people and women. It designs social indicators to measure and visualise the multidimensional effects of gender violence in the lives of women with a view to improving public policies addressing the phenomenon of gender violence.

Coordinated by the Fundació de Dones (SURT), its partners include the Fundación Secretariado Gitano and: Fondazione Giacomo Brodolini (Italy), International Centre for Minority Studies and Intercultural Relations IMIR (Bulgaria) and Asociația Femeilor Țigănci "Pentru Copiii Noștri" (Romania).

Fruit of the project were state reports on the situation in Spain, Italy, Estonia and Finland and a European report featuring conclusions from the field work undertaken in the four partner countries.

GENDER VIOLENCE DAY IN ALICANTE



INTERNATIONAL

BUDGET: € 344,646.83

DIRECT
BENEFICIARIES: 822

PROGRAMMES
EXECUTED: 7

DIRECTOR OF THE
INTERNATIONAL
DEPARTMENT:
CAROLINA FERNÁNDEZ

JANUARY

FEBRUARY

EU-INCLUSIVE STUDY VISIT TO MADRID

PUBLICATION OF THE FSG STUDY ON THE SITUATION OF THE ROMA COMMUNITY IN TURKEY

THE FSG AND THE DG FOR EQUAL OPPORTUNITIES OF THE MINISTRY OF HEALTH, SOCIAL SERVICES AND EQUALITY VISIT THE OMBUDSMAN'S OFFICE IN NORWAY

MARCH

EU-INCLUSIVE STUDY VISIT TO SOPHIA

EU-INCLUSIVE STUDY VISIT TO BUCHAREST



ARTICLE 7(2) ERDF SEMINAR - GALICIA

PARTICIPATION OF THE FSG AND EUROMA IN THE EXTRAORDINARY MEETING OF THE EUROPEAN PLATFORM FOR ROMA INCLUSION

APRIL

MAY

THE EUROMA NETWORK MEETS IN BRATISLAVA



KICK-OFF MEETING OF THE ROMA FAMILIES GET INVOLVED PROJECT

VISIT FROM SWEDEN'S EUROPEAN SOCIAL FUND TO THE FSG

EU-INCLUSIVE STUDY VISIT TO MILAN

THE EUROPEAN COMMISSION SUBMITS ITS REPORT ON NATIONAL ROMA INTEGRATION STRATEGIES

JUNE

THE EUROPEAN FOUNDATION CENTRE'S FORUM FOR ROMA INCLUSION HOLDS ITS HALF-YEARLY MEETING AT FSG HEADQUARTERS



FINAL CONFERENCE OF THE PROJECT A GOOD START (AGS) IN BRUSSELS

VISIT FROM THE PRAGUE TOWN HALL TO FSG HEADQUARTERS

JULY

FINAL CONFERENCE OF THE EU-INCLUSIVE PROJECT IN BUCHAREST

INSTITUTIONAL FSG AND FSR VISIT TO ROMANIA

NATIONAL SEMINAR (MADRID) OF THE ROMA FAMILIES GET INVOLVED PROJECT

AUGUST

SEPTEMBER

STUDY VISIT OF THE WHAT'S WORKING PROJECT TO MADRID



OCTOBER

THE FSG AND PHOTOGRAPHER EVA PAREY RECEIVE THE REVELA AWARD

VISIT FROM THE "AD ALTIORA" PROJECT FROM SARDINIA TO FSG HEADQUARTERS

STUDY VISIT TO THE NETHERLANDS WITHIN THE FRAMEWORK OF THE WHAT'S WORKING? PROJECT

VISIT FROM A MACEDONIAN GOVERNMENT DELEGATION TO FSG HEADQUARTERS

NOVEMBER

TRANSNATIONAL SEMINAR IN BUDAPEST WITHIN THE FRAMEWORK OF THE ROMA FAMILIES GET INVOLVED PROJECT

VISIT FROM A DELEGATION OF THE EUROPEAN COMMISSION'S DIRECTORATE-GENERAL FOR ENLARGEMENT (TAEX) TO FSG HEADQUARTERS

THE FSG RECEIVES A DELEGATION FROM CEDEFOP (EUROPEAN CENTRE FOR THE DEVELOPMENT OF VOCATIONAL TRAINING)

VISIT FROM A SWEDISH GOVERNMENT DELEGATION AND CIVIL SOCIETY ORGANISATIONS TO FSG HEADQUARTERS

DECEMBER



EUROMA HOLDS ITS II ANNUAL MEETING IN MADRID

MEETING OF THE FSR'S BOARD OF TRUSTEES

A YEAR HIGH-STATES' COM-INCLUSION OF

For another year Europe has shown its ambivalence in the social inclusion process of the Roma population. On the one hand, in 2012 institutions, bodies and representatives of national and European governments expressed their commitment to improve the social situation of the Roma population but, on the other, there was very little real progress made regarding the social inclusion of Roma in risk of exclusion.

By the beginning of 2012, practically all Member States had submitted their *National Roma Integration Strategies* (NRIS) to the European Commission (EC). This was unprecedented as it marked the first time that European Union Member States systematically published the programmes to be implemented over the next several years as part of a decisive step towards the social inclusion of Roma citizens.

Once having assessed national commitments, in mid May the EC released a report acknowledging the effort made by Member States in drawing up their NRIS. However, that same report also noted that much still needed to be done, especially in terms of ensuring sufficient funding for the social inclusion of the Roma population and to implement the mechanisms designed to combat discrimination and segregation; funding which is increasingly difficult to ensure in the current context of crisis where the needs of Roma are overshadowed by growing social demands. For that reason, the programming of Structural Funds, a potentially decisive tool for the successful implementation of the National Strategies, was also a key issue on Europe's agenda in 2012.

The other side of the coin is the scant real progress made in the social inclusion of the Roma minority. Official statements notwithstanding, there was very little real political will to bring about a radical change in the living standard of Roma in risk of exclusion. This is plain to see in the diminished resources earmarked to meet this objective in national budgets, and the situation has only worsened with the across-the-board budget cuts in benefits and social services.

These circumstances are intertwined with a proliferation of racist acts and crimes against people of Roma origin: continued expulsions from slum settlements in France, racist attacks during at least one football match in Romania and anti-Roma movements in several countries, the most important taking place in Hungary and Romania, all attesting to the degree of discrimination and rejection that Roma people continue to suffer in the 21st century. This phenomenon tends to worsen in times of crisis.

THE EUROMA NETWORK – FIVE YEARS OF ACHIEVEMENT



The EUroma Network brings the public administrations of twelve Member States together with a view to promoting the use of Structural Funds for the social inclusion of the Roma minority. The FSG manages the Technical Secretariat of this Network that was created in 2007 at the behest of the Administrative Unit of the European Social Fund in Spain and the FSG.

The achievements over these five years have made this initiative a reference throughout Europe on the subject of the inclusion of the Roma population and Structural Funds. Without losing sight of its accomplishments, in 2012 the Network turned its attention to future challenges and began preparing for the new 2014-2020 Structural Fund programming period.

Based on these objectives, the Network put together the first draft of the *EUroma practical guide for Operational Programmes 2014-2020* to be published in 2013 and which was a topic of discussion at the half-yearly meeting of Network members held in Bratislava on 3-4 May. The main objective of this guide is to encourage the Managing Authorities to more efficiently incorporate the inclusion of the Roma population in the 2014-2020 Operational Programmes with a view to achieving greater impact.

The Network's second meeting was held in Madrid on 13-14 December with the participation of the Structural Fund Managing Authorities and those responsible for Roma policy from 16 European countries, EC members and other stakeholders. The agenda focused on priority topics for the social inclusion of the Roma minority over the next several years: An integrated approach to projects and the combination of European Funds (mainly ESF + ERDF) to enhance the impact of intervention targeting the social inclusion of the Roma population.

EUroma typically includes the implementation of the National Strategies on its agenda and in this connection we would stress that EUroma unveiled its *Analysis of references to Structural Funds in National Roma Integration Strategies* during the extraordinary meeting of the European Platform for Roma Inclusion (22 March). This document analyses the inclusion of general items related with the use of Structural Funds in the National Strategies, the areas in which they are applied, their combination with EU funds, Article 7(2) of the ERDF Regulation, the use of technical assistance, assessment mechanisms, monitoring and accountability, etc.

Once again the web page www.euromanet.eu has served as a useful and effective portal where professionals working with Structural Funds and promoting the social inclusion of the Roma population can find resources, fresh information and key events on topics of their interest.

At the close of the year the EC approved funding for a new project to complement the work of the EUroma Network, creating an area of political participation for representatives of Member States and the EC concerning the implementation of the National Strategies and the upcoming Structural Fund programming period 2014-2020.

EUROMA IS COMPOSED OF 12 MEMBER STATES: BULGARIA, THE CZECH REPUBLIC, FINLAND, GREECE, HUNGARY, ITALY, POLAND, PORTUGAL, ROMANIA, SLOVAKIA, SWEDEN AND SPAIN.

FINANCED BY:



Following five years of work the EUroma Network, whose technical secretariat is run by the FSG, has been recognised as a reference at European level when it comes to the social inclusion of the Roma population and Structural Funds.



'EU-INCLUSIVE', SCRUTINISING THE LABOUR SITUATION OF THE ROMA COMMUNITY IN EUROPE

This project, funded by ESF Romania and coordinated by Soros Foundation, facilitated collaboration between partners from four countries: Bulgaria (OSI Bulgaria), Italy (Casa della Carità), Spain (FSG) and Romania (Soros Foundation) between 2010 and 2012.

The main objective of this initiative —also made possible thanks to the involvement of the FSG's territorial teams— was to conduct a study on the employment situation of the Roma population in the participating countries and to furnish reliable and comparable data. It also enabled the FSG to obtain information whereby to assess the evolution of the figures in Spain and transfer the methodology used in the employment study previously conducted in our country in 2005. This project also facilitated research on the social and labour situation of Roma from Eastern Europe in our country.

Data from the comparative study led to the conclusion that there are a great many social and labour differences and inequalities between the Roma and majority populations of each country (housing conditions, educational levels, perception of discrimination, etc.) exacerbated by the current economic crisis. (See page 36)

One of the findings was that the social-labour situation of Roma in Spain is notably better than that of Roma persons in the other three countries. Roma who have migrated from Bulgaria and Romania to settle in Italy or Spain are also doing better in Spain.

The FSG engaged in the following activities within the framework of this project in 2012:

- Participation in the study visits and national conferences in Italy, Bulgaria, Romania and Spain.
- Participation in the final conference held in Bucharest.
- Drafting and publication of the comparative transnational study on the employment situation of the Roma population in the four countries.
- Drafting and publication of the study on the employment situation of the migrant Roma population in Spain.

PROJECT PARTNERS: FUNDACIÓN CASA DELLA CARITÀ—ITALY, FUNDACIÓN SECRETARIADO GITANO—SPAIN, SOROS FOUNDATION—ROMANIA, OPEN SOCIETY INSTITUTE—BULGARIA.

The EU Inclusive project has shed light on the labour situation of the Roma community in Bulgaria, Spain, Italy and Romania.



'A GOOD START': QUALITY EDUCATION KEY, TO A BRIGHTER FUTURE FOR ROMA CHILDREN

The final activities of the project called A good start were carried out this year. This project, which promoted quality pre-school education for Roma children, was funded by the European Commission and undertaken with the collaboration of the Roma Education Fund (and other organisations). This initiative has conducted activities since 2010 in 16 locations in 4 countries: Slovakia, Hungary, Macedonia and Romania.

Actions included material support for the children participating (transport, school canteen, learning material) and training and awareness-raising targeting the educational community. In addition to working with children and their families, it also forged partnerships with local civil organisations, social and health-care services and town halls.

As a project partner, in 2012 the FSG was responsible for drafting the *Partnership guide for the promotion of quality pre-school education for the Roma population* and also organised the project's final conference which was attended by Laszlo Andor, European Commissioner for Employment, Social Affairs and Inclusion and Livia Jaroka, member of the European Parliament and of Roma origin. Conference speakers stressed the importance of early childhood education, especially in paving the way for the social inclusion of the most disadvantaged groups.

PROJECT PARTNERS:

INTERNATIONAL ORGANISATIONS

THE INTERNATIONAL STEP BY STEP ASSOCIATION (ISSA), FUNDACIÓN SECRETARIADO GITANO (FSG), THE ROMA EDUCATION FUND AND THE SLOVAK GOVERNANCE INSTITUTE (SGI).

LOCAL PARTNERS: SLOVAKIA: COUNTY ASSOCIATION OF ROMA INITIATIVES (KARI), CIVIC ASSOCIATION EQUAL CHANCES, MPC BRATISLAVA, REGIONALNE PRACOVISKO PREŠOV AND THE CULTURAL ASSOCIATION OF ROMA IN SLOVAKIA (KZRS); ROMANIA: RUHAMA FOUNDATION AND THE ROMA CENTRE FOR SOCIAL INTERVENTION AND STUDIES (ROMANI CRISS), MACEDONIA: CITIZEN'S ASSOCIATION NATIONAL ROMA CENTRUM, ROMA EDUCATION CENTRE "AMBRELA" AND HUMANITARIAN AND CHARITABLE ASSOCIATION OF THE ROMA KHAM-DELCEHO; HUNGARY: NATIONAL CHARITY ASSOCIATION FOR A BETTER FUTURE, UNIVERSITY COLLEGE OF NYÍREGYHÁZA AND UNITY IN DIVERSITY FOUNDATION

COORDINATED BY: ROMA EDUCATION FUND (REF)



The topic of education and the Roma issue have been given unprecedented importance on the political agenda at both national and European level. The involvement of families in the education of their children is crucial for success at school.

ROMA FAMILIES GET INVOLVED', TOWARDS THEIR CHILDREN'S SUCCESS IN EDUCATION



Since April 2012 the FSG has been leading the project called Roma families get involved: *transnational methodology towards their children's success in education* funded by the European Commission, DG Education and Culture, within the framework of the Lifelong Learning programme. This was the first call that this DG specifically devoted to the Roma issue.

The main objective is the promotion and participation of Roma mothers and fathers in the education of their children to favour their success in education. To that end, a methodological tool was conceived targeting the professionals who work with Roma families.

This year working groups were formed composed of national and transnational experts and public and private representatives with a wealth of knowledge and experience with the Roma population and education and/or with competences in the field of education in Bulgaria, Hungary, Romania or Spain. They identified best practices at national level and organised national seminars.

The Guide for working with Roma families towards achieving the success of their children in school; a transnational methodological proposal for professionals, to be presented in 2013, was the result of the work undertaken and sharing among experts regarding effective methodologies.

PROJECT PARTNERS:

FUNDACIÓN SECRETARIADO GITANO, SPAIN, ROMA EDUCATION FUND, SWITZERLAND, ROMA OKTATÁSI ALAP (ROMA EDUCATION FUND), HUNGARY, FUNDATIA ROMA EDUCATION FUND, ROMANIA, FUNDATIA SECRETARIATUL ROMILOR, ROMANIA, MINISTRY OF EDUCATION, CULTURE AND SPORTS, SPAIN, MINISTRY OF EDUCATION, YOUTH AND SCIENCE / CENTRE FOR INTEGRATION, PRE-SCHOOL EDUCATION AND ETHNIC MINORITY STUDENTS (COIDUEM), BULGARIA, MINISTRY OF NATIONAL EDUCATION, ROMANIA, TOWN HALL OF ÁCS, HUNGARY.

THE FSG'S WORK IN ROMA- NIA, A PRIORITY

In 2012 the FSG bolstered its activity in Romania through both the FSG and the FSR by participating in transnational projects and engaging in intense institutional activity.

Of the different projects, special mention should be made of: the donation received by the FSG from the REVELA photography award presented by the artist Eva Parey in collaboration with our Foundation and which has served to launch a pilot initiative in education in the area of Boldesti (Romania); and the activities undertaken under the 'EU-Inclusive' project.

For further information please see page 128.

OTHER INITIATIVES

- **What's working?** is another of the programmes we are involved in. Financed by the European Commission (DG Education, call under Lifelong Learning), this programme is led by the British organisation from Manchester called BHA in collaboration with the FSG and the Dutch organisation PHAROS.
- The aim of the project is to share intervention methodologies in working with Roma, mainly from Eastern European countries, in the area of education and also in social inclusion and in general. Last year the partners worked on a practical joint document focusing on these learnings and conducted a short study on the factors conditioning the social inclusion of this population group in the host countries (United Kingdom, the Netherlands and Spain).
- **Shadow Report** on the implementation of the National Strategies. At the close of 2012 we began work on a project funded by the Secretariat of the Decade of Roma Inclusion through which the FSG, together with the Public University of Navarre and the Association of Teachers of Roma, will compile a shadow report on the implementation of *Spain's National Roma Integration Strategy*.



COMMUNICATION

BUDGET: € 361,570.78

BENEFICIARIES: 23,650

PROGRAMMES

EXECUTED: 4

HEAD OF
COMMUNICATION:
BENJAMÍN CABALEIRO

CONSOLIDATING *ON-LINE* COMMUNICATION

Communication at the FSG has taken a major step forward this year with a priority on *on-line* communication.

The remodelling and redesign of the web page, which began two years ago, has concluded and features new sections and more attention to territorial and audiovisual content. Greater attention has also been paid to social networks by reinforcing the already existing *Facebook* and *Youtube* channels and adding *Twitter*. Three newsletters are also published: *Gitanos.org*, comes out twice monthly and this year we passed the 100 issue mark; *El Secre*, is a monthly publication featuring the Foundation's own material; and the veteran publication, *Los gitanos en la prensa* (Roma in the Press), also comes out monthly. The Area of Communication also disseminates an electronic version of all publications in PDF format on the website.

Renovation of these communication channels will continue in 2013 with a new design for the electronic newsletters and a boost for communication through social networks using new platforms and jointly with the different social awareness-raising campaigns.

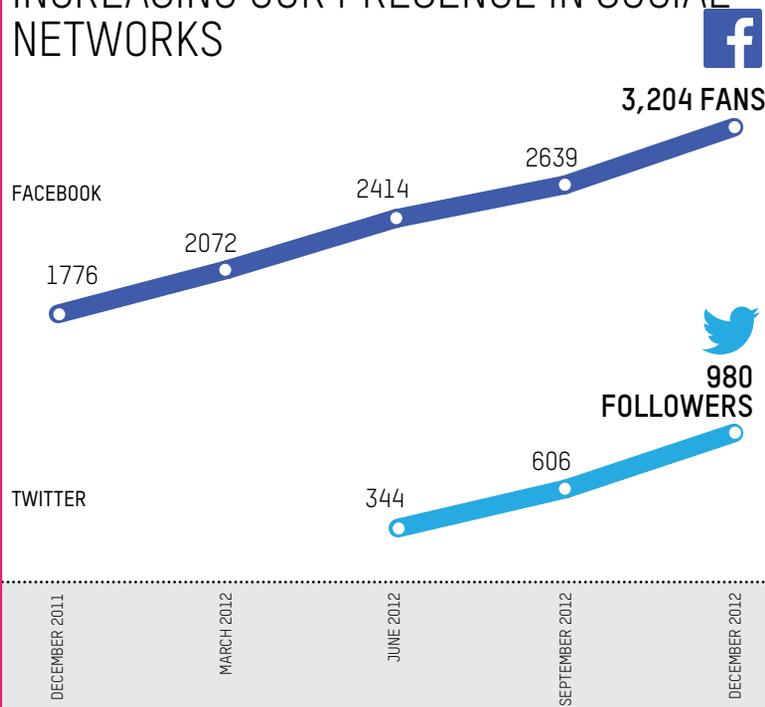
EDUCATION AND EMPLOYMENT, KEY ISSUES IN TIMES OF CRISIS

Communication and awareness-raising activities in 2012 were marked by two key issues in these difficult times of crisis directly affecting the Roma community: education and employment. As for the first, we will continue with the campaign "Roma with Studies, Roma with a Future (See page 86).

Regarding employment, communication initiatives have focused mainly on the new *Comparative study on the Roma population and employment* presented in July 2012 at an event at the Ministry of Employment and which was the focus of one of the issues of our publication *Gitanos*.

2012 also marked the 30th anniversary of the FSG. This was commemorated in the corporate logo and a slogan was added for the occasion: "Working together for a more just society for all". There was not a favourable year for many celebrations, but we did carry out some activities such as the *2012 Agenda* featuring a time line of the highlights during these three decades and the "FSG 30 years" Awards ceremony accompanying the presentation of the campaign. (See page 23).

INCREASING OUR PRESENCE IN SOCIAL NETWORKS



OVER 800 IMPACTS IN THE MEDIA
 160,000 UNIQUE WEB VISITORS
 49 ISSUES OF 3 ELECTRONIC NEWSLETTERS
 4,000 COPIES OF EACH THE MAGAZINE ISSUE
 3,500 POSTERS AND 6,000 BOOKMARKS ON "8TH OF APRIL"
 1,188,000 WEB PAGES VISITED
 NEW TWITTER ACCOUNT
 OVER 3,000 FACEBOOK "LIKES"
 TECHNICAL ASSISTANCE PROVIDED TO OVER 300 ORGANISATIONS



Work commenced in mid-2012 on changing the web page design, improving net-surfing capabilities, enlarging sections and prioritising information from territorial offices

NEW WEB PAGE

In the middle of this year we got started on the redesign of the Foundation's web page and the incorporation of new content. This has been a complete renovation going over and above cosmetic improvements. We enhanced the net-surfing capabilities, enlarged sections and placed a higher priority on information from the territorial offices. Our website is now more contemporary and attractive, easier to navigate, more user-friendly and up to date with new technologies.

The new content includes sections devoted to "The Roma community", "Services / What we can do for you", "Newsroom", "Employment" (with a new section on Acceder Companies) and "Get involved" encouraging the participation of partners, donors, volunteers and anyone else interested in collaborating with the FSG.

This remodelling and redesign process is something that we have been planning over the last two years as we are aware of the need to adapt to changes in the Internet and the organisation itself. Yearly page views are over a million with a total of 160,000 unique visitors.



OUR WEBSITE IS NOW MORE CONTEMPORARY AND ATTRACTIVE, EASIER TO NAVIGATE, MORE USER-FRIENDLY AND UP TO DATE WITH NEW TECHNOLOGIES.

MAGAZINE GITANOS



COVER PAGE OF THE THREE 2012 ISSUES OF THE MAGAZINE "GITANOS"

The FSG's magazine entitled *Gitanos Pensamiento y Cultura* (Roma Thought and Culture) put out four new issues in 2012 (one a double issue) devoted to:

- The Autonomous Community of Andalusia (issue 60 done in 2011 and published in 2012) where nearly half of Spain's Roma population lives.
- *The 2012-2020 National Roma Integration Strategy for Spain* merited a double March-June issue (No. 61-62) given the importance of this document. It contains the full version of the text along with complementary articles and interviews.
- And an issue devoted to Employment (October issue No. 63) with a detailed summary of the findings and recommendations of the 2011 *Comparative study on Employment and Social Inclusion of the Roma population*.

The magazine has a circulation of 4,000 and is sent to schools, libraries, third sector undertakings, institutions, etc.

PRESS OFFICE

The Area of Communication provides professional and personalised services for journalists who are preparing information or radio and television programmes on the Roma community. Notes and press releases are also sent out periodically with relevant and positive information about this community (a large database has been created for that purpose). Through our alert system and daily monitoring of the press (which we have been doing for decades now) we stay abreast of what is happening and can therefore respond swiftly, when needed, in coordination with the Area of Equal Treatment.



IN 2012 THE FSG HAD OVER 800 IMPACTS IN THE PRESS, RADIO AND TELEVISION.

AWARENESS RAISING AND TECHNICAL ASSISTANCE, THANKS TO THE "SOLIDARITY TICK"

IRPF

Most of the FSG's communication and awareness-raising activities are under the "Awareness-raising, information and technical consultancy Roma social inclusion" through the Ministry of Health, Social Services and Equality's call for proposals funded by income tax funds earmarked for "other purposes for social interest".

The goal of this programme is to promote change to improve the situation of the Roma population. It also seeks to influence social policy to make it more efficient on addressing the Roma community's problems and needs, removing obstacles blocking social inclusion and mobilising other stakeholders to collaborate in this task and to enhance solidarity and sensitivity towards the situation faced by the Roma Community. It provides information and consultancy to public authorities, administration specialists, NGOs, etc. at national level in 14 Autonomous Communities.

ITS MAIN LINES OF ACTION ARE:

- Consultancy and technical assistance
- Training activities
- Communication and social awareness
- Studies and research

SIGNIFICANT DATA:

BUDGET: € 210,000

BENEFICIARIES: 19,500 FINANCED BY:..



NETWORKING

The FSG takes part in several communication and awareness-raising initiatives with other social organisations. These include the well-known “Solidarity tick” campaign (encouraging people to tick the solidarity box on their income tax returns) together with the Social Action NGO Platform; the communication group of the European Anti Poverty Network (featuring several joint awareness-raising activities: videos, ONCE lottery ticket, etc.); the Information and Advertising Group of the Operational Programme to Combat Discrimination; and starting in 2012, the “SOMOS” (we are) campaign with 24 important Spanish NGOs which is an initiative promoting the culture of solidarity and paying tribute to partners and collaborators.

The FSG also engages in important communication and awareness-raising work through its territorial offices either through events (such as the 8th April celebration and other important dates such as the Holocaust remembrance, Anti-racism Day, Women’s Day, etc.), the dissemination of press notes and ongoing contact with local media, active participation in awareness raising campaigns and a host of other initiatives such as the coordination of radio programmes on the Roma community (in Jaen and Valladolid), our own pages in social networks or awareness-raising projects like the one undertaken in Asturias with 31 secondary schools or the *In other Words* initiative together with other organisations in Jaen.

OTHER ACTIONS

The Area of Communication also teaches on the *University course to train Roma community social intervention experts* run by the FSG and the Public University of Navarre, and likewise takes part in other academic fora working with students, teachers and other professionals on aspects related with the social image of the Roma community.

In 2012 we also consolidated an interesting collaboration in the *El País* newspaper blog entitled “3.5 billion” where we are periodically given the opportunity to write about issues such as discrimination, employment, social image or Roma Day.

The Area of Communication coordinates the Foundation’s main corporate publications such as the annual *Agenda* which in 2012 focused on the “FSG’s 30 year anniversary” and the 2012 European Year or this *Annual Report of activities* published in Spanish and English and available in printed and electronic format.



The FSG takes part in several communication and awareness-raising initiatives together with other social organisations such as “Solidarity Tick” and the “SOMOS” campaign

“ROMA WITH STUDIES, ROMA WITH A FUTURE” FIGHTING AGAINST EARLY SCHOOL LEAVING

During the 2012-2013 school year, the Fundación Secretariado Gitano launched the awareness-raising campaign called “Roma with Studies, Roma with a Future” with the aim of encouraging Roma adolescents to complete secondary school and continue studying. Only two of every ten Roma children who begin secondary school actually complete it.

This campaign against early school leaving forms part of the FSG’s medium-term communication strategy. It has been possible thanks to income tax funds earmarked for “other social services” through the Ministry of Health, Social Services and Equality and co-funded by the European Social Fund.

The campaign has touched 1,400 Roma through different awareness-raising activities. It was designed jointly by the FSG and the advertising agency Bassat Ogilvy and is conceived as an integral action composed of different events, publicity items, graphics, outdoor advertisements, audio-visuals, merchandising articles, etc.

The main thrust of the initiative hit the streets in 13 cities in 13 different Autonomous Communities between the months of September and October 2012. The cities were: Albacete, Badajoz, Granada, Madrid, Murcia, Oviedo, Pamplona, Sabadell, Santander, Valladolid, Valencia, Vitoria and Zaragoza.

A VERY SPECIAL CASTING

The aim was to make Roma youngsters feel important in their own neighbourhoods. It worked like this: The FSG made a call for boys and girls between the ages of 12 and 16 to take part in a casting to find a face for the awareness-raising campaign without going into any more detail about the ultimate purpose of the test.

182 adolescents from 13 Spanish cities turned up. The youngsters were professionally photographed and then took part in group interviews run by a team of advertisers.

In these interviews they talked about their dreams for the future, what they wanted to be when they grow up and how they planned to go about achieving those dreams. 70 youngsters were selected from the casting and would become the stars of the campaign. The photographs and interviews were used to make posters featuring their dreams together with their intention to finish secondary school in order to achieve them. The young Roma students themselves became the spokespersons of the campaign’s principal message. The posters featured testimony such as: “I want to be a teacher so that I can teach children to have fun learning. To do that I’ll finish secondary school and study elementary education”; “I want to become a lawyer to help people in need. So I’ll finish secondary school and then study Law.”



"ROMA WITH STUDIES, ROMA WITH A FUTURE"

COMO ABIGADO PODRÉ AYUDAR A CUALQUIER PERSONA QUE LA NECESITE.
Y POR ELLA TOMARÉ DECISIONES Y ESTUDIARÉ DERECHO.



EUROPEAN UNION
FUNDACIÓN DE INVESTIGACIONES Y PROMOCIONES SOCIALES
CONSEJO DE EUROPA
COMUNIDAD AUTÓNOMA DE ROMA
ROMA WITH STUDIES, ROMA WITH A FUTURE

QUIERO ABIR UN TALLER DE ELECTROMECÁNICA EN SOTO DEL BANCO Y QUE ME CONOZCAN POR MI BUEN TRABAJO.
ME GUSTARÍA TOMAR DECISIONES Y ESTUDIAR ELECTROMECÁNICA.



EUROPEAN UNION
FUNDACIÓN DE INVESTIGACIONES Y PROMOCIONES SOCIALES
CONSEJO DE EUROPA
COMUNIDAD AUTÓNOMA DE ROMA
ROMA WITH STUDIES, ROMA WITH A FUTURE

FUNDARÉ UNA EMPRESA PARA DISEÑAR ABIGADOS COMO EL GUA PERO EN LAS CALLES DE GRANADA.
ME GUSTARÍA TOMAR DECISIONES Y ENFOCarme EN DISEÑAR ABIGADOS.



EUROPEAN UNION
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CONSEJO DE EUROPA
COMUNIDAD AUTÓNOMA DE ROMA
ROMA WITH STUDIES, ROMA WITH A FUTURE

ME GUSTARÍA MOSTRARLE A LA GENTE MI VESIÓN DE LAS COSAS A TRAVÉS DE UNA CÁMARA.
Y POR ELLA TOMARÉ DECISIONES Y ESTUDIARÉ FOTOGRAFÍA Y VIDEO.



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CONSEJO DE EUROPA
COMUNIDAD AUTÓNOMA DE ROMA
ROMA WITH STUDIES, ROMA WITH A FUTURE

ME GUSTARÍA MOSTRAR MI PENSAMIENTO EMPRESARIAL POR EJEMPLO, UN RESETEO DE NEGOCIOS.
Y POR ELLA TOMARÉ DECISIONES Y ESTUDIARÉ NEGOCIOS Y ADMINISTRACIÓN DE EMPRESAS.



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ROMA WITH STUDIES, ROMA WITH A FUTURE

ME GUSTARÍA DESEÑAR NUEVOS PLANES Y DISEÑAR APPLICACIONES COMO ELLOS.
Y POR ELLA TOMARÉ DECISIONES Y ESTUDIARÉ DISEÑO Y PROGRAMACIÓN DE COMPUTADORAS.



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CONSEJO DE EUROPA
COMUNIDAD AUTÓNOMA DE ROMA
ROMA WITH STUDIES, ROMA WITH A FUTURE

CREER QUE ES MUY IMPORTANTE QUE HAYA MÁS PROFESORES Gitanos, Y YO SERÉ UNO.
ME GUSTARÍA TOMAR DECISIONES Y ESTUDIAR PEDAGOGÍA.



EUROPEAN UNION
FUNDACIÓN DE INVESTIGACIONES Y PROMOCIONES SOCIALES
CONSEJO DE EUROPA
COMUNIDAD AUTÓNOMA DE ROMA
ROMA WITH STUDIES, ROMA WITH A FUTURE

QUIERO SER PROFESORA PARA ENSEÑAR A LOS NIÑOS A ADVERTIRSE APRENDIENDO.
Y POR ELLA TOMARÉ DECISIONES Y ESTUDIARÉ PEDAGOGÍA.



EUROPEAN UNION
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CONSEJO DE EUROPA
COMUNIDAD AUTÓNOMA DE ROMA
ROMA WITH STUDIES, ROMA WITH A FUTURE

YO TENDRÉ MI PROPIA EMPRESA Y DARÉ TRABAJO A MUCHA GENTE.
ME GUSTARÍA TOMAR DECISIONES Y ESTUDIAR ECONOMÍA.



EUROPEAN UNION
FUNDACIÓN DE INVESTIGACIONES Y PROMOCIONES SOCIALES
CONSEJO DE EUROPA
COMUNIDAD AUTÓNOMA DE ROMA
ROMA WITH STUDIES, ROMA WITH A FUTURE

ME GUSTARÍA DISEÑAR LOS PLANOS DE NUEVOS VIVIENDAS EN LA PAZ.
Y POR ELLA TOMARÉ DECISIONES Y ESTUDIARÉ ARQUITECTURA.



EUROPEAN UNION
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CONSEJO DE EUROPA
COMUNIDAD AUTÓNOMA DE ROMA
ROMA WITH STUDIES, ROMA WITH A FUTURE

QUIERO DEFENDER AL QUE HA SUFRIDO ALGUNA INJUSTICIA POR RACISMO.
ME GUSTARÍA TOMAR DECISIONES Y ESTUDIAR DERECHO.



EUROPEAN UNION
FUNDACIÓN DE INVESTIGACIONES Y PROMOCIONES SOCIALES
CONSEJO DE EUROPA
COMUNIDAD AUTÓNOMA DE ROMA
ROMA WITH STUDIES, ROMA WITH A FUTURE

TRABAJARÉ EN UN COLEGIO Y ENSEÑARÉ A LOS NIÑOS Y NIÑAS LO POSITIVO DE LOS VALORES Gitanos.
Y POR ELLA TOMARÉ DECISIONES Y ESTUDIARÉ EDUCACIÓN SOCIAL.



EUROPEAN UNION
FUNDACIÓN DE INVESTIGACIONES Y PROMOCIONES SOCIALES
CONSEJO DE EUROPA
COMUNIDAD AUTÓNOMA DE ROMA
ROMA WITH STUDIES, ROMA WITH A FUTURE

DISEÑARÉ UNA APLICACIÓN DE MÓVIL PARA VER PAPÁS EN SU PUNTO LA PODRÉ CREAR.
Y POR ELLA TOMARÉ DECISIONES Y ESTUDIARÉ INGENIERÍA.



EUROPEAN UNION
FUNDACIÓN DE INVESTIGACIONES Y PROMOCIONES SOCIALES
CONSEJO DE EUROPA
COMUNIDAD AUTÓNOMA DE ROMA
ROMA WITH STUDIES, ROMA WITH A FUTURE

YO ME ESPERARÉ PARA QUE LOS NIÑOS DE MI BARRIO TENGAN LA OPORTUNIDAD DE IR AL COLEGIO.
Y POR ELLA TOMARÉ DECISIONES Y ESTUDIARÉ EDUCACIÓN INFANTIL.



EUROPEAN UNION
FUNDACIÓN DE INVESTIGACIONES Y PROMOCIONES SOCIALES
CONSEJO DE EUROPA
COMUNIDAD AUTÓNOMA DE ROMA
ROMA WITH STUDIES, ROMA WITH A FUTURE

JUNTAS MOSTRAREMOS NUESTROS JESSICA A ABIGADOS.
Y POR ELLA TOMARÉ DECISIONES Y ESTUDIARÉ NEGOCIOS.



EUROPEAN UNION
FUNDACIÓN DE INVESTIGACIONES Y PROMOCIONES SOCIALES
CONSEJO DE EUROPA
COMUNIDAD AUTÓNOMA DE ROMA
ROMA WITH STUDIES, ROMA WITH A FUTURE

SI NO PUEDO SER FOTÓGRAFA, MOSTRARÉ UN TALLER EN MI BARRIO CON MI AMIGO JUAN.
Y POR ELLA TOMARÉ DECISIONES Y ESTUDIARÉ COMUNICACIÓN.



EUROPEAN UNION
FUNDACIÓN DE INVESTIGACIONES Y PROMOCIONES SOCIALES
CONSEJO DE EUROPA
COMUNIDAD AUTÓNOMA DE ROMA
ROMA WITH STUDIES, ROMA WITH A FUTURE

DREAMS IN THE NEIGHBOURHOODS

The campaign's big event took place on 30th October: to the surprise of the children, the posters were put up in their neighbourhoods and schools. That morning the neighbourhoods were "papered" with posters featuring the faces of the youngsters who were surprised to see themselves, attracting the attention of their peers. These boys and girls became spokespersons and role models clearly showing that young Roma want to and are breaking down barriers. The hanging of the posters also drew the interest of the national, regional and local media thus achieving another of the strategy's objectives: to contribute to improving the social image of the Roma community.

The posters were put up around 40 neighbourhoods and in 81 schools. The FSG network and the involvement of workers and volunteers helped to put the message in the minds of the campaign's target group, a group which is geographically dispersed and not readily open to messages of this sort.

In some cities such as Albacete and Madrid, posters were also put up at bus stops in neighbourhoods with the highest concentration of Roma population.



MARIUS FLORENTIN STATE, A 2ND YEAR SECONDARY SCHOOL STUDENT AT THE SCHOOL CALLED PÉREZ DE AYALA IN OVIEDO, DREAMS ABOUT BEING A LAWYER.

"For me, reaching high-school and then going on to university will completely change my life... I imagine that my father and mother will be proud of me. Then we won't be as poor as we are now."

"When I'm a lawyer, I will use my knowledge of the law to help those in need. To do that, I'll finish secondary school and then study Law."



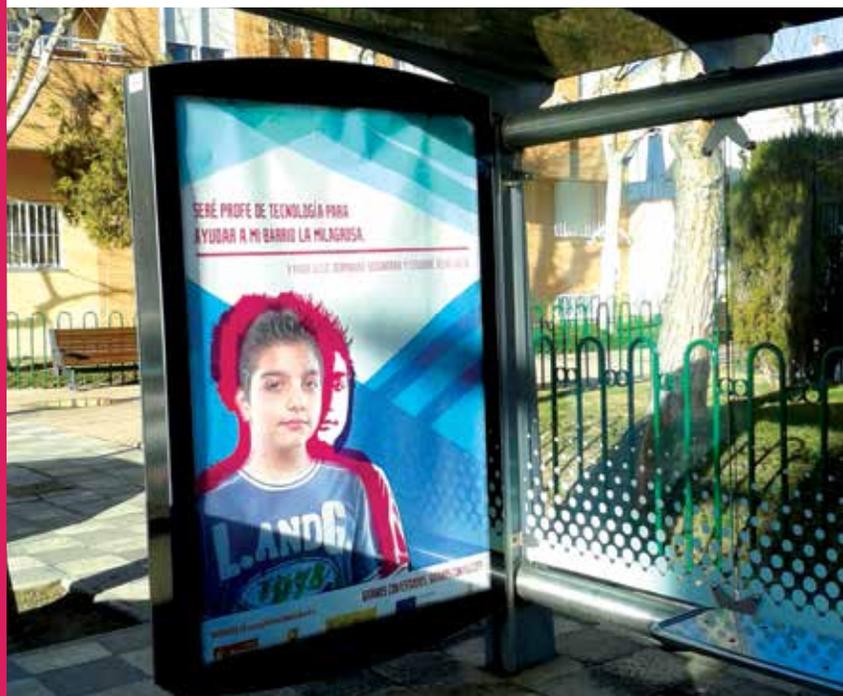
Besides encouraging the youngsters to complete secondary school and continue studying, the campaign turned 70 young people in referents

CAMPAIGN OUTREACH

All campaign activities and materials were uploaded to a micro-site: www.gitanosconestudios.org which also provided a day by day description of the campaign in the form of a blog.

The campaign had a notable impact in the media; it appeared 69 times and therefore reached a total cumulative audience of 11 million people. It was covered by the following national media: TVE, El País, El Mundo, ABC, RNE, Cadena Ser, Europa Press, and others.

It also received over 12,400 Google hits limiting the search to Campaign "Roma with Studies" 2012 "Fundación Secretariado Gitano".



INSTITUTIONAL PRESENTATION

The campaign was presented at a national event that took place on 13th November at Casa Encendida in Madrid where 250 people from the public administration, private entities and non-governmental organisations in the areas of social action, education and the third sector attended.

The presentation, in the form of a gala, showcased the work being done by the Fundación Secretariado Gitano in the area of education and its star programme: Promociona. The event was hosted by the journalist and comedian, Juan Luis Cano, chairman of the Gomaespuma Foundation, and featured a number of audiovisual presentations.

The first part was institutional with an address from the Secretary of State for Social Services and Equality, Juan Manuel Moreno, and the president of the FSG, Pedro Puente. A group of Roma youngsters who were directly involved in the campaign also came up on stage to talk about their experience. The part of the presentation focusing on the awareness-raising activities and the educational programme *Promociona* was done by two of the Foundation's Roma workers.

MATERIALS

Different materials were produced for the street activities and the institutional presentation: 2,500 posters and leaflets to advertise the casting; 3,840 posters with pictures of the youngsters; 140 folding supports to hold the posters, 400 tee-shirts, 3,300 pamphlets (in Spanish and English), 400 brochures.

A 10-minute video on the *making of* the campaign was recorded documenting all of the street activities featuring recordings in different cities and statements from the participants.

An awareness-raising item was given to opinion leaders together with their invitation. It consisted of three pencils with the words expressing the dreams of the youngsters and a large card stating "The future of Roma youth is written with their dreams".

Decorative material was also prepared for the public presentation (canvas and vinyl sheets, etc.) as were electronic items such as a banner and Christmas card intended to spread the message to a broader audience.



THE CAMPAIGN IN NUMBERS

BUDGET: € 146,000

DIRECT IMPACT ON THE ROMA COMMUNITY:

1,400

182 youngsters showed up for the casting

In 13 cities

70 youngsters were chosen for the campaign posters

CAMPAIGN OUTREACH

69 impacts in the media

11,000,000 total accumulated audience

40 neighbourhoods

81 schools

FINANCED BY



PROMOTING CULTURE

BUDGET: € 4,000

BENEFICIARIES: 34,600

1 PROGRAMME
AND HUNDREDS OF
ACTIVITIES

MAKING THE ROMA CULTURE MORE VISIBLE

The FSG sees the promotion of culture as a tool to stress essential and positive elements of the Roma ethnic group thus offsetting stereotypes and prejudices that still persist. It is also an instrument whereby the Roma community itself, as well as the non-Roma community, can become familiar with and value this culture and the contributions it has made to Spanish culture in general.

In short, the FSG's main goal in promoting culture is to make Roma culture more visible and hence improve the image of the Roma people.

The aim for 2013 is clear: find new stable sources of funding that allow us to develop new cultural promotion projects and further develop the ones already under way.

196 ACTIVITIES UNDERTAKEN IN
30 MUNICIPALITIES

34,600 BENEFICIARIES

4,000 PEOPLE VISITED OUR
EXHIBITIONS IN 33 ACTIVITIES

CELEBRATING ROMA CULTURE

In 2012 the FSG engaged in substantially more cultural promotion activities than in 2011. We undertook over 200 cultural activities of all types in 30 towns and cities in the majority of the Autonomous Communities, touching over 34,600 people.

From among these activities we would draw attention to a series of inter-cultural meetings, workshops, training sessions, etc. where we worked on increasing familiarity with Roma culture. We also continue to encourage and publicise other Roma celebrations such as local Roma community festivities in the Autonomous Communities celebrating Roma Christmas, etc. and a whole series of awareness-raising activities and commemorations where the FSG has been present and actively participated such as Women's Day, International Holocaust Remembrance Day, Diversity Day, etc.



MOBILE CULTURE, TWO EXHIBITIONS

The FSG has two educational exhibitions, “**Sharing cultures. Roma today**” and “**Roma women participating**”, intended to shed light on the history and aspects related to the identity and culture of the Roma community in Spain.

The FSG exhibits have been shown at 33 activities and were visited by over 4,000 people. These have mostly been in schools such as the Pérez de Ayala secondary school (Asturias), los Escolapios de Barbastro school (Huesca) y the Conde Diego Porcelos high school (Burgos). But they have also been shown at places like the Lázaro Carreter Cultural Centre in Madrid, the Assembly of Extremadura located in Merida, the Teacher-Resource Centre of Huesca and the Mieres Cultural Centre in Asturias.

8TH APRIL, INTERNATIONAL ROMA DAY

Another year the FSG celebrated International Roma Day participating in numerous institutional events with other Roma organisations making this a day of revindication and also a reminder to governments, administrations, the media, civil society and all citizens in general that the **Roma people still want to be recognised** and treated with equality and to have the same opportunities as the rest of their fellow citizens in all the countries where they live.

As in past years, the FSG made a commemorative poster designed by the Roma artist Montse Motos.

The FSG views cultural promotion as a tool to highlight essential and positive characteristics of the Roma ethnic group

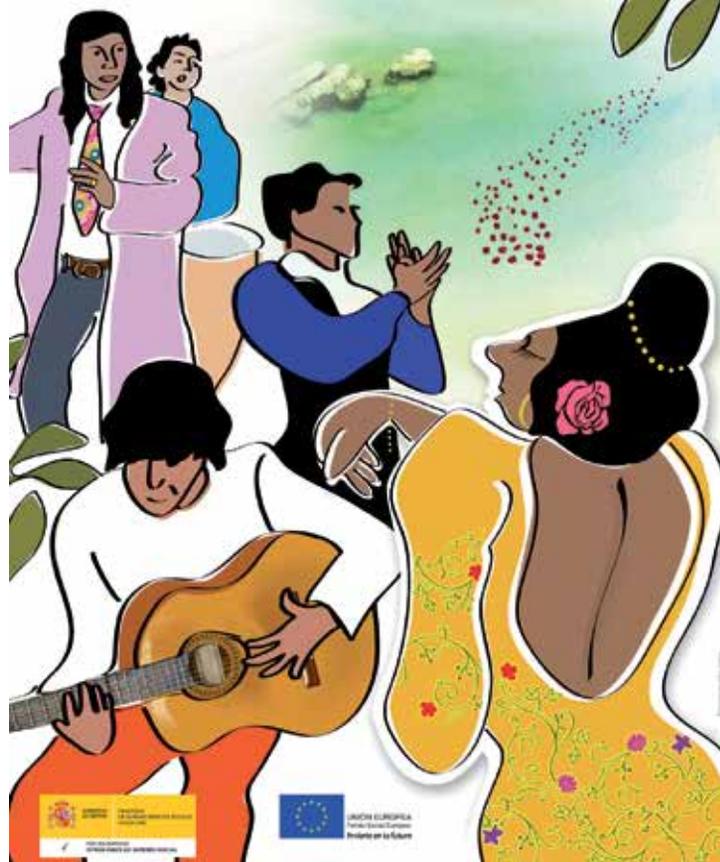
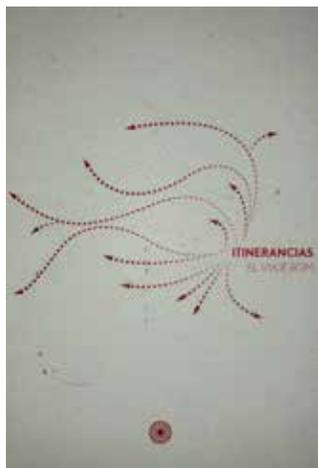


NUSTRAS EXPOSICIONES HAN SIDO VISITADAS POR MÁS DE 4.000 PERSONAS ESTE AÑO.

THE ROMA JOURNEY

In 2012, thanks to the Ministry of Culture’s 2011/2012 Cultural Promotion grant awarded to the FSG, the audiovisual material called *Itinerancias* was published. *El Viaje Rom* (The Roma Journey) is being used in training sessions to teach the history of the Roma people and to supplement the guidebook and explanation of the historical part of the exhibit “Sharing cultures. Roma today”.

This material recounts the history of the Roma journey marked by persecution, contempt and, most importantly, ignorance. Since their exodus from India over one thousand years ago, Roma have been especially subjected to rejection and marginalisation by majority populations that enacted laws to force them to assimilate.



FSG DOCUMENTATION
CENTRE IN 2012

440 CONSULTATIONS

31% OUTSIDE
EXTERNAL
CONSULTATIONS

THE FSG DOCUMENTATION CENTRE, REFERENCE POINT ON ROMA ISSUES

The Fundación Secretariado Gitano is home to the principal Documentation Centre on the Roma community in Spain which is also one of the most important in all of Europe. Its objectives are as follows:

- To promote the preservation, knowledge and dissemination of the culture and history of the Roma people.
- To serve as a documentary point of reference for research work on the Roma community.

In 2012 over 440 requests were received by the Documentation Centre, 31% from external users (Roma associations, students and researchers, different public and private entities from the area of social action, media, NGOs, etc). 32.5% of these requests were related to the implementation of FSG activities and actions in many other territories together with other social entities, schools and training centres and different public administrations.

The Centre provides the following services:

→ **Library**

Consultation service with a wealth of information specialising on the Roma community.

→ **Media library**

Containing abundant wide range of audiovisual material on the Roma people which can be viewed and listened to at the Documentation Centre itself.

→ **Press library**

Containing many press clippings about the Roma people both in hard and digital copy dating back to 1967. This service also publishes the newsletter called Roma in the Press which is distributed to 3,851 electronic subscribers, an increase of 230 over 2011.

→ **Teacher's resources**

A selection of materials designed for use by schools, associations, institutions and public and private organisations to teach values, interculturality and to increase awareness of the Roma community.

→ **Web**

With this emphasis on communication, information and digital documentation, and with the launch of the new FSG Website, we have begun to develop this service to convert the Documentation Centre into an on-line reference centre.

To that end, the Web page provides access to on-line versions of our publications and magazines as well as a toolbox and a selection of key documents on specific subjects relating to the Roma community..



The goal of our Documentation Centre is to promote the preservation, knowledge and dissemination of the culture and history of the Roma people.

FSG PUBLICATIONS IN 2012

TECHNICAL ANNALS NOTEBOOK SERIES

FIRST MEETINGS. ROMA COMMUNITY. CITIZENSHIP AND DIVERSITY. 2011 FUNDACIÓN SECRETARIADO GITANO AWARD FSG MADRID, 2012

Publication addressing aspects such as the concept of identity, cultural values, interculturalism, interculturality, citizen rights and duties and education.

The book value is determined by publishing in a volume reflections and experiences of relevant experts with great knowledge about the Roma community as the case of José Manuel Fresno, in social policies and Third Sector for European and international institutions, the sociologist and audiovisual producer José Heredia Moreno; or anthropologist Teresa San Roman.



WORK MATERIALS SERIES

ITINERANCIAS. EL VIAJE ROM (THE ROMA JOURNEY)
FSG AREA OF CULTURE AND DOCUMENTATION CENTRE, MADRID, 2012.

Documentary on the history of Roma's journey starting with the exodus from India to their arrival to Spain.



COLLABORATIONS AND ACTIVITIES OUTSIDE THE SERIES

ROMA POPULATION, EMPLOYMENT AND SOCIAL INCLUSION (SPANISH EDITION). A COMPARATIVE STUDY: THE SPANISH AND MIGRANT ROMA POPULATION.
FSG EMPLOYMENT. MADRID, 2012

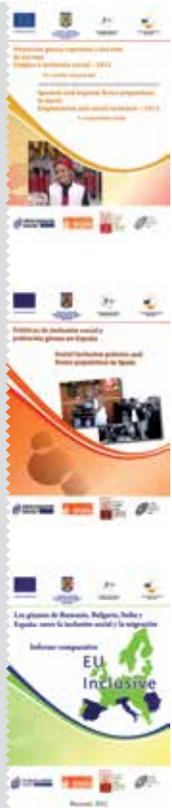
Study looking into the reality facing the Roma population regarding training, employment and social inclusion, comparing current data with those from the 2005 study and with the results from the survey conducted by the National Statistics Institute on the overall situation of the entire population.



EU-INCLUSIVE PROJECT PUBLICATIONS

Compiled

- SPANISH AND MIGRANT ROMA POPULATION IN SPAIN. EMPLOYMENT AND SOCIAL INCLUSION 2001. A COMPARATIVE STUDY
- SOCIAL INCLUSION AND ROMA POPULATION POLICIES IN SPAIN
- ROMA FROM ROMANIA, BULGARIA, ITALY AND SPAIN; SOCIAL INCLUSION AND MIGRATION
- NATIONAL REPORT ON LABOUR AND SOCIAL INCLUSION OF ROMA PEOPLE IN ITALY (PUBLIC POLICIES REPORT).
- NATIONAL REPORT ON GOOD PRACTICES FOR THE SOCIAL AND LABOUR INCLUSION OF ROMA PEOPLE IN ITALY (PUBLIC POLICIES REPORT).
- ROMA INCLUSION IN ROMANIA- POLICIES, INSTITUTIONS AND EXAMPLES (PUBLIC POLICIES REPORT).
- ROMA SITUATION IN ROMANIA, BETWEEN SOCIAL INCLUSION AND MIGRATION (SOCIOLOGICAL STUDY).
- BEYOND MYTHS AND PREJUDICES- ROMA IN BULGARIA (SOCIOLOGICAL STUDY).
- REPORT ON PUBLIC POLICIES FOR INCLUSION OF THE ROMA POPULATION IN BULGARIA AND THE MAIN ISSUES OF SOCIAL AND ECONOMIC INCLUSION OF THE ROMA COMMUNITY (PUBLIC POLICIES REPORT).



LIFE AND EXPERIENCES SERIES

A TRAINING MODEL FOR THE LABOUR INTEGRATION OF ROMA WOMEN

FSG MADRID AND SALAMANCA. MADRID, 2012

Video showing the experience of two Roma women who received shop assistant and hotel/restaurant training and their subsequent employment.



STORIES FROM THE HEART

FSG ALICANTE MADRID, 2012

Stories written by 50 women from Alicante participating in working groups connected to the FSG, FAGA, Paloma Project Association, AA.VV. Four-hundred Homes and the Tea and Coffee Group of the Unamuno Meeting Point.



LET'S LEARN TO BE EQUAL. INTERCULTURAL EDUCATION MANUAL
CEIMIGRA. VALENCIA, 2012

Manual that attempts to address questions such as: diversity or diversities, what does interculturality really mean?; pluralism, multiculturalism and interculturality?; Can we really speak of unresolved inequalities? The FSG took part in this publication with an article describing our experience in intercultural education with the Roma people.



ACTIVITIES IN THE REGIONS

ANDALUSIA
ARAGON
ASTURIAS
CANTABRIA
BASQUE COUNTRY
CASTILE-LA MANCHA
CASTILE -LEON
CATALONIA
VALENCIA REGION
MADRID
EXTREMADURA
GALICIA
MURCIA
NAVARRRE

ROMANIA



ANDALUSIA



REGIONAL DIRECTOR
JUAN MANUEL REYES CAMPOS



DEPUTY TERRITORIAL DIRECTOR
SILVIA FERNANDEZ VEGA

BUDGET:
€ 4,280,478.65

BENEFICIARIES:
14,565

PROGRAMMES
EXECUTED: 54

FOR MORE INFORMATION, VISIT:
WWW.GITANOS.ORG/ANDALUCIA

FOLLOW US ON FACEBOOK

THE ROMA COMMUNITY

Nearly half of Spain's Roma community lives in the Autonomous Community of Andalusia. That comes to over 300,000 people whose living standard has improved significantly over the last several decades thanks to access to social protection systems, public housing, health

systems, education and employment.

However, there are still challenges that need to be tackled:

- BETWEEN 30% AND 40% OF ANDALUSIA'S ROMA POPULATION IS FACING POVERTY AND SOCIAL EXCLUSION.
- MOST OF THE HOUSING PROBLEMS HAVE BEEN SOLVED ALTHOUGH A FEW SHANTY TOWNS AND

SOME SUB-STANDARD HOUSING REMAIN, ESPECIALLY THE VACIE SETTLEMENT IN SEVILLE AND ASPERONES IN MALAGA.

- EDUCATION NEEDS TO BE ADDRESSED SO THAT ROMA YOUTH AT LEAST COMPLETE THEIR COMPULSORY SECONDARY SCHOOL EDUCATION. PUBLIC SCHOOLS ARE BECOMING GHETTOS AND ROMA STUDENTS ARE NOT EXPECTED TO SUCCEED AT SCHOOL.
- ROMA ARE THE MINORITY SUFFERING THE MOST DISCRIMINATION ON GROUNDS OF ETHNIC ORIGIN OR RACE AFTER THE MAGHREBIS.

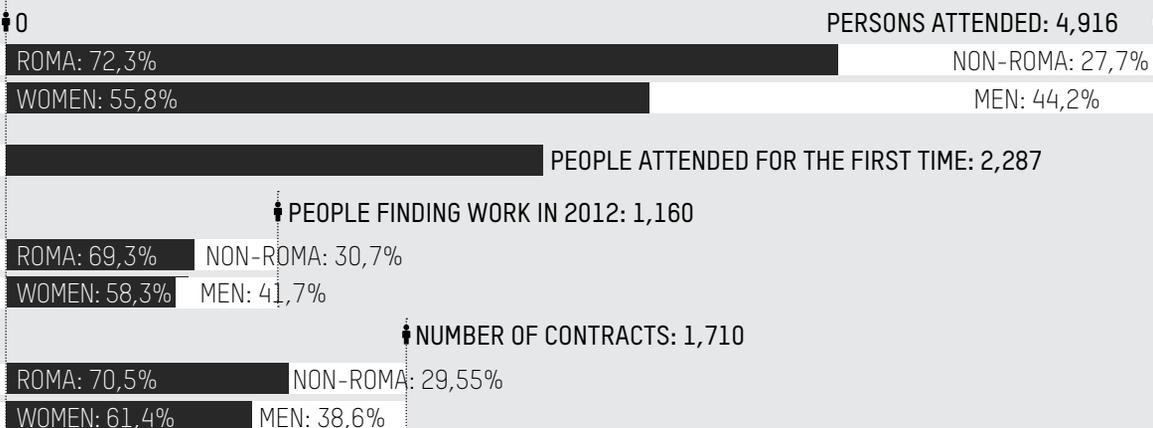
THE FSG

Over the last several years the Fundación Secretariado Gitano in Andalusia has become one of the NGOs held in highest esteem in the 17 municipalities in which we work. The FSG has ten permanent and very well-equipped work centres in Andalusia with a stable team

of professionals in: Almeria, Campo de Gibraltar, Cordoba, Granada, Huelva, Jaen, Jerez, Linares, Malaga and Seville.

WHAT WE DID IN 2012

ACCEDER ANDALUSIA 2012



1,710 CONTRACTS
SIGNED
42,662 HOURS OF
TRAINING
1,160 PEOPLE
FOUND A JOB
BUDGET:
€ 2,456,578.34

REGIONAL DIRECTOR:
JUAN MANUEL REYES CAMPOS.

DEPUTY TERRITORIAL DIRECTOR:
SILVIA FERNÁNDEZ VEGA

PROVINCIAL COORDINATION ALMERIA:
DOLORES RAMÓN ALONSO

PROVINCIAL COORDINATION CADIZ,
JEREZ DE LA FRONTERA:
CRISTINA FLORES CHAMORRO

LOCAL COORDINATION CAMPO DE GIBRALTAR:
LUZ MILAGROS JIMÉNEZ VILLANUEVA

PROVINCIAL COORDINATION CORDOBA:
FRANCISCO JIMÉNEZ ANTÚNEZ

PROVINCIAL COORDINATION GRANADA:
ANA ROMERO GARCÍA

PROVINCIAL COORDINATION HUELVA:
CRISTINA ROSAL LEÓN

PROVINCIAL COORDINATION JAEN, LINARES:
EVA LECHUGA QUESADA

LOCAL COORDINATION JAEN:
GUADALUPE REVUELTAS HIDALGO

PROVINCIAL COORDINATION MALAGA:
MAR TORRES CASADO DE AMEZÚA.

PROVINCIAL COORDINATION SEVILLE:
ANTONIA SÁNCHEZ FRANCO.

STAFF

WORKERS: 178

ROMA: 82	NON-ROMA: 96		
WOMEN: 132	MEN: 46		
ROMA WOMEN: 58	NON-ROMA WOMEN 74	ROMA MEN: 23	NON-ROMA MEN: 23

VOLUNTEERS: 82

INTERNS: 38



"PROMOCIONA" STUDENTS IN THEIR LAST YEAR OF SECONDARY SCHOOL AT THE CLOSING CEREMONY AFTER GRADUATION ALONGSIDE THE TERRITORIAL DELEGATE FOR EDUCATION IN GRANADA, ANA GAMEZ.



PRACTICAL LEARNING EXPERIENCE AS PART OF A "SHELF-STOCKER COURSE" IN LINARES THROUGH THE ACCEDER PROGRAMME.

EMPLOYMENT

ACCEDER. Despite the crisis, our training and employment programme worked with nearly 5,000 people and 1,160 managed to find a job. A total of 1,049 people received training through the 188 specific courses we conducted.

PROFESSIONAL EMPLOYMENT EXPERIENCES. In Almeria, Cordoba and Jerez. Beneficiaries do paid training work in companies.
BENEFICIARIES: 120
BUDGET: € 184,028.34

WORKSHOP SCHOOL "EMPOWERING INFORMATION AND COMMUNITY SERVICES". Contribution made by the Roma community to the city of Seville with guided tours

through the world of flamenco and bullfighting.

BENEFICIARIES: 20
BUDGET: € 639,410.10

CAIXA INCORPORA IN MALAGA. Labour market intermediation programme targeting people with special difficulties finding a job.
BENEFICIARIES: 169
BUDGET € 8,449.78

EDUCATION

PROMOCIONA AND PAE REFERENTES (role models). Work with academically proficient students who are likely to complete secondary school.
BENEFICIARIES: 646
(510 IN PROMOCIONA AND 136 IN REFERENTES)
BUDGET € 525,631.27

PAE CONTINUA. Work with students with a high rate of absenteeism and poor academic results.
BENEFICIARIES 223
BUDGET € 70,209

PROGRESA CORDOBA. School support pilot programme, in collaboration with the Intervida Foundation, for Roma students doing post-compulsory studies.
BENEFICIARIES: 50
BUDGET: € 30,000

PROVINCIA GRANADA. In collaboration with the Intervida Foundation, this programme encourages the enrolment of Roma children in the initial cycle of pre-school education.
BENEFICIARIES: 55
BUDGET: € 15,000

CAIXA PROINFANCIA. in Malaga and Seville, aid for school supplies, food and child hygiene, academic tutoring, city camps, and other initiatives.
BENEFICIARIES: 921
BUDGET: € 683,915.00

ROMA STUDENT MEETING AND EDUCATIONAL PROGRAMME CLOSING CEREMONIES. Conducted in all provinces and scheduled to coincide with the closing ceremonies of educational programmes in Andalusia.
BENEFICIARIES: 1226
BUDGET: € 4,500

SUMMER SCHOOLS: To maintain school habits and routines and make learning a part of free-time activities.
BENEFICIARIES: 140
BUDGET: € 33,183

COMMUNITY SOCIAL ACTION

PUBLIC INTERNET CENTRES. Access to new technologies for Roma in Almeria (Pampanico, Los Almendros and La Fuente) and Malaga (La Corta).

BENEFICIARIES: 2365

BUDGET: € 117,587.00

HEALTH

INTEGRATED SOCIAL INTERVENTION. To improve the health and hygiene of the Roma population by promoting disease prevention and health in Malaga.

BENEFICIARIES: 30

BUDGET € 10,000

EDUCATIONAL TALKS. “Por un millón de pasos” (“For a million steps”) “Fogón 3.0” talks in collaboration with Nurses for the World, programmes on prevention, acquiring a healthy lifestyle, etc. in Almeria.

BENEFICIARIES: 275

WORKSHOPS. Focused on healthy eating habits and prevention of tobacco addiction held at the Promociona classrooms in Jaen.

BENEFICIARIES 40

PNS DRUGS IN LINARES

BENEFICIARIES 119

BUDGET € 600

TALKS ON HEALTHY EATING HABITS, SEXUAL HEALTH WORKSHOPS, ETC. As part of the Arrayanes Health Centre’s Citizen Participation Forum for Acceder programme users in Linares.

BENEFICIARIES: 60

YOUTH

CITIZENSHIP AND ROMA POPULATION. Targeting young Roma age 16 to 30, designed to teach the concept of citizenship and the rights and duties of citizens.

BENEFICIARIES: 200

BUDGET: € 10,000

YOUTH NETWORK CHAVOS NEVO-YOUTH TODAY. To promote social participation and empower Roma youth in Granada.

BENEFICIARIES: 369

BUDGET: € 2,000

YOUTH ACTIVITIES IN LINARES. In coordination with the Roma Development Plan in the Arrayanes District. Free time alternatives and constructive entertainment.

BENEFICIARIES: 64

FOOTBALL 7 IN LINARES.

Disease prevention and health promotion through sports and different workshops for young people age 16 to 18.

BENEFICIARIES: 15



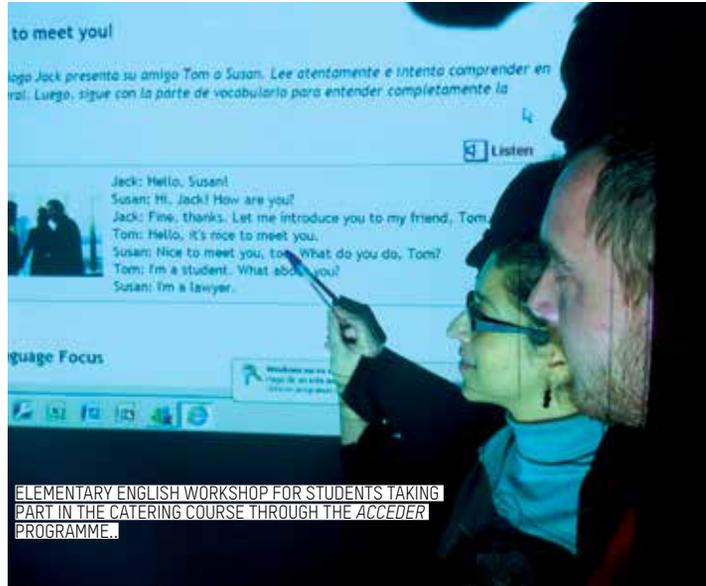
JUAN REYES, DIRECTOR OF FSG ANDALUSIA, AT THE MEETING THAT THE THIRD SECTOR BOARD HELD WITH THE PRESIDENT OF THE REGIONAL GOVERNMENT OF ANDALUSIA, JOSE ANTONIO GRINAN.



PARADING THROUGH THE STREETS OF JAEN DURING THE RE-ENACTMENT OF THE ARRIVAL OF THE ROMA PEOPLE TO THIS CITY IN THE 15TH CENTURY.



THE TERRITORIAL DELEGATE FOR EDUCATION IN GRANADA ALONGSIDE THE DIRECTOR OF THE AMOR DE DIOS SECONDARY SCHOOL CONGRATULATE TWO YOUNG LADIES WHO WERE CHOSEN IN THE CASTING FOR THE CAMPAIGN “ROMA WITH AN EDUCATION. ROMA WITH A FUTURE”.



ELEMENTARY ENGLISH WORKSHOP FOR STUDENTS TAKING PART IN THE CATERING COURSE THROUGH THE ACCEDER PROGRAMME.

ALMERIA YOUTH AWARD. For Solidarity, presented by Andalusia's Youth Institute of the Regional Government of Andalusia.

IMMIGRATION

ROMA FROM THE EASTERN EUROPE. Almeria, Cordoba and Malaga. Designed to compensate for the labour, educational and social inequalities of the Roma population emigrating from Eastern Europe.

BENEFICIARIES: 628

BUDGET: INCLUDED IN ACCEDER

EQUAL TREATMENT

IDENTIFICATION OF CASES OF DISCRIMINATION AND VICTIM SUPPORT. Advisory and inter-mediation activities undertaken to facilitate access to goods and services, employment and education.

BENEFICIARIES: 22

GENDER EQUALITY

PARTICIPATION. In Andalusia, through local women's councils, networks platforms, etc. and in conferences, meetings, demonstrations against gender-based violence, etc. Furthermore, in all of our offices we treat gender as a transversal issue.

BENEFICIARIES: 600

GUIDED VISITS Talks with the Family Schools in the Almen-dros and Fuentecica neighbourhoods and workshops to address the role of Roma women in their own culture and in society in Almeria.

BENEFICIARIES: 340

ROMA WOMEN WORKSHOPS IN JEREZ. Implemented in schools through group work.

BENEFICIARIES: 275

EXHIBIT ENTITLED "ROMA WOMEN PARTICIPATING" by the FSG's Women's Group. Jaen

BENEFICIARIES: 250

PROMOTION OF CULTURE

INTERNATIONAL ROMA DAY. Andalusia Roma Day with the exhibit "Sharing Cultures" in the different provinces. In addition to the normal events, this year we re-enacted the arrival of the Roma people to Jaen in the 15th century with a procession through the city streets to commemorate the 550th anniversary of the arrival of the Roma people to Andalusia.

BENEFICIARIES: 7,000

"SHARING CULTURES. Roma today" in Cordoba.

BENEFICIARIES: 464

BUDGET: € 6,000

"I ROMANI BALVAL, THE ROMA WIND." Monthly radio programme addressing Roma culture on Uniradio Jaen, the University of Jaen's radio station, presented by the Jaen and Linares teams.

BENEFICIARIES: 885 DOWNLOADS

COMMUNICATION AND AWARENESS RAISING

"ROMA WITH STUDIES, ROMA WITH A FUTURE". Casting and poster-hanging in Granada.

BENEFICIARIES: 150

MEDIA INTEREST. The media and social networks are paying more attention to the FSG's activities in Andalusia (Roma educational campaigns, closing ceremonies at educational events, events for Andalusia Roma Day, etc.).

VOLUNTEERING

ANDALUSIA VOLUNTEER AWARD 2012, OUTREACH. Presented by the Regional Department of Local Administration and Institutional Relations to FSG Andalusia for the video entitled "Learn by Teaching"

OVER 1,200 PEOPLE TOOK PART IN THE TEN STUDENT MEETINGS AND EDUCATIONAL PROGRAMME CLOSING CEREMONIES IN ANDALUSIA THROUGH WHICH THE "PROMOCIONA" PROGRAMME WAS PRESENTED TO THE EDUCATIONAL COMMUNITY, THE INSTITUTIONS AND THE PROVINCIAL AND REGIONAL MEDIA.

IN 2012 THE WORK DONE BY FSG ANDALUSIA WAS RECOGNISED WITH TWO AWARDS: THE 2012 ANDALUSIA VOLUNTEERING AWARD FOR OUTREACH, FROM THE LOCAL ADMINISTRATION AND INSTITUTIONAL RELATIONS DEPARTMENT FOR THE VIDEO ENTITLED "LEARN BY TEACHING" AND THE ALMERIA YOUTH PRIZE, SOLIDARITY, AWARDED BY THE IAJ.

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ARAGON



REGIONAL DIRECTOR
ISABEL JIMÉNEZ CENIZO

PROVINCIAL COORDINATOR OF ZARAGOZA
RAÚL GÜIU PLAZA

PROVINCIAL COORDINATOR OF HUESCA:
EDUARDO JULIÁN PASCUAL

TERRITORIAL REGIONAL DIRECTOR
ISABEL JIMÉNEZ

BUDGET:
€ 496,582.26

PERSONS ASSISTED:
3,017

PROGRAMMES EXECUTED: 23

FOR MORE INFORMATION, VISIT:
WWW.GITANOS.ORG/ARAGON

FOLLOW US ON FACEBOOK

THE ROMA COMMUNITY

Aragon has 1,346,293 inhabitants (2011 National Statistics Institute - INE) and approximately 21,000 of them are Roma, i.e. 1.5% of the population. Their presence in Aragon dates back to 12

January 1425 and historical data shows that they lived and travelled in Aragon over the following centuries. Today, over 60% reside in the city of Zaragoza and are affected by the same crisis that is ravaging most of our society. Regarding employment, 6 out of

10 Roma persons are unemployed. While access to social benefits has progressively improved over the last five years, the current threat of eviction is causing situations of anxiety and depression and the solution to these housing problems is overcrowding

THE FSG

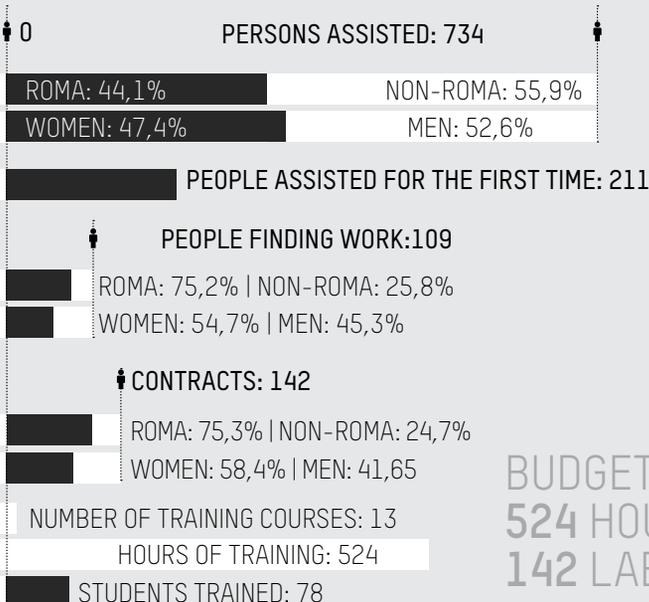
Since the year 2000 we have been working for the social-labour market integration of the Roma population at the FSG-Aragon headquarters in Zaragoza and our Huesca office, through the Acceder

programme and have had very good results. We can safely say that our presence there has had a positive impact on Roma families that are increasingly demanding more training and less dependence on social benefits. We therefore feel stronger than ever that training must

focus on professional certification while school support for youngsters and their families must see to it that young people successfully complete their secondary school studies providing access to higher level vocational training.

WHAT WE DID IN 2012

ACCEDER ARAGÓN



EMPLOYMENT

ACCEDER. Despite the crisis, our training and employment programme managed to secure 142 labour contracts, 19 more than last year. A total of 78 people received training through the 13 specific courses we conducted.

URBAN HUESCA. School support and preparation for the Elementary School equivalence exam.

BENEFICIARIES: 78

EDUCATION

COMPENSATORY EDUCATION. At the Sainz de Varanda public school in Zaragoza, the Pirynees secondary school and at Lucas Mallada public school in Huesca.

BENEFICIARIES: 64

BUDGET: € 2,340

PROMOCIONA. Aim: to foster the educational mainstreaming of Roma students and achieve higher levels of academic success during the last two years of primary school and during secondary school.

BENEFICIARIES: 13 STUDENTS, 9 FAMILIES AND 6 SCHOOLS

BUDGET: € 26,820

CAIXA PRO-INFANCIA. We work in two areas of education: tutoring and open centres.

BENEFICIARIES: 45

BUDGET: € 81,000

ADULT EDUCATION. Literacy and social skills workshops in Zaragoza

BENEFICIARIES: 13

SCHOLARSHIP PROGRAMME. Socio-educational and econom-

BUDGET: € 239,750.07
524 HOURS OF TRAINING
142 LABOUR CONTRACTS

STAFF

WORKERS: 19

ROMA: 4

NON-ROMA: 15

WOMEN: 12

MEN: 7

VOLUNTEERS: 18

OFFICES

ZARAGOZA (territorial headquarters)
Calle Agustina de Aragón, nº 43
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Tel: 974 23 24 44
fsghuesca@gitanos.org



or a return to shanty towns. Anti-Roma discrimination is running rampant and is aided by some social media which portray a stereotyped view of this community.



AN EXAMPLE OF LABOUR MARKET INTEGRATION IN HUESCA THANKS TO THE ACCEDER PROGRAMME WHICH SECURED 142 CONTRACTS THIS YEAR.



MOTHER-STUDENT WORKSHOP THROUGH THE CAIXA PROINFANCIA PROGRAMME



DESPITE THE CRISIS, THROUGH ACCEDER WE HAVE ASSISTED 734 PEOPLE, HAVE SECURED 142 LABOUR CONTRACTS, TRAINED 109 PEOPLE THROUGH OUR COURSES AND 208 EMBARKED ON THEIR INDIVIDUAL EMPLOYMENT PATHWAY.

CELEBRATING CARNIVAL WITH THE CHILDREN WE WORK WITH IN HUESCA.

ic support to keep young Roma in school.

BENEFICIARIES: 4

HOUSING

SOCIAL INNOVATION PROGRAMME. Championed by the Government of Aragon for the rehabilitation of housing in the district of Valdejalón (Zaragoza) and Huesca.

BENEFICIARIES: 15 FAMILIES, 15 HOMES REHABILITATED
BUDGET € 45,513.90

COMMUNITY SOCIAL ACTION

CAMINAR HUESCA. Accompaniment services for relocated families from the Mártires neighbourhood in Huesca and integrated social intervention with families from Camino de Jara and the Perpetuo Socorro neighbourhood. The Urban Project

BENEFICIARIES: 5 FAMILIES FROM MARTIRES AND 76 PEOPLE FROM CAMINO DE JARA
BUDGET: € 79,948.44

HEALTH

PROMOTING HEALTH AT MOTHER-CHILD CENTRES. Awareness-raising with regard to good eating habits and drug prevention in Zaragoza.

BENEFICIARIES: 25

PROMOTING HEALTH through sports (racquetball) and a radio workshop in Huesca

BENEFICIARIES: 15

YOUTH

STUDENT MEETING. Annual meeting of secondary school Roma students in Aragon at the Joaquín Roncal school in Zaragoza

BENEFICIARIES: 130
BUDGET: € 400

IMMIGRATION

ROMA FROM THE EASTERN EUROPE. Social inclusion scheme for Eastern European Roma in the Valdejalón district

BENEFICIARIES: 18
BUDGET: € 27,793.80

GENDER EQUALITY

AWARENESS-RAISING. Awareness-raising conference on International Women's Day at the UNED in Barbastro with the broadcast of "Romnia, Roma women of Huesca"

BENEFICIARIES: 70

PROMOTION OF CULTURE

CELEBRATING IMPORTANT DATES. Acts commemorating the arrival of Roma to Aragon (12 January) and the celebration of International Roma Day.

BENEFICIARIES: 300

COMMUNICATION AND AWARENESS RAISING

REMEMBERING THE VICTIMS: Participation in the International Day paying tribute to the victims of the Nazi holocaust

SERVICE USERS 200

VISIBILITY Participation in different TV and radio programmes and local and regional press on significant dates for the Roma community such as 12th January and 8th April, and in specific meetings and conferences such as the Roma secondary school student meeting or the presentation of the Promociona Programme campaign "Roma with studies, Roma with a future".

VOLUNTEERING

SCHOOL SUPPORT: Support staff for school tutoring activities

SERVICE USERS 20

ASTURIAS



REGIONAL DIRECTOR:
VÍCTOR GARCÍA ORDÁS

**COORDINATOR TRAINING AND EMPLOYMENT AREA
AND IN OVIEDO:**
EVA RODRÍGUEZ ZARDAÍN

**SOCIAL INTERVENTION AND AREA III
COORDINATOR:**
MATILDE UGARTE ÁLVAREZ

AVILES COORDINATOR
CARMEN POVEDANO GALLARDO

GIJON COORDINATOR:
JUAN ANTONIO GABARRE JIMÉNEZ

THE ROMA COMMUNITY

Despite the progress made over the last 30 years, the Roma community in Asturias (approximately 10,000 people) faces serious disadvantages with respect to the majority population. Training and professional

qualification figures are much lower; the unemployment rate has trebled over the last several years; and differences in participation at all levels of education and early school leaving at the compulsory secondary level, widens the disadvantage gap.

Despite progress made in providing standard housing through shanty town eradication schemes, there are still towns with serious sub-standard housing problems and ghettos.

Roma immigrants in Asturias are coping with serious prob-

THE FSG

Although our organisation had already implemented several technical assistance and educational programmes in the shanty town settlements of Asturias before the year 2000, it was

as of that year that we began steady, serious work with interdisciplinary teams of professionals and volunteers through integrated initiatives designed to respond to the many problems prevalent in the cities and towns where we work.

The complementary nature of our teams with the different stakeholders (public administrations and other social organisations) and the social participation of the Roma families have made the following results possible. Our training

BUDGET: € 846,405.75

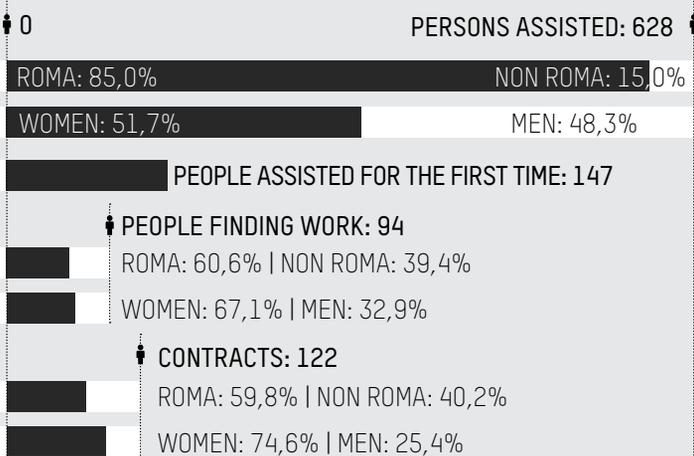
**PERSONS ASSISTED:
8,503**

**PROGRAMMES
EXECUTED: 33**

FOR MORE INFORMATION, VISIT:
WWW.GITANOS.ORG/ARAGON

WHAT WE ACCOMPLISHED DID IN 2012

ACCEDER IN ASTURIAS



BUDGET: € 251,674.35
3,763 HOURS OF TRAINING
122 CONTRACTS

EMPLOYMENT

ACCEDER. Despite the crisis, our employment programme has continued operating serving 628 people and securing 122 contracts. We have also run 15 training courses for 142 students.

CHALAVIPEN. Public Employment Service. Intercultural mediation employment workshop.

BENEFICIARIES: 10
BUDGET: € 217,885.58

EDUCATION

SEVERAL DIFFERENT PROGRAMMES are implemented to promote the educational mainstreaming of Roma students to enhance academic success, to encourage enrolment and persistence in compulsory secondary education, as well as enrolment in middle and/or higher studies or vocational training.

FAMILY SCHOOL. At Tapia de Casariego school with Roma families receiving the basic social salary.

BENEFICIARIES: 9 FAMILIES
BUDGET: € 1,000

EDUCATIONAL SUPPORT AND TUTORING in Aviles with Roma, non-Roma and immigrant students from several schools in 2nd, 5th and 6th year of primary school.

BENEFICIARIES: 50
BUDGET: € 60,000

TUTORING. This programme focuses on youngsters from Castrillón, Corvera, Gozón, Muros de Nalón, Pravia and Soto del Barco, supplementing the activities of Area III's Social Inclusion Programme.

BENEFICIARIES: 175
BUDGET: € 6,000

EDUCATIONAL COMPENSATION. This programme is designed to supplement the initiatives undertaken by Gijón's Accompaniment programme, Oviedo's Educational Intervention and the Promociona programme in Oviedo and Gijón.

BENEFICIARIES: 101 STUDENTS AND 35 SCHOOLS
BUDGET: € 5,400

PROMOCIONA. Aims to foster the educational mainstreaming of Roma students in order to achieve higher levels of academic success

STAFF

WORKERS: 38

ROMA: 9	NON ROMA: 27
MEN: 8	WOMEN: 30

OFFICES

AVILÉS (Territorial Headquarters)
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fsgoviedo@gitanos.org



lems arising from their baseline situation and lack of knowledge and adaptation to their new reality.

The incorporation and social participation of the Roma community in Asturias has improved over these last several

and employment programme, *Acceder*; vocational training and the social-labour market integration centre, *Vedelar*, together with *Promociona*, the integrated intervention project in AREA III and our accompaniment initiatives in

during the last two years of primary school and during secondary school.

BENEFICIARIES: 55 STUDENTS, 54 FAMILIES AND 23 SCHOOLS
BUDGET: € 72,173.50

TUTORING. Supplements the activities of Area III's Social Inclusion Programme, Accompaniment in Gijón and Educational Intervention in Oviedo.

BUDGET: € 1,726.71
BENEFICIARIES: 198

PROMOTING CO-EXISTENCE. This initiative seeks to contribute to the well-being of the educational community, personal and social development and to improve success at school. It includes initiatives to prevent problems and promote co-existence, mediation and conflict intervention.

BENEFICIARIES: 29 STUDENTS AND 11 FAMILIES
BUDGET: € 2,252.23

EDUCATIONAL INTERVENTION. At Ventanielles, Santa Marina de Piedramuelle and Cascayu schools

years. However, discrimination is limiting their development and keeping them from reaching the same level of well-being and progress as the rest of the citizens.

Basic Social Salary programmes and others, is bringing about a transformation in the inclusion of the Roma population in the Principality of Asturias.

BENEFICIARIES: 35 CHILDREN, THEIR FAMILIES AND 6 SCHOOLS
BUDGET: € 25,933.58

INTERVENTION WITH EASTERN EUROPEAN ROMA. Basic services for immigrant Roma from Romania.

BENEFICIARIES: 127
BUDGET: € 3,000

SOCIAL ACCOMPANIMENT. Adult education, compensatory education, tutoring and more.

BUDGET: € 45,000
BENEFICIARIES: 102 FAMILIES
INTERVENTIONS: 219

COMMUNITY SOCIAL ACTION

SOCIAL INCLUSION WITH ETHNIC MINORITIES. Standardising the situation of the Roma community by responding to their needs, fostering full citizenship, improving living standards and respecting their cultural identity.

BENEFICIARIES: 1,036
BUDGET: € 135,334.66

This programme is supported by other activities implemented



THROUGH *ACCEDER* THIS YEAR WE HAVE RUN 15 TRAINING COURSES FOR 142 STUDENTS. THE PHOTOGRAPH DEPICTS A CLEANING COURSE WITH LACERA IN OVIEDO.

THE FSG IN ASTURIAS FORMS PART OF THE EUROPEAN ANTI POVERTY NETWORK IN ASTURIAS, THE ADEIPA ASSOCIATION OF START-UP FIRMS, THE CHILDREN'S PLATFORM OF THE DEIS AND IS A MEMBER OF THE YOUTH COUNCIL AND THE REGIONAL VOLUNTEER COUNCIL. WE WOULD DRAW ATTENTION TO THE COLLABORATION AGREEMENT SIGNED WITH THE SOLICITOR-GENERAL FOR THE COMPILING OF REPORTS, ORGANISATION OF ACTIVITIES AND ESPECIALLY TO DEFEND CITIZENS.

through local social integration projects such as:

Initiation to personal image.

BENEFICIARIES: 9 YOUNG PEOPLE
BUDGET: € 8,630

Garden maintenance course and conservation of natural surroundings

BENEFICIARIES: 22 YOUNG PEOPLE
BUDGET: € 9,649.93

Analysis of the training-labour interests of recipients of the basic social salary and labour market intermediation with local enterprise.

BENEFICIARIES: 217 PEOPLE AND 118 BUSINESSES.
BUDGET: € 17,960

“Drom sastipém” - Road to Health
BUDGET: € 1,700

Educational support targeting children and adolescents

BUDGET: € 1,000

HEALTH

HEALTH EDUCATION. Capacity-building among the immigrant

Roma population from Eastern Europe fostering healthier lifestyles. Includes information, awareness-raising and capacity-building workshops.

BENEFICIARIES: 81 PEOPLE
BUDGET: € 4,999

AWARENESS RAISING

A new social order is possible. Awareness raising targeting young people and the general population regarding the current economic situation of millions of people throughout the world and the importance of education to rectify inequalities.

BENEFICIARIES: 967 STUDENTS AND 22 SCHOOLS
BUDGET: € 9,000

YOUTH

CHAVÓS NEBÓ YOUTH NETWORK. This programme aims to promote and facilitate social participation and empower Roma youth.

BUDGET: € 8,000

CANTABRIA



TERRITORIAL REGIONAL HEADDIRECTOR
ROSA PÉREZ CRESPO

REGIONAL DIRECTOR
ROSA PÉREZ CRESPO

MEDIATOR
CARMEN DUAL JIMÉNEZ

HEAD OF ACCEDER
ELENA DíEZ FERNÁNDEZ

HEAD OF PROMOCIONA
VIRGINIA MARTÍN MENÉNDEZ
Y SARA GONZÁLEZ DíEZ

BUDGET: € 95,916.50

PERSONS ASSISTED:
442

PROGRAMMES
EXECUTED: 4

FOR MORE INFORMATION, VISIT:
www.gitanos.org/cantabria
FOLLOW US ON FACEBOOK

THE ROMA COMMUNITY

2012 was a difficult year for the Roma community in Cantabria (approximately 5,500 people); we have perceived a setback in the progress achieved in housing, employment, health, social justice and equality. In some

areas of Cantabria we still see a lot of sub-standard housing and shanty towns.

Moreover, there have been cuts in 2012 which have affected some educational and labour programmes.

This is why we have decided to concentrate on employment and education in Cantabria, key pillars to help close the large gap with the rest of the population.

THE FSG

This year, FSG Cantabria has seen a change in the profile of the beneficiaries recruited by the mediator —from low employability to people with a greater likelihood of finding employment— a vital factor in the design of

labour market integration pathways. Here we choose between two types of actions: improve qualifications and mainstreaming through training by outside resources and doing the training ourselves through agreements with companies.

In 2012, our aim has been for the FSG to maintain a stable presence in the province and concentrate our activity around the Acceder and Promociona programmes, while also engaging in awareness-raising work with the Roma community, educators and public administrations

WHAT WE DID IN 2012

ACCEDER CANTABRIA

> **acceder**

EMPLOYMENT

ACCEDER. This year, despite the crisis, we managed to improve our figures: 40 people found jobs after going through the programme, we signed 61 labour contracts and provided 1,159 hours of training.

EDUCATION

PROMOCIONA: Designed to foster the educational mainstreaming of Roma students to achieve higher levels of academic success during the last two years of primary school and throughout secondary school.

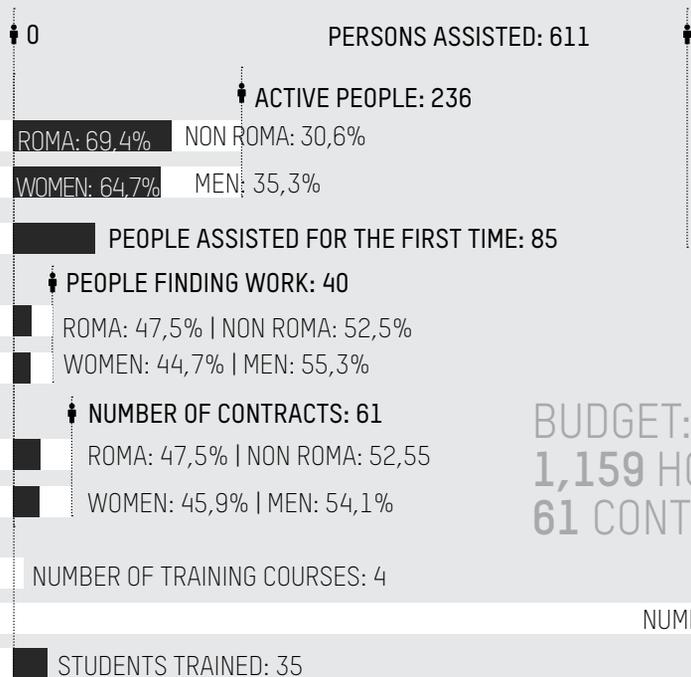
BUDGET: € 15,000
BENEFICIARIES: 18 STUDENTS (13 GIRLS AND 5 BOYS), 17 FAMILIES AND 9 SCHOOLS.

LEISURE AND FREE-TIME. Social-educational workshops run for students at the M^a Sanz de Sautuola school.

BUDGET: € 24,000
BENEFICIARIES: 150 PEOPLE

ADULT EDUCATION. Digital literacy workshops and reading and writing.

BUDGET: € 5,300
BENEFICIARIES: 30 PEOPLE



BUDGET: € 53,687.30
1,159 HOURS OF TRAINING
61 CONTRACTS SIGNED

NUMBER OF TRAINING COURSES: 1,159

STAFF

WORKERS: 10

ROME: 1

NON ROME: 9

WOMEN: 10

MEN: 0

VOLUNTEERS: 4

OFFICE

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39011, Santander
Tel. 942 322 281
rosa.perez@gitanos.org



IN 2012, OUR SIGHTS WERE SET ON THE STABLE PRESENCE OF THE FSG IN THE PROVINCE AND FOCUSING ACTIVITY AROUND THE ACEDER AND PROMOCIONA PROGRAMMES.

through the education campaign called "Roma with an Education, Roma with a Future".

We would also stress the involvement of volunteers in the implementation of our programmes this year..



PROMOCIONA CLASSROOM PROVIDING EDUCATIONAL SUPPORT IN SANTANDER



PROMOCIONA STUDENT ORIENTATION AND PARENT SUPPORT

HEALTH

HEALTH PROMOTION: Health habit workshops with the youngsters from Promociona
BENEFICIARIES: 13 PEOPLE

AWARENESS-RAISING AND ROMA CULTURE. Guided visit for schools to the exhibit "Sharing cultures. Roma today".
BENEFICIARIES: 150 CHILDREN

COMMUNITY SOCIAL ACTION

SERVICE AND COUNSELLING. Social and health counselling, dealing with red tape, procedures to access to housing, etc.
CONSULTATIONS RECORDED: 100
BENEFICIARIES: 40 PEOPLE

COMMUNICATION AND AWARENESS RAISING

AWARENESS CAMPAIGN "ROMA WITH STUDIES".

Casting and outdoor activities of this campaign encouraging Roma adolescents to complete secondary school and to continue studying.
BENEFICIARIES: 17 PEOPLE

PROMOTION OF CULTURE

IMPORTANT DATES. Celebration of International Roma Day.
BUDGET: € 100
BENEFICIARIES: 50 PEOPLE

AWARENESS-RAISING AND THE ROMA COMMUNITY. Talks with Social Integration students on the Roma community
BENEFICIARIES: 25 PEOPLE

DESPITE THE CRISIS, THE ACEDER PROGRAMME SHOWED BETTER RESULTS IN CANTABRIA SECURING 61 WORK CONTRACTS AND PROVIDING 40 PEOPLE WITH JOBS.



CRISTINA, AN ACEDER PROGRAMME BENEFICIARY, DID AN INTERNSHIP AT EULEN.



BASQUE COUNTRY



NURIA DE LA CRUZ AND MARÍA DEL CARMEN PINEDO

PROVINCIAL COORDINATOR ALAVA
NURIA DE LA CRUZ

PROVINCIAL COORDINATOR VIZCAYA Y GIPUZKOA:
MARÍA DEL CARMEN PINEDO

BUDGET: € 324,927.60

PERSONS ASSISTED: 1,326

PROGRAMMES EXECUTED: 6

FOR MORE INFORMATION, VISIT:
www.gitanos.org/pais_vasco

FOLLOW US ON FACEBOOK

THE ROMA COMMUNITY

An estimated 20,000 Roma (6,000 of whom are immigrants) live in the Basque Country. The majority live in what we could call 'dignified housing', the exception being

Vizcaya —where sub-standard housing subsists and Guipuzcoa where shanty town situations can still be found and some people live in abandoned homes or buildings. However, these situations are isolated and are far from representative.

Regarding education, all students are enrolled but a continued effort is required at the secondary level to improve results.

As for the labour situation, despite constant signs that the Roma community can and wants

THE FSG

The overarching objectives of the daily work undertaken by the FSG in the Basque Country are to improve standard of living, cohesion and social participation by fostering education, access to stable quality employment, healthy living conditions and access to dignified housing.

Our training and employment efforts are through the Acceder programme where we engage in specific projects which have proven to be successful. In the sphere of education, we carry out a number of activities with Roma youngsters despite not having any Promociona classrooms.

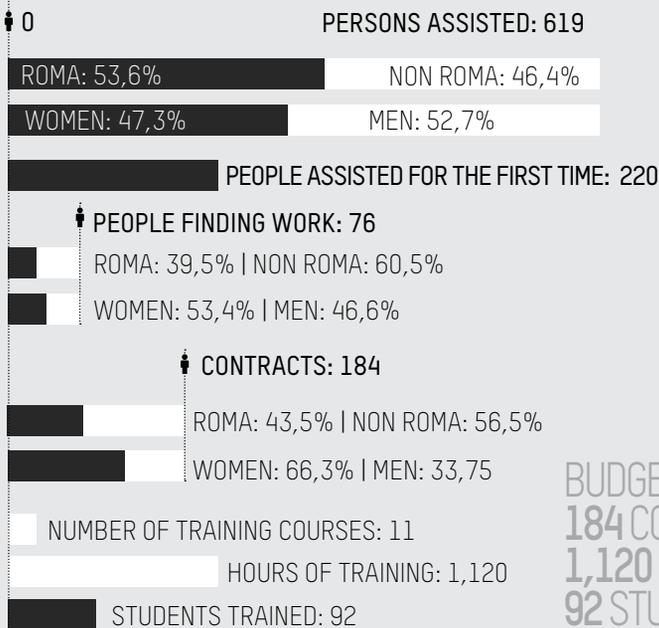
needs of those who have been evicted and those being resettled. In health, we focus on promoting healthy lifestyles.

We engage in this work through the three offices established in our Autonomous Community where our best practices are seen as a model. This serves as encouragement to con-

Regarding housing, we meet the

WHAT WE DID IN 2012

ACCEDER BASQUE COUNTRY



EMPLOYMENT

ACCEDER. Our training and employment programme accounts for a large proportion of our activity in the Basque Country. This year, despite the crisis, we collaborated with 63 companies and secured 184 contacts; 76 people found jobs.

It is worth stressing that five Roma girls earned their secondary school diploma and continued with their education. We also provided guidance and counselling to the teaching staff. In other schools, Roma culture is promoted and taught.

BENEFICIARIES: 14

EDUCATION

EDUCATION FOR TOLERANCE. Targeting 14 Roma pupils and students of other cultures in their last year of secondary school. Two-hour sessions were held once a week at the San-somendi school where we worked on co-existence at school, rights and respect for cultural diversity and also academic achievement.

GENDER EQUALITY

"ROMI SINELO". Comprehensive intervention with Roma women to foster participation.

BENEFICIARIES 12 WOMEN

BUDGET: € 1,593

HOUSING

COLLABORATION AGREEMENT WITH SESTAO BERRI. The aim of this programme is to meet the specific needs arising from resettlement.

BENEFICIARIES: 20 PEOPLE

BUDGET: € 348,500
184 CONTRACTS
1,120 HOURS OF PRACTICAL TRAINING
92 STUDENTS TRAINED

STAFF

WORKERS: 11

ROMA: 4 NON ROMA: 7

WOMEN: 5 MEN: 6

ROMA: 1 | NON ROMA: 4 ROMA 2 | NO ROMA: 4

BETWEEN AGES 20 AND 34: 6 BETWEEN AGES 35 AND 49: 4 BETWEEN AGES 50 AND 64: 1

VOLUNTEERS: 8

OFFICES

ALAVA

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Fax: 944 722 202
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GUIPUZCOA

Avda. Ategorrieta nº 9 Bajo
20013- Donostia (Gipuzkoa)
Tel: 943 297 879
Fax: 943 298 221
fsgsansebastian@gitanos.org



to work, the Acceder programme needs to forge ahead with its training and labour insertion work to give Roma greater access to the job market. It is important to bear in mind that a large proportion of the Roma community continues to work in scrap

metal collection (albeit less and less) and mobile trading (despite today's crisis situation).

continue working for the social advancement of the Roma community.

The FSG in the Basque Country proposes the following for 2013:

→ FOCUS ON TRAINING WHERE PRACTICAL EXPERIENCE PLAYS AN IMPORTANT ROLE.

→ ENHANCE THE PRESENCE OF THE FSG THROUGHOUT THE BASQUE COUNTRY, MAKING OUR WORK MORE VISIBLE.

→ CONTINUE FOCUSING ON OUR WAY OF WORKING, CONSOLIDATING THAT WHICH SETS US APART (INDIVIDUAL EMPLOYMENT PATHWAYS, ACCOMPANIMENT, COUNSELLING, LABOUR MARKET INTERMEDIATION, ETC.) AND IMPROVING UPON THOSE INITIATIVES WE ENGAGE IN WITH OTHER ORGANISATIONS.

→ IMPROVE THE EMPLOYMENT FIGURES OF ROMA MEN AND WOMEN BOTH IN TERMS OF THE QUANTITY AND QUALITY OF WORK CONTRACTS.

→ CONTINUE TO FOSTER THE INCLUSION AND SOCIAL COHESION OF THE ROMA COMMUNITY.

AND ALSO...

II CONVERGENCE OF CULTURES. Once again the FSG in the Basque Country, alongside all of the other NGOs in Sestao, took part in the II Encuentro Entre Culturas (Convergence of Cultures) organised by Sestao Berri to support co-existence, generate social cohesion and promote a sense of belonging to the town and greater knowledge of the different cultures living together in Sestao. The FSG of Sestao joined the "Romi Sinelo" programme beneficiaries in making Roma style coffee which they served with a typical pastry. We also engaged in a pin and key-chain workshop in collaboration with the Nevipen Roma Association and the Roma girls exhibited their refined dancing skills. It was a truly fine day!

NETWORKING. The FSG remains an active participant in the EAPN Network, attending meetings and contributing to all the different actions proposed. Special mention should be made of the collection of signatures for the Grass-roots Legislative Initiative to, inter alia,

prevent the mass evictions which are taking place.

EDUCATIONAL STUDY. We took part in the educational study being prepared by the FSG to gather information on the educational reality of Roma youth. Information is gathered by means of a national survey (in the Basque Country in the provinces of Alava, Guipuzcoa and Vizcaya) of nuclear families where there are members between the ages of 13 and 25. The results will be available in 2013.

BASQUE PLAN FOR THE INTEGRAL PROMOTION OF THE ROMA PEOPLE. As in previous years, two members of the Acceder team actively participated, as FSG representatives, in the activities of the II Basque Plan for the Integral Promotion of the Roma People with a view to helping to achieve the Plan's objectives. This year, a committee of Roma women was created under the Plan to give more visibility, importance, voice and vote to Roma women. The Committee is formed by representatives of Roma women's Associations and the Fundación Secretariado Gitano.



THIS YEAR THE FSG IN THE BASQUE COUNTRY IMPLEMENTED 11 TRAINING COURSES THROUGH ACCEDER IN WHICH 92 PEOPLE PARTICIPATED. IN THE PICTURE, LOGISTICS AND FORKLIFT OPERATOR COURSE IN DONOSTIA.



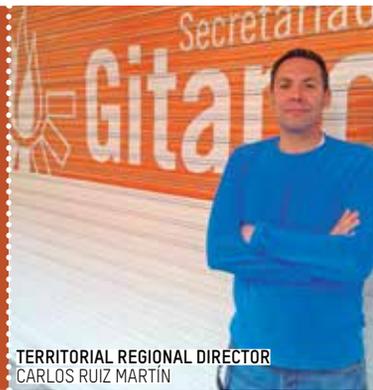
THANKS TO ACCEDER, THIS YEAR 76 PEOPLE FOUND JOBS AND WE SECURED 184 CONTRACTS.



ON 25 SEPTEMBER THE AWARENESS-RAISING CAMPAIGN "ROMA WITH AND EDUCATION, ROMA WITH A FUTURE" ARRIVED TO VITORIA WHERE ROMA YOUNGSTERS TOOK PART IN OUR SPECIAL CASTING, INTERVIEWS AND GROUP DYNAMICS. FIVE DAYS LATER POSTERS WERE PUT UP WITH THE PHOTOGRAPHS AND DREAMS OF THE CHILDREN SELECTED.

IN COMMEMORATION OF INTERNATIONAL WOMEN'S DAY IN SESTAO (VIZCAYA) – IN COLLABORATION WITH THE TOWN HALL AND EQUALITY FORUM OF SESTAO – WE PARTICIPATED IN DIFFERENT ACTIVITIES

CASTILE-LA MANCHA



TERRITORIAL REGIONAL DIRECTOR
CARLOS RUIZ MARTÍN

TERRITORIAL REGIONAL DIRECTOR:
CARLOS RUIZ MARTÍN

COORDINATOR IN CIUDAD REAL:
MATILDE HINOJOSA SERENA

COORDINATOR IN ALBACETE
ENCARNACIÓN BALLESTEROS SEVILLA

COORDINATOR IN TOLEDO
EVA FERNÁNDEZ SIERRA

COORDINATOR IN CUENCA
MARISA MARTÍN PÉREZ

BUDGET: €
1,234,754.26

PEOPLE
ASSISTED 2,226

PROGRAMMES
EXECUTED: 27

FOR MORE INFORMATION, VISIT:
www.gitanos.org/castilla_la_mancha

FOLLOW US ON FACEBOOK

THE ROMA COMMUNITY

Over the last several decades, the living standard of the approximately 27,000 Roma who live in Castile-La Mancha has improved significantly thanks to access to social protection systems, public housing, employment, health systems and education. Despite that fact, challenges remain. A large

percentage of the Roma population is still concentrated in sub-standard neighbourhoods. While important progress has been made in the area of education —practically all Roma children are enrolled in pre- and primary school and a gradually increasing and encouraging number in secondary school—the drop-out rate before completing compulsory secondary

school remains alarming, thus explaining the very few that go on to university.

With regard to employment, the Roma community has shown that it wants to and can work and is making great efforts to gain skills through training and become integrated into working life. Despite these efforts, many people continue to encounter

THE FSG

In 2012, the FSG in Castile-La Mancha continued to be a reference when it comes to working with and for the Roma people throughout the region.

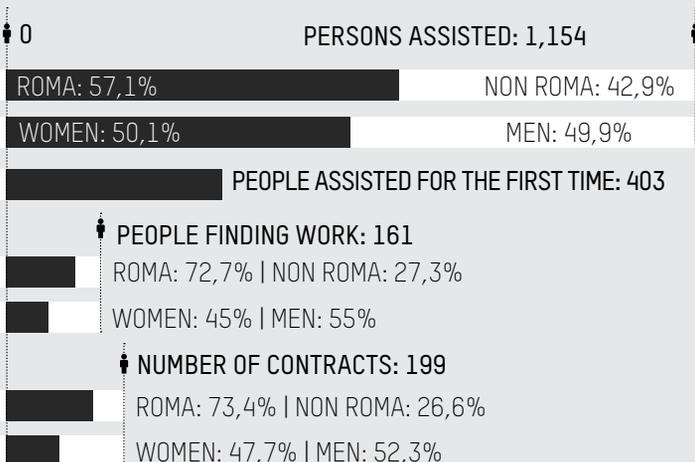
Funding in 2012 was no easy task as we saw nearly a 100% reduction in our social inclusion programmes which forced us —without losing sight of our general objectives— to focus attention on training and

employment and education: Acceder and Promociona have been our number one priority to improve the living standard of the Roma community in our region. Again this year, we have been creating more and more

WHAT WE DID IN 2012

ACCEDER CASTILE-LA MANCHA

> [acceder](#)



BUDGET: € 770,926 | 199 CONTRACTS |
6,758 HOURS OF PRACTICAL TRAINING
218 PEOPLE TRAINED

EMPLOYMENT

ACCEDER. Despite the crisis, we served assisted over 1,100 people, mostly Roma, signed 194 contracts and provided 27 training initiatives. We collaborated with 70 companies.

EULEN AGREEMENT. We signed a collaboration agreement with Eulen Social/healthcare thanks to which we are undertaking activities with the Roma population in Albacete.

BENEFICIARIES: 35
BUDGET € 3,000

CONMETAS. Guidance, accompaniment and employability monitoring of intervention levels 3 and 4 (Employment) of the individual employment pathways of Cuenca's Local Social Inclusion schemePlan.

BENEFICIARIES: 50
BUDGET € 34,877

VIVERO PARTICIPATIVO (PARTICIPATORY NURSERY). Seeks to enhance employability and increase social/labour insertion and mainstreaming opportunities for young people in risk of social exclusion through social skills workshops (Cuenca).

BENEFICIARIES: 16
BUDGET: € 86,345

SEMILLAS (SEEDS). Seeks to enhance employability and increase social/labour insertion opportunities for young people in risk of social exclusion through vocational training with the possibility of employment in the gardening sector. (Cuenca).

BENEFICIARIES: 9
BUDGET: € 37,344

+ PROFESSIONAL. Seeks to enhance employability and increase social/labour insertion opportunities for young people in risk of social exclusion through vocational training

STAFF



VOLUNTEERS: 11

INTERNS: 10

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Comunidad de Empleo y Economía
Comisión de Servicios y Asesoría Socias
Comisión de Educación Cultura y Deportes



problems getting a job or finding a home owing to discrimination and inequality together with poor qualifications. The crisis is contributing to an increase in inequality and exclusion and we are seeing more and more cases of Roma who had gained access to the general system but who once again have fewer opportunities.



partnerships and networking with the different regional, provincial and local administrations, with other third-sector organisations and with companies..

with the possibility of employment in different sectors. (Cuenca)

BENEFICIARIES: 16
BUDGET: € 43,584

EDUCATION

PROMOCIONA. Educational guidance for young Roma targeting students, families, schools and educational and social personnel. It is included in the 2012 call for proposals for Inclusion Programmes by the Social Affairs Department of the Castile-La Mancha regional government. (Ciudad Real and Albacete)

BENEFICIARIES: 39 STUDENTS, 33 FAMILIES AND 8 SCHOOLS
BUDGET: € 43,584

PEBEM. Extending the school day. This programme targets schools in the Estrella and Milagrosa neighbourhoods and includes three main ac-

tions: school libraries, tutoring, school support and talks. It is part of the Urbanitas Scheme of the Town Hall of Albacete (Albacete).

BENEFICIARIES: 177
BUDGET € 33,354

ADULT EDUCATION. Educational activities for adults in Albacete, Cuenca, Talavera de la Reina and Ciudad Real. These include, depending on the location: ESPA support, basic education, information technology and communication, Internet, PowerPoint, acquisition and reinforcement of basic skills, etc.

BENEFICIARIES: 68 STUDENTS
BUDGET: € 18,422

NEARLY 100% OF OUR SOCIAL INCLUSION PROGRAMMES DISAPPEARED THIS YEAR DUE TO FUNDING CUTS THUS FORCING US TO FOCUS ALMOST EXCLUSIVELY ON TRAINING AND EMPLOYMENT AND EDUCATION.



CASTILE-LEON



TERRITORIAL REGIONAL DIRECTOR
Mª DEL MAR DEL FRESNO GARCÍA

TERRITORIAL REGIONAL DIRECTOR
MAR FRESNO GARCÍA
PROVINCIAL COORDINATOR BURGOS
ANA Mª SEDANO BERNAL
SOCIAL ACTION TEAM COORDINATOR:
ISABEL MANRIQUE PÉREZ
PROVINCIAL COORDINATOR LEON:
IRENE VELADO FERNÁNDEZ
PROVINCIAL COORDINATOR PALENCIA
RAQUEL GARCÍA PARIS
PROVINCIAL COORDINATOR SALAMANCA
DOLORES MOLINA ALONSO
SEGOVIA TEAM COORDINATOR
LUIS MARTÍNEZ CUADRADO
PROVINCIAL COORDINATOR VALLADOLID
Mª DOLORES VILLARRUBIA MERINO
ZAMORA TEAM COORDINATOR
ANA BELEN PRADA PÉREZ

BUDGET: € 1,207.718
PERSONS ASSISTED: 3,325
PROGRAMMES EXECUTED: 23

FOR MORE INFORMATION, VISIT:
www.gitanos.org/castilla_y_leon

FOLLOW US ON FACEBOOK

THE ROMA COMMUNITY

After two decades of progress, the economic, financial and social crisis has hit the Roma community hard and a large percentage finds itself in a situation of social exclusion.

There are many challenges and limited opportunities for Roma in Castile-Leon and efforts must therefore be made to: lower the high unemployment rate especially affecting young people by providing vocational training and/or practical work experience so

that they can join the labour market and to ensure that more students successfully complete their compulsory education and that the authorities address the high concentration of Roma students in certain schools.

THE FSG

Our wide-reaching territorial network and integrated work model has allowed us to focus on our core activities.

In the area of **Education** where we work hand-in-hand with schools, we have consolidated

the *Promociona* programme enlarging our intervention network to include Valladolid.

In Employment we have focused on the training and qualification of our *Acceder* beneficiaries, developing individual employment pathways for both salaried work and

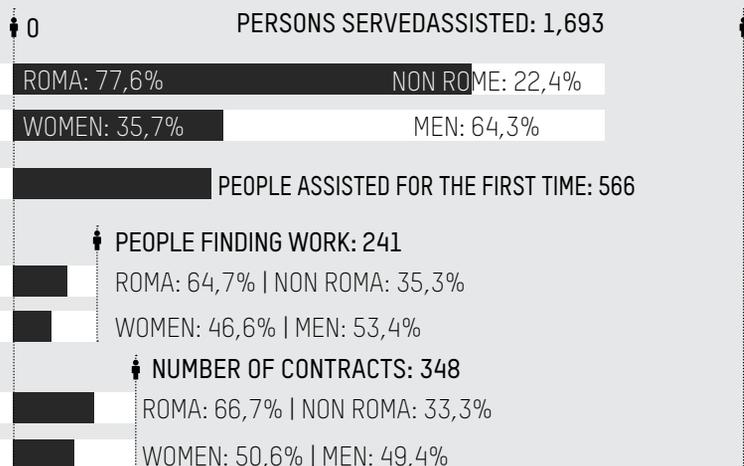
self-employment. We have continued working with minimum income recipients and helped consolidate the *Uzipen* Castile-Leon work integration social company.

In the area of housing, we have continued with the social accompaniment programme for

WHAT WE DID IN 2012

ACCEDER CASTILE-LEON

> [acceder](#)



6,926 HOURS OF PRACTICAL TRAINING
348 CONTRACTS | BUDGET: € 584,051

EMPLOYMENT

ACCEDER. Provides the Roma community with access to employment and training. Despite the crisis, figures are positive: 348 contracts, 9 consolidated self-employment initiatives and 29 training courses.

INSERENTA 2. Enhancing the employability of young people who are guaranteed minimum income recipients or in risk of social exclusion in Valladolid.

BENEFICIARIES: 13
BUDGET: € 4,533.33 €

PCPI (BASIC PROFESSIONAL QUALIFICATION PROGRAMME) FOR AESTHETICIAN ASSISTANTS. Basic Professional Qualification Programme in Leon targeting people under age 21. Teaches and reinforces level 1 professional skills.

BENEFICIARIES: 17
BUDGET: € 10,000

CAMELAMOS MURABAR. Programme to enhance the employability of young people. It is implemented in Leon with funding from Caja España Social Fund.

BENEFICIARIES: 24
BUDGET: € 4,000

"LOMBARDÓ I DUPLÓ". Providing "Social-health care for dependent institutionalised persons".

BENEFICIARIES: 8
BUDGET: € 58,195.57

UZIPEN CASTILE-LEON: Work Integration Social Company formed in 2011 in response to different training initiatives in Leon.

STAFF: 3 PEOPLE (2 INTEGRATED WORKERS)
BUDGET: € 117,000
TURNOVER: € 88,016

EDUCATION

PROMOCIONA. Aims to foster the educational mainstreaming of Roma students in order to

STAFF

WORKERS: 40

ROMA: 9 NON ROMA: 31
WOMEN: 32 MEN: 8

ROMA: 5 | NON ROMA: 27 ROMA: 4 | NON ROMA: 4

VOLUNTEERS : 46

INTERNS: 20

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e-mail: fsgzamora@gitanos.org

Regarding housing, it is important to put an end to shanty towns and to keep a close watch on pockets of rural and urban sub-standard housing which are on the rise.

families facing residential exclusion in Segovia. Our efforts in community intervention have focused on both rural and urban areas in close collaboration with social services.



INDIVIDUALISED ATTENTION PAID TO BENEFICIARIES OF THE ACCEDER TRAINING AND EMPLOYMENT PROGRAMME.

THE ACCEDER PROGRAMME, RECOGNISED BY PRESIDENT HERRERA AT AN EAPN CYL EVENT AS AN EXAMPLE OF SOCIAL INCLUSION WORK HELPING THE MOST EXCLUDED, SECURED 348 LABOUR CONTRACTS THIS YEAR.



achieve higher levels of academic success during the last two years of primary school and during secondary school.

BENEFICIARIES: 65 STUDENTS, 60 FAMILIES AND 35 SCHOOLS.

BUDGET: € 98,679

HOUSING:

SOCIAL ACCOMPANIMENT FOR FAMILIES FACING RESIDENTIAL EXCLUSION. Aims to facilitate the social mainstreaming process of Roma families from eradicated shanty towns in Segovia.

BENEFICIARIES: 290 PEOPLE

BUDGET: € 52,000

COMMUNITY SOCIAL ACTION

SOCIAL INTERVENTION IN ZAMORA. In close collaboration with Social Services, it seeks to reduce and prevent early school leaving and enhance employability and equal opportunities.

BENEFICIARIES: 325

BUDGET: € 41,585

SOCIAL-FAMILY INTERVENTION.

In collaboration with the provincial governments of Burgos, Leon, Palencia and Valladolid. The aim is to address situations of social exclusion and vulnerability.

BENEFICIARIES: 247

BUDGET: € 29,659

COLLABORATION WITH THE CITY COUNCIL OF ARANDA DE DUERO. In collaboration with social services, the aim is to improve the social and educational conditions of the Roma population facing social exclusion.

BENEFICIARIES: 225

BUDGET: € 18,000

SOCIAL-LABOUR DEVELOPMENT WITH SOCIALLY EXCLUDED PERSONS. Through the Gutierrez Manrique Foundation, this programme seeks to develop the skills needed to actively

participate in the social and productive world targeting people in risk of social exclusion in Villasandino, Burgos.

BENEFICIARIES: 11 PEOPLE

BUDGET: € 2,870

HEALTH

HEALTH PROGRAMME. In collaboration with the Department of Health, the aim of this programme is to improve health conditions in Salamanca and Valladolid

BENEFICIARIES: 148

BUDGET € 10,000

YOUTH

INFÓRMATE Y PARTICIPA (Be informed and participate) This project seeks to enhance the social and labour skills of Roma youth.

BENEFICIARIES: 11

BUDGET: € 1,552.26

IMMIGRATION

ROMA FROM THE EASTERN EUROPE. Activity targeting the immigrant population in the province of Burgos.

BENEFICIARIES: 46

BUDGET: € 8,000

GENDER EQUALITY

PERSONAL DEVELOPMENT SCHOOLS for the advancement of Roma women in Castile-Leon.

BENEFICIARIES: 143

BUDGET: € 9,177

VOLUNTEERING

EUROPEAN VOLUNTARY SERVICE. (Youth in Action programme). European youth programme in which we are both a hosting and sending organisation. Two projects were approved in 2012 and we hosted two people, one from Poland and another from France.

BUDGET: € 9,647

CATALONIA



REGIONAL DIRECTOR
CARMEN MÉNDEZ LÓPEZ

**COORDINATOR IN
SABADELL**
FRANCISCA MAYA
HEREDIA

**COORDINATORS IN
BARCELONA**
SOLEDAD SOTO Y
GERARDO TIRADANI

**AREA OF EMPLOYMENT
AND TRAINING**
**AREA OF SOCIAL AND
COMMUNITY ACTION**

BUDGET: € 784,222.76

**PERSONS
ASSISTED: 6,779**

**PROGRAMMES
EXECUTED: 33**

FOR MORE INFORMATION, VISIT:
www.gitanos.org/cataluna

FOLLOW US ON FACEBOOK

THE ROMA COMMUNITY

The Roma community in Catalonia is comprised of 75,000 people living throughout the region but in greater numbers in metropolitan Barcelona where there are still too many areas with a high concentration of Roma population.

Their situation is very heterogeneous and diverse. Although notable improvements in living standards have been observed over the last several years, chal-

lenges remain which require the attention of the public authorities.

Inequality and exclusion have always risen in times of economic crisis like this one in which the Roma have seen their opportunities reduced enormously. Now is the time to develop a clear and precise policy ensuring a dignified standard of living for all citizens, especially the most vulnerable groups which includes Catalan Roma.

THE FSG

In 2012, the FSG in Catalonia was a reference when it comes to working with and for the Roma people in Catalonia.

The figures show that more and more people approach our offices to take part in the training and employment pathways through Acceder; in education programmes such as Promociona and in specific education initiatives designed for Roma immigrants. There is grow-

WHAT WE DID IN 2012

ACCEDER IN CATALONIA

> **acceder**

PERSONS ASSISTED: 687

ROMA: 66,1% | NON ROMA: 33,9%

MEN: 38,4% | WOMEN: 61,6%

PEOPLE ASSISTED FOR THE FIRST TIME: 357

PEOPLE ASSISTED FOR THE FIRST TIME: 97

ROMA: 75,3% | NON ROMA: 24,7%

MEN: 32,3% | WOMEN: 67,7%

NUMBER OF CONTRACTS: 107

ROMA: 76,6% | NON ROMA: 23,4%

MEN: 29,0% | WOMEN: 71,0%

11 TRAINING COURSES
5,224 HOURS OF PRACTICAL TRAINING
107 CONTRACTS
BUDGET: € 262,133

EMPLOYMENT

ACCEDER. This year, despite the crisis, our training and employment programme assisted 687 people, signed 107 contracts and 97 people found a work.

INCORPORA "LA CAIXA". Integration into working life of people in risk of or in a situation of social exclusion, involving the business fabric in CSR.

BENEFICIARIES: 194, 123 COMPANIES, 12 AGREEMENTS

PLACEMENTS: 38
BUDGET: € 20,056.67

JOVES AMB FUTUR. (Youth with a future). Tutoring and monitoring of students and unemployed young people age 16 to 25.

BENEFICIARIES: 32
BUDGET: € 25,000

ECOTUR. Vocational training for young Roma, especially those unemployed, as congress staff.

BUDGET: € 2,096.22

TRAINING ACTIONS. Montcada-reixac. Two initiatives. A chamber maid course and socio-educa-

tional work with young people to help them bridge the gap with the labour market.

BENEFICIARIES: 15 + 15
BUDGET: € 17,785

MEDIATORS AT MUNICIPAL POOLS. Aimed at preventing conflict situations between different cultures. Sabadell.
Budget: € 34,296

EDUCATION

PROMOCIONA. Educational mainstreaming of Roma students with a view to achieving greater academic success during the last two years of primary school and throughout secondary school and to promote middle and/or higher studies and vocational training. Sabadell.

BENEFICIARIES: 17 STUDENTS, 11 FAMILIES AND 5 SCHOOLS
BUDGET: € 21,478

EDUCATIONAL REINFORCEMENT-PROINFANCIA. Extra-curricular educational support in classrooms and reinforcement in the case of some family units.

STAFF

WORKERS: 19

ROMA: 5 NON ROMA: 14
 WOMEN: 48 MAN: 23
 ROMA: 3 | NON ROMA: 10 ROMA: 2 | NON ROMA: 4

VOLUNTEERS: 3

INTERNS: 2

OFFICES

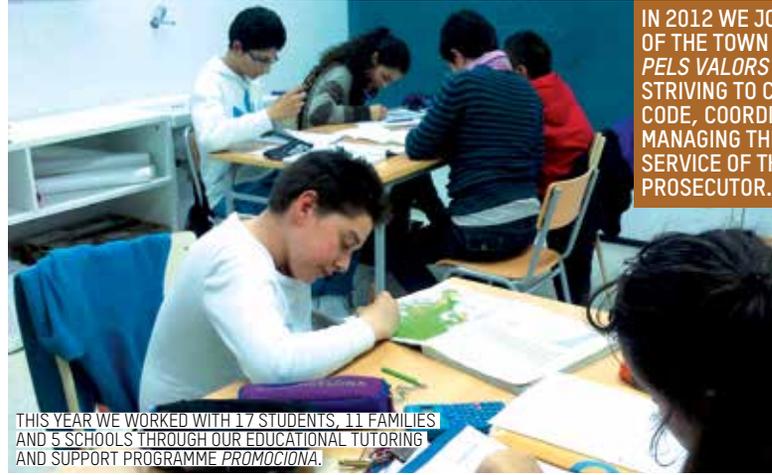
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ing demand for accompaniment in the areas of housing and health —through transversal mediation initiatives— and for the training of professionals working with the Roma population using an integrated approach.

Our challenges continue to be the community perspective, joint work with the Third Sector, institutional action with the government and awareness-raising targeting the civil society. Equal treatment is always central and transversal to everything we do.



THIS YEAR WE WORKED WITH 17 STUDENTS, 11 FAMILIES AND 5 SCHOOLS THROUGH OUR EDUCATIONAL TUTORING AND SUPPORT PROGRAMME PROMOCIONA.

IN 2012 WE JOINED THE CO-EXISTENCE COMMISSION OF THE TOWN HALL OF SABADELL AND THE "PACTE PELS VALORS DE LA CONVIVÈNCIA" PLATFORM STRIVING TO CHANGE ARTICLE 510 OF THE CRIMINAL CODE, COORDINATED BY THE PUBLIC PROSECUTOR MANAGING THE HATE AND DISCRIMINATION CRIME SERVICE OF THE BARCELONA PROVINCIAL PUBLIC PROSECUTOR.

ON WOMEN'S DAY WE ORGANISED A MEETING OF ROMA WOMEN'S ORGANISATIONS OF BARCELONA. FOLLOWING A VISIT FROM THE PARLIAMENT OF CATALONIA WE WERE RECEIVED BY THE PARLIAMENTARY INTER-GROUP OF THE ROMA PEOPLE AND THE DIFFERENT POLITICAL GROUPS COMPRISING IT.

BENEFICIARIES: 45 IN SERVICES AND 34 IN GOODS
BUDGET: € 73,587

EDUCATIONAL CAMPAIGN. Casting for the campaign "Roma with Studies, Roma with a Future" and poster-hanging in collaboration with Roma and non-Roma organisations in Sabadell and with local and regional administrations.
PARTICIPATION: 40 STUDENTS, 150 FAMILIES AND 2 SECONDARY SCHOOLS

IMMIGRATION

"O CHER LE RROMENQO". Social management of a home provided by the CAM's Rose Foundation where a Roma family lives with a work scheme and commitments in education, health, work and co-existence.
BUDGET: € 9,000

SCHOOL SUPPORT. Helps immigrant Roma children and their families gain access to school.
BENEFICIARIES: 110 MINORS
BUDGET: € 31,900

"@RROM I BETA RROM". Educational reinforcement with Roma

minors in the South Badalona neighbourhood and in the Fondo de Santa Coloma de Gramenet.

BENEFICIARIES: 80 BENEFICIARIES
BUDGET: € 42,559

INTERCULTURAL MEDIATION IN THE AREA OF HEALTH. Social-health-care accompaniment and mediation.

BENEFICIARIES: 52 FAMILIES
BUDGET: € 19,500

ROMA CITIZENS. Accompaniment in access to basic citizen rights with special focus on minors and women.

BENEFICIARIES: 64
BUDGET: € 9,700

SOCIAL ACCOMPANIMENT. Basic service, education and health plus community inclusion through educational entertainment activities.

BENEFICIARIES: 644 PEOPLE
BUDGET: € 27,082.90

COMMUNITY SOCIAL ACTION

COMMUNITY INTERVENTION. Community empowerment in the San



THANKS TO ACCEDER WE SIGNED 107 CONTRACTS AND OFFERED 11 TRAINING COURSES

Cosme neighbourhood targeting members of the neighbourhood itself at different levels of participation: political, technical and/or citizens.

BUDGET: € 50,000

YOUTH

YOUTH AND CULTURE. Roma culture activities and inter-cultural debate intended to break down internal and external stereotypes.

BENEFICIARIES: 1,200
BUDGET: € 32,250

GENDER EQUALITY

EMPOW-AIR. Implemented with the help of several European social organisations to investigate gender-based violence among ethnic minorities.
BUDGET: € 17,429.60

PLA DE BARRIS SABADELL. Accompaniment, training and promotion of Roma youth
BENEFICIARIES 37
BUDGET € 5,500

VALENCIA REGION



REGIONAL DIRECTOR
LOLA FERNÁNDEZ

CASTELLON COORDINATOR
PACO ESCUDERO

VALENCIA COORDINATOR
HELENA FERRANDO

ALICANTE COORDINATOR
ALEJANDRO NOVELLA

REGIONAL DIRECTOR
LOLA FERNÁNDEZ

BUDGET: €
2,156,619.79

PEOPLE ASSISTED:
9,666

PROGRAMMES
EXECUTED: 66

FOR MORE INFORMATION, VISIT:
www.gitanos.org/andalucia

FOLLOW US ON FACEBOOK

THE ROMA COMMUNITY

While the situation of the Roma community in the Valencia Region (approximately 65,000) has improved notably over the last several

years, recently it has declined significantly in the areas of education, employment and professional qualification, access to housing, etc. owing to the current economic crisis. Today, most Roma are below

the average living standard of the rest of Valencia's citizens and suffer from a series of problems preventing them from emerging from the situation of exclusion in which they find themselves.

THE FSG

The crisis, which continues to hit the Roma population particularly hard, has put us in a situation this year where we have to prioritise our lines of intervention due to dwindling resources.

Hence, our focus has been on: employment and training through the Acceder programme, education through different initiatives to prevent early school leaving and social intervention through the implementation of integrated actions.

Many of these initiatives were made possible by the support of private initiative, with special mention of "la Caixa" Foundation Social Fund and Bancaja Social Fund.

Relations with the different regional and local governments

WHAT WE DID IN 2012

ACCEDER IN THE VALENCIA REGION



PEOPLE ASSISTED FOR THE FIRST TIME: 692

PEOPLE FINDING WORK 278

ROMA: 55,4% | NON ROMA 44,6%
MEN: 41,5% | WOMEN: 58,5%

NUMBER OF CONTRACTS 429

ROMA: 52,9% | NON ROMA: 47,1%
MEN: 39,9% | WOMEN: 60,1%

BUDGET: € 555,821
TRAINING COURSES 33
5,031 HOURS OF PRACTICAL TRAINING
429 CONTRACTS

STAFF

TOTAL: 71

ROMA: 21	NON ROMA: 50
WOMEN: 48	MEN: 23

ROMA: 16 | NON ROMA: 32 ROMA: 6 | NON ROMA: 17

VOLUNTEERS: 31

INTERNS: 6

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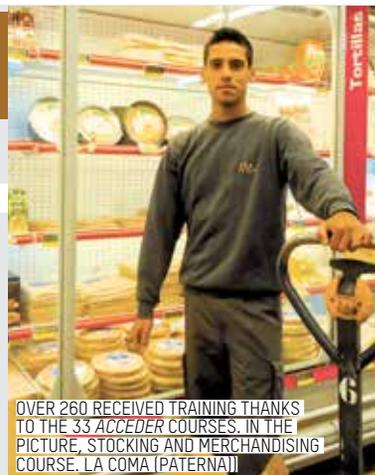
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IN 2012 THE FSG IN THE VALENCIA REGION TOUCHED 9,666 PEOPLE THROUGH ITS 26 PROGRAMMES.



OVER 260 RECEIVED TRAINING THANKS TO THE 33 ACCEDER COURSES. IN THE PICTURE, STOCKING AND MERCHANDISING COURSE. LA COMA (PATERNA)



EN 2012 HEMOS TRABAJADO CON 58 ALUMNOS, 55 FAMILIAS Y 23 CENTROS A TRAVÉS DEL PROGRAMA DE APOYO Y REFUERZO EDUCATIVO PROMOCIONA. AULA DE VALENCIA

were characterised by a positive atmosphere of collaboration. We would also draw attention to networking initiatives this year and the FSG's participation in the "Xarxa per L'inclusió Social" (social inclusion network). EAPN-CV.

EMPLOYMENT

ACCEDER. Thanks to our training and employment programme this year, 278 people found jobs, 269 received training through specific programmes and we secured 429 contracts.

OTHER EMPLOYMENT AND TRAINING PROGRAMMES. The FSG implements other employment programmes in the Valencia Region funded by SERVEF, La Caixa Foundation, Bancaja Foundation and the Regional Government of Alicante such as:

INCORPORA. Elche. Alicante. La Caixa Foundation.

BENEFICIARIES: 112. CONTRACTS: 44.
BUDGET: € 22,000

EMPLOYMENT PROGRAMME. Bancaja Foundation.

BENEFICIARIES: 130
CONTRACTS: 60
BUDGET: € 7,000

MOTIVAT. Integrated employment schemes in Alicante and Valencia.

BENEFICIARIES: 200 CONTRACTS: 38.
BUDGET: € 238,000

TRAINING AND LABOUR MARKET INTEGRATION WORKSHOPS. Mobile trading activities (Elche) and auxiliary aesthetician services (Valencia)

BENEFICIARIES: 20 STUDENTS
BUDGET: € 90,000

TRAINING WORKSHOPS LEADING TO EMPLOYMENT. Training and employment: Free-time activity instructor for children and young people (Valencia), Sports instructor (Alicante).

BENEFICIARIES: 20 STUDENTS
BUDGET: € 111,530

LABOUR MARKET INTEGRATION OF ROMA YOUTH. Provincial Government of Alicante.

BUDGET: € 2,500

LABOUR MARKET INTEGRATION OF ROMA WOMEN: ELCHE TOWN HALL

BENEFICIARIES: 68

EDUCATION

PROMOCIONA. Fosters the educational mainstreaming of Roma students with a view to achieving greater academic success during the last two years of primary school and throughout secondary school and to promote middle and/or higher studies and vocational training.

BENEFICIARIES: 58 STUDENTS, 55 FAMILIES AND 23 SCHOOLS
BUDGET: € 30,000

PLAN PREVI. Prevention of violence at school. Valencia and Alicante.

BUDGET: € 16,782.65

INNOVATION FOR PRE-PROFESSIONAL ADVANCEMENT IN SECONDARY SCHOOL. Integrate students socially and at school, decrease absenteeism, promote cooperation and individual work in different spheres, develop social skills, pave the way for future studies, vocational training and/or integration into working life. Implemented in five high schools in Valencia.

BENEFICIARIES: 50
BUDGET: € 15,000

RACÓ MÁGIC. Social-educational intervention with minors.

BENEFICIARIES: 52
BUDGET: € 18,681.75

EDUCATIONAL MAINSTREAMING. Extra-curricular activities at two schools in Alicante, Casalarga and Virgen del Remedio.

BENEFICIARIES: 56 CHILDREN.
BUDGET: € 8,700

COMMUNITY SOCIAL ACTION

INTEGRATED INTERVENTION WITH ROMA POPULATION. Community development with an integral approach. Castellón and the San Lorenzo neighbourhood, Valencia, La Coma (Paterna-Valencia), Alicante, Virgen del Carmen neighbourhood.

BENEFICIARIES: 1,200
BUDGET: € 68,300

"STORIES FROM THE HEART". 34 stories and CD recording with illustrations of 33 children from the Virgen del Carmen neighbourhood in Alicante.

BENEFICIARIES: 129
BUDGET: € 18,300

CAIXA PROINFANCIA. Designed to support children and their families focusing on education and health. Valencia and the La Coma neighbourhood (Paterna).
BENEFICIARIES: 1,100 PEOPLE AND 700 FAMILIES
BUDGET: € 481,932

INTERCULTURAL COMMUNITY INTERVENTION (ICI). Seeks to generate a social intervention model to boost local development processes, build capacity in the society in general and prevent social conflict. La Coma (Paterna).
BUDGET: € 155,000

HEALTH

MANY HEALTH INITIATIVES WERE IMPLEMENTED IN 2012. We would draw attention to the following:

HEALTH PROMOTION INITIATIVES.

PREVENTION AND AWARENESS-RAISING ACTIVITIES. within the Roma population with respect to AIDS.
Prevention of drug dependency

TRAINING OF HEALTH CARE PROFESSIONALS

WE HAVE REACHED A TOTAL OF 1,584 PEOPLE. Special mention of: "BRÚJULA ROMANÓ SASTIPEN". Awareness raising with regard to drug dependency.
BENEFICIARIES: 292
BUDGET: € 1,833

"KAMELAMOS GUINAR". HIV prevention.
BENEFICIARIES: 40 PEOPLE.
BUDGET: € 1,225

"DROM SASTIPEN". Prevention of drug dependency.
BENEFICIARIES: 1,544
BUDGET: € 8,000

IMMIGRATION

ROMA FROM THE EASTERN EUROPE. Integrated initiatives designed to enhance the living standards and employability of Roma from Eastern European countries.
BENEFICIARIES: 719
BUDGET: € 67,000

GENDER EQUALITY

GENDER EQUALITY PROGRAMMES. Focus on the advancement of Roma women enabling them to emerge from their situation of double marginalisation, i.e. as women and as Roma. We try to help them to help themselves, i.e. self development. We have reached a total of 735 women with direct actions. Following are some of the programmes:

INTERVENTION WITH ROMA WOMEN
BENEFICIARIES 20
BUDGET: € 9,872

CONFERENCE. "10 YEARS PROMOTING ROMA WOMEN"
BENEFICIARIES 100

ROMÍ WORKSHOP. Psycho-social support
BENEFICIARIES 10
BUDGET: € 7,020

INCLUSION AND ADVANCEMENT OF ROMA WOMEN
BENEFICIARIES 443
BUDGET: € 23,800

PROMOTING GENDER EQUALITY IN THE ROMA COMMUNITY. Elche and Alicante
BENEFICIARIES 162 WOMEN

OVER 260 RECEIVED TRAINING THANKS TO THE 33 ACCEDER COURSES. IN THE PICTURE, BREAD-MAKING AND PASTRY COURSE.



MADRID



REGIONAL DIRECTOR
EDUARDO CONEJO ÁBIL



DEPUTY TERRITORIAL DIRECTOR
ROCÍO GARCÍA GARCÍA

BUDGET:
€ 2,025,083.96

**PERSONS
ASSISTED: 7,105**

**PROGRAMMES
EXECUTED: 36**

FOR MORE INFORMATION, VISIT:
www.gitanos.org/madrid

TERRITORIAL REGIONAL DIRECTOR
EDUARDO CONEJO ÁBIL

DEPUTY TERRITORIAL DIRECTOR
ROCÍO GARCÍA GARCÍA

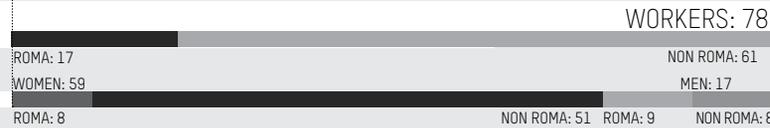
HEAD OF THE VALLECAS OFFICE
DAVID DE MIGUEL

**HEAD OF THE VILLAVERDE-HORTALEZA
OFFICE**
CARMEN RONCAL

HEAD OF THE CARABANCHEL-LATINA OFFICE
MANUEL ORTÍZ

COORDINATOR OF THE CAÑADA TEAM
SUSANA CAMACHO

STAFF



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THE ROMA COMMUNITY

The Roma population in the Community of Madrid (around 70,000) are at a clear disadvantage in comparison with the majority population. Regarding education, practically all Roma are enrolled in primary school but only 20% of those who

enter year one of secondary school complete all four years. As for housing, we must continue to work on eradicating shanty towns. Regarding employment, the crisis has hit young people particularly hard and the situation is even bleaker for groups with less education and fewer opportunities like the Roma community.



THE FSG IN MADRID

The Madrid FSG offices are located in the districts with the largest Roma population and each one provides social, housing, education and employment services as the main pillars of our work. Multi-cultural and multi-disciplinary teams are in place to provide a personal response to the needs of Madrid's Roma population. They develop

innovative, ongoing, grass-roots programmes whose objectives and social processes are adapted to the families allowing us to develop a global social intervention plan with the Roma community of our city.

The Action plan for the social, educational and labour-related advancement of Madrid's Roma community, in conjunction with the Town Hall of

Madrid, has been instrumental in implementing Basic Service initiatives helping 865 people and answering 1,946 requests for aid; providing mediation between neighbours on 47 occasions and helping 650 people with social-labour pathways resulting in 164 employment opportunities.

In the sphere of education, the aim has been to encourage the

acquisition of school habits, time schedules and routines and to keep Roma youngsters in school during the compulsory years paying particular attention to the step from primary to secondary school. We are also encouraging enrolment in pre-school and post-compulsory studies through the Promociona programme. These initiatives have been supplemented by Caixa Proinfancia which works with children.

WHAT WE DID IN 2012

EDUCATION

EMPLOYMENT

ACCEDER. Despite the crisis, this year we significantly increased the number of labour contracts; 170 compared to 69 last year. 123 people found jobs and 174 benefited from 1,387 hours of practical on-the-job learning.

ACCEDER TOWN HALL OF MADRID. Labour market integration of Roma women through social-labour pathways, training initiatives and subsequent follow-up at work.
BENEFICIARIES: 322 (89 RECEIVED TRAINING)
JOBS FILLED: 94
BUDGET: € 80,400

INCORPORA. Labour market intermediation with enterprises to help Acceder programme users find jobs. Caixa Foundation.
BENEFICIARIES: 650
BUDGET: € 10,000

LABOUR MARKET INTEGRATION PATHWAYS. European Programmes, Community of Madrid. Social-labour pathways for unskilled and poorly motivated candidates. Awareness-raising, digital literacy, preparatory courses and social accompaniment.
BENEFICIARIES: 90
BUDGET: € 38,238.72

"EMPLEAROM". Experimental employment programme. Provides information, counselling and training to help Roma job seekers to find work.

BENEFICIARIES: 134
JOBS FILLED: 18
BUDGET: € 240,000

AMARO TEGARA III WORKSHOP SCHOOL. Training in building maintenance. Refurbishment of the Adalí Calí building. The aim is theoretical training (6 months) and the engagement of student workers for one year who perform building maintenance duties.

BENEFICIARIES: 16
BUDGET: € 80,446

ECOTUR. Training and labour market integration of young Roma women as congress hostesses. This year we participated in 23 events for which 18 people were engaged.

BENEFICIARIES: 30
BUDGET: € 30,000

GENERAL AND SOCIAL WORKS. 12 unemployed persons were hired to reinforce programmes providing integrated services to the Roma community.

BENEFICIARIES: 12
BUDGET: € 207,000

PROMOCIONA. Educational support for Roma students through individualised tutoring for them and their families and coordination with schools with the aim of helping students to successfully complete compulsory secondary education. Educational support is provided through the Promociona Classrooms at the centres located in Vallecas, Carabanchel, Latina and Ponce de León in Usera. With funding from Caja Madrid Social Work and the European Social Fund
BENEFICIARIES: 67 STUDENTS, 52 FAMILIES AND 16 SCHOOLS
BUDGET: € 140,000

EDUCATIONAL INITIATIVES. Promoting the education of Roma students at school through individual attention, work with families and coordination with schools.

BENEFICIARIES: 176 CHILDREN AND 208 PROFESSIONALS AT 40 SCHOOLS

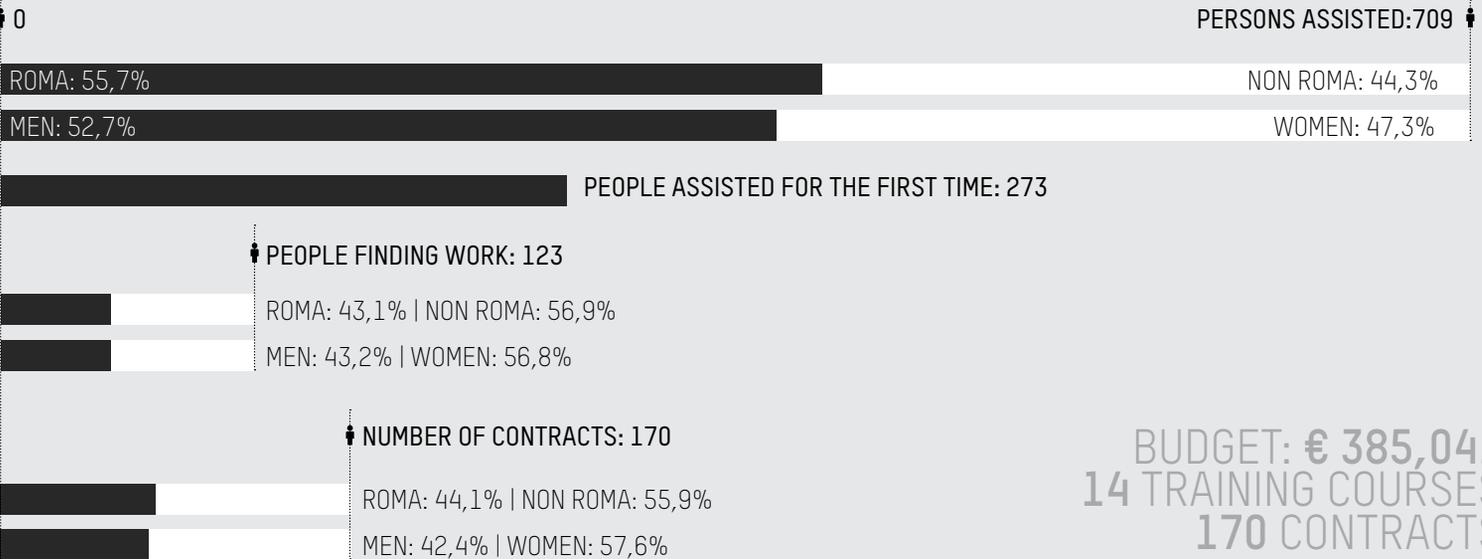
APPROACHING THE CLASSROOM WORKSHOP. Group awareness-raising and reinforcement activities featuring individualised tutoring for children who frequently miss school and their families in the San Isidro and Pan Bendito neighbourhoods (Carabanchel).
BENEFICIARIES: 25
BUDGET: € 16,436

PREVENTING SCHOOL ABSENTEEISM. Group awareness-raising and reinforcement activities featuring individualised tutoring for children who frequently miss school and their families in the Latina district.
BENEFICIARIES: 6 FAMILIES AND 11 CHILDREN
BUDGET: € 5,084

INITIAL PROFESSIONAL QUALIFICATION PROGRAMME. Training benefi-



ACCEDER MADRID



ciaries as administrative assistants in Vallecas. The aim was to provide both basic and specialised training and then refer candidates to other programmes for further training.

BENEFICIARIES: 10

BUDGET: € 40,000

DESPIERTA (WAKE UP). In close coordination with municipal social services, this programme targeted young Roma to introduce them to training resources for medium and long-term labour market advancement. Implemented in Vicálvaro and Latina.

BENEFICIARIES: 24

BUDGET: € 12,000

ADULT EDUCATION. To help adults earn their Secondary Education diploma through an agreement with Radio ECCA.

BENEFICIARIES: 50

BUDGET: € 3,000

SOCIAL INCLUSION

SOCIAL INCLUSION OF ETHNIC MINORITIES IN THE LATINA NEIGHBOURHOOD. Group adult education activities with minimum income recipients and group tutoring and free-time activities with Roma girls.

BENEFICIARIES: 58

BUDGET: € 32,723

HOUSING

ACCOMPANIMENT FOR RELOCATED

FAMILIES. Social follow-up on families relocated by the Housing Authority, conflict prevention and mediation between neighbours. Community intervention in the San Chinarro neighbourhood.

BENEFICIARIES: 850 FAMILIES MONITORED, INTERVENTION WITH 40.

BUDGET: € 102,480

MINIMUM INCOME FOR INCLUSION IN SOCIETY (RMI). Services for individuals and families in risk of social exclusion; group and individualised activities in Carabanchel and Hortaleza.

BENEFICIARIES: 40

BUDGET: € 30,449

CAIXA PROINFANCIA: SOCIAL-EDUCATIONAL ACTIVITIES TARGETING CHILDREN IN RISK OF SOCIAL EXCLUSION AND THEIR FAMILIES. Educational reinforcement, education in the street and group work with adolescents through free-time activities. Special mention of the agreement with the NGO called Voces para la Conciencia (the voice of conscience).

BENEFICIARIES: 164 FAMILIES AND 210 CHILDREN

BUDGET: € 220,000

SUPPORT IN PENITENTIARIES. Social, educational and labour-related advancement through individual and group work with inmates at Soto del Real and their families. A teaching module for 90 students on the Roma community was given at the Penitentiary Institution

course under an agreement with the National Distance-Learning University.

BENEFICIARIES: 126

BUDGET: € 92,000

ROMA FROM THE EASTERN EUROPE. Designed to facilitate access to mainstream resources: education, health-care, social protection and employment through information, counselling, accompaniment, employment training and labour market integration activities. Implemented in the districts to the north of Madrid and Cañada Real.

BENEFICIARIES: 30

BUDGET: € 10,000

SWIMMING POOL MEDIATION PROGRAMME. Conflict prevention and mediation services at municipal pools in Villaverde and Moratalaz through agreements with Municipal Boards.

IMPACT: 15,000 SWIMMING POOL USERS.

BUDGET: € 40,775

AGREEMENT FOR THE SOCIAL AND EDUCATIONAL PROMOTION OF THE ROMA COMMUNITY IN THE CITY OF MADRID. Basic services, educational advancement and mediation between neighbours to facilitate social advancement, encourage the use of mainstream resources and provide skills training to enhance autonomy. This is reinforced with Roma culture outreach activities, participation in networks and conflict intervention.

BENEFICIARIES: 865

BUDGET: € 182,400

SOCIAL INTERVENTION AT CAÑADA REAL GALIANA. Educational and free-time activities with children, basic services, health promotion activities and development of social-labour pathways thanks to a multi-disciplinary team.

BENEFICIARIES: 598

FAMILIES: 124

BUDGET: € 110,000

HEALTH

INFORMATION AND COUNSELLING. Information, disease prevention and health promotion for children and adults. Social and labour market integration initiatives for Roma persons rehabilitating from drug abuse.

BENEFICIARIES: 70 USERS

BUDGET: 8,327

COMMUNICATION AND AWARENESS RAISING

AWARENESS-RAISING BY CAJA MADRID SOCIAL WORK. Part of our awareness-raising campaign targeting education called "Roma with an Education, Roma with a Future" entailing the production of outreach materials such as posters to put up at bus stops, radio spots, etc.

BUDGET: € 20,000



PUTTING UP POSTERS IN MADRID, THE MAIN GRASS-ROOTS ACTIVITY OF THE AWARENESS-RAISING CAMPAIGN "ROMA WITH AN EDUCATION, ROMA WITH A FUTURE" TARGETING ROMA ADOLESCENTS.

THANKS TO THE AGREEMENT SIGNED WITH THE NGO VOCES PARA LA CONCIENCIA AS PART OF THE CAIXA PROINFANCIA INITIATIVE, MORE THAN 120 CHILDREN TOOK PART IN VIDEO, THEATRE AND PHOTOGRAPHY WORKSHOPS WHERE THEY LEARNED SKILLS WHICH THEY DEMONSTRATED IN THE I ARTS FESTIVAL WE ORGANISED IN VALLECAS. ALSO, THE SHORT FILM WE MADE WITH THE YOUNGSTERS AT LA CAÑADA CALLED "THE DREAM" RECEIVED SPECIAL MENTION AT THE "NO TE CORTES" FILM AWARDS...

EXTREMADURA



TERRITORIAL REGIONAL DIRECTOR
Mª TERESA SUÁREZ VEGA

REGIONAL DIRECTOR
Mª TERESA SUÁREZ VEGA

COORDINATOR BADAJOZ
CARMEN DURÁN BELLORÍN

COORDINADORA MÉRIDA
Mª TERESA SUÁREZ VEGA

COORDINATOR DON BENITO
LUÍS MIGUEL MARTÍN-ROMO HOLGUÍN

COORDINATOR CACERES
INMACULADA MÁRQUEZ BERMEJO

BUDGET:
€ 730,050.65

PERSONS
ASSISTED: 1,622

PROGRAMMES
EXECUTED: 10

FOR MORE INFORMATION, VISIT:
www.gitanos.org/extremadura

FOLLOW US ON FACEBOOK

THE ROMA COMMUNITY

The Roma population in Extremadura is approximately 15,000, the largest number living in the province of Badajoz. Their social situation is heterogeneous and, while notable improvement has been observed over the

last several years, many challenges still lie ahead.

The labour situation is characterised by temporary and unstable employment, the result of poor qualifications, and is exacerbated by the current socio-economic context where mobile trading is still

practically the only employment option.

The housing situation continues to be a major factor in achieving social inclusion but the persistence of marginalised neighbourhoods favours the exclusion of the Roma community.

THE FSG

This year our activity has mostly focused on developing the *Acceder* programme which prioritises training, employment and education.

We have taken an important step forward in employment

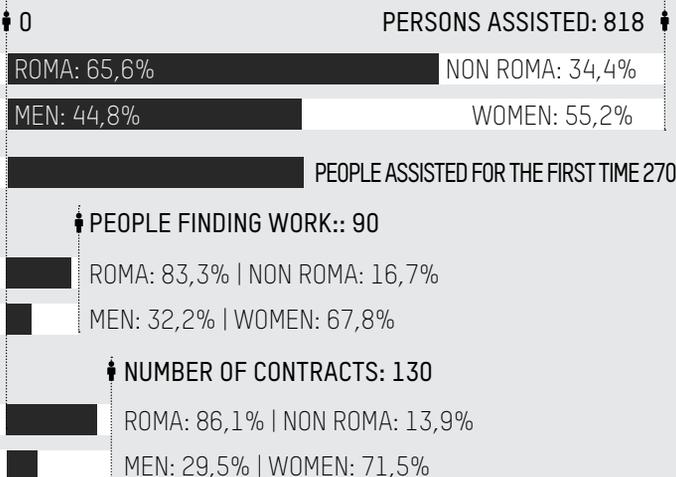
by implementing practical training in companies which has increased the likelihood of subsequent employment and helped to bring down discrimination barriers.

We have been much more active in the area of education, the *Promociona* programme being

the key to positive change in terms of promoting education among Roma students, their families and schools. Educational counselling and tutoring classrooms have produced positive results.

WHAT WE DID IN 2012

ACCEDER EXTREMADURA



BUDGET: € 572,307.52
130 CONTRACTS
26 TRAINING COURSES

EMPLOYMENT

ACCEDER. Despite the crisis, this year we have served 818 people and secured 130 work contracts. 200 students have received training and we provided 4,685 hours of practical experience.

INCORPORA. Facilitating labour market integration in companies targeting people in risk of social exclusion. This is a labour market intermediation programme which takes careful stock of the needs of industry so as to ensure success in placing job seekers.

BENEFICIARIES: 151 (33 SECURING JOBS)
20 COMPANIES ACTUALLY HIRED WORKERS, 104 COMPANIES WERE VISITED
BUDGET: € 17,000

EDUCATION

PROMOCIONA. Fosters the educational mainstreaming of Roma students with a view to achieving greater academic success during the last two years of primary school and throughout secondary school and promotes middle and/or higher studies and vocational training. Badajoz and Caceres
BENEFICIARIES: 45 STUDENTS, 36 FAMILIES AND 15 SCHOOLS
BUDGET: € 11,459

ERADICATION OF SCHOOL ABSENTEEISM. Mediation and awareness-raising with students and their families to control school absenteeism.
BENEFICIARIES: 52 STUDENTS AND 29 FAMILIES
BUDGET: € 19,000

STAFF

WORKERS: 24

ROMA: 9 NON ROMA: 15

MEN: 9 WOMEN: 15

VOLUNTEERS: 11

INTERNS: 8

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UNIÓN EUROPEA
Fondo Social Europeo
Iniciativa de Empleo Juvenil



GOBIERNO DE EXTREMADURA



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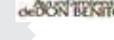
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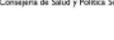
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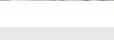
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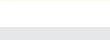
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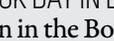
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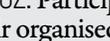
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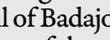
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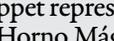
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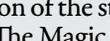
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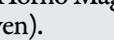
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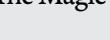
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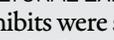
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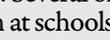
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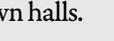
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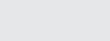
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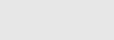
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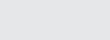
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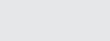
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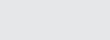
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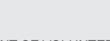
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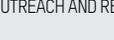
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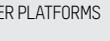
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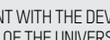
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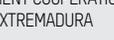
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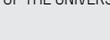
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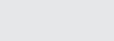
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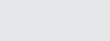
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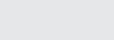
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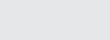
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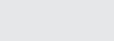
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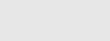
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WE SOMETIMES DISTRIBUTE INFORMATION ABOUT OUR EMPLOYMENT PROGRAMME ACCEDER AT THE OUTDOOR MARKETS IN ORDER TO REACH A LARGE NUMBER OF PEOPLE WHO COULD BE INTERESTED. IN THE PICTURE, THE OUTDOOR MARKET AT MÉRIDA.

PRACTICAL EXPERIENCE INCREASES THE LIKELIHOOD OF EMPLOYMENT FOR THE ROMA COMMUNITY AND IS A POWERFUL TOOL IN COMBATING PREJUDICE AND DISCRIMINATION.



DESPITE THE ECONOMIC CRISIS, THIS YEAR WE SECURED 130 WORK CONTRACTS THANKS TO ACCEDER AND PROVIDED 4,685 HOURS OF PRACTICAL TRAINING; IN THE PICTURE, PRACTICAL TRAINING AT KIABI.

URBAN PROGRAMME. School support and tutoring and acquisition of learning skills. Targets students in the first two years of secondary school, schools, families and social workers.

BENEFICIARIES: 25 STUDENTS
BUDGET: € 23,029.66

SUPPORT CLASSROOM IN MÉRIDA. School support and tutoring and acquisition of learning skills. Targets students in the first two years of secondary school, schools, families and social workers.

BENEFICIARIES: 15 STUDENTS
BUDGET: € 2,500

IV MEETING OF STUDENTS AND FAMILIES. Designed to share experiences and motivate students to continue with their studies. Held at the Education Faculty of the University of Extremadura in Badajoz.

BENEFICIARIES: 70
BUDGET: € 1,100

COMMUNITY SOCIAL ACTION

“CHANELAR JUGANDO II”. Summer school held in August with group dynamics and activities for children age 5 to 18. Workshops included sewing, balloon bending, make-up, bracelet making, copper trees, etc. Made possible through an agreement with the Child and Youth Council of the Badajoz Town Hall.

BENEFICIARIES: 20
BUDGET: € 2,068

HEALTH

PNSD TALKS. Three talks were given to groups of young people on drug use prevention and health habits.

BENEFICIARIES: 57 YOUNG PEOPLE
BUDGET: € 400

YOUTH

THE DANGER OF SOCIAL NETWORKS. Awareness-raising workshops on the responsible use of social networks, the benefits and the risks.

BENEFICIARIES: 45

GENDER EQUALITY

ACTIVITIES PROMOTING WOMEN AROUND. The 8th of March in collaboration with the municipal equality offices and the Women's Institute of Extremadura.

PROMOTION OF CULTURE

INTERNATIONAL ROMA DAY. Outreach and participation in 8th April events to raise awareness about Roma cultural identity.

BENEFICIARIES: 1,300

BOOK DAY IN BADAJOZ. Participation in the Book Fair organised by the Cultural Council of Badajoz; puppet representation of the story El Horno Mágico (The Magic Oven).

BENEFICIARIES: 150 PRIMARY SCHOOL CHILDREN

CULTURAL EXHIBITS. Several of our exhibits were shown at schools and town halls.

VOLUNTEERING

Highlights:

- OUTREACH AND RECRUITMENT OF VOLUNTEERS
- PARTICIPATION IN VOLUNTEER PLATFORMS
- COLLABORATION AGREEMENT WITH THE DEVELOPMENT COOPERATION OFFICE OF THE UNIVERSITY OF EXTREMADURA

GALICIA



TERRITORIAL REGIONAL DIRECTOR
EVA VERA LEDO

REGIONAL DIRECTOR
EVA VERA LEDO

PROVINCIAL COORDINATOR A CORUÑA
GORKA DE LUIS GONZÁLEZ

PROVINCIAL COORDINATOR LUGO
MANUEL REQUEIJO ARNEJO

PROVINCIAL COORDINATOR SANTIAGO DE COMPOSTELA
ANA ISABEL SUÁREZ CARBALLO

PROVINCIAL COORDINATOR PONTEVEDRA
M^ª JOSÉ OBELLEIRO PÉREZ

PROVINCIAL COORDINATOR VIGO
LUCY BLANCO PÉREZ

BUDGET: € 1,477,470.57

PERSONS ASSISTED:
2,845

PROGRAMMES EXECUTED: 24

FOR MORE INFORMATION, VISIT
www.gitanos.org/galicia

FOLLOW US ON FACEBOOK

THE ROMA COMMUNITY

The Roma community in Galicia, approximately 9,000 people, is characterised by very diverse social situations. Despite the significant head-

way made over the last several years thanks to universal social protection, it is still the most socially rejected group affected by social exclusion processes. In the current context of crisis it is even more difficult to break

into the labour market, not to mention gaining access to mainstream housing. Unemployment rates are three times that of the majority population and shanty towns continue to pose a major problem. While school

THE FSG

The FSG works for the advancement of the Roma community focusing intervention in four areas: employment-training, education, housing and health.

EMPLOYMENT AND TRAINING. Access of Roma community to the labour market through *Acceder* training and professional qualification.

HOUSING. Access to standard housing is still a dream for some Roma families. FSG continues with programmes to

access housing and promotion of public politics.

EDUCATION. Efforts to improve the educational situation of the Roma population in Galicia continue to be made through the *Promociona* programme, with excellent results and as-

WHAT WE DID IN 2012

ACCEDER GALICIA

> [acceder](#)

PERSONS ASSISTED: 823

ROMA: 76,9% | NON ROMA: 23,1%

MEN: 51,3% | WOMEN: 48,7%

PEOPLE ASSISTED FOR THE FIRST TIME 312

PEOPLE FINDING WORK: 70

ROMA: 60% | NON ROMA: 40%

MEN: 39,7% | WOMEN: 60,3%

NUMBER OF CONTRACTS 144

ROMA: 54,2% | NON ROMA: 45,8%

MEN: 52,1% | WOMEN: 47,9%

BUDGET: € 938,648.81

29 COURSES, 144 CONTRACTS

2,726 HOURS OF PRACTICAL TRAINING

EMPLOYMENT

ACCEDER. More people have signed on to the programme due to the crisis; a total of 823 people this year. Once again, training was the main thrust with a total of 29 training initiatives in which 185 people from Lugo, Santiago de Compostela, Pontevedra, Vigo and La Coruña participated.

“TROCANE”. Pontevedra. A database with a listing of beneficiaries motivated to find work and take part in training is used in mediating with companies to satisfy the employment and training needs of both sides.

BENEFICIARIES: 17
BUDGET: € 4,000

WORKSHOPS FOCUSING ON SOCIAL-LABOUR SKILLS. These foster the social inclusion and labour market integration of people in risk of or in a situation of social exclusion.

BENEFICIARIES: 120
BUDGET: € 8,500

WORK FOR EVERYONE. Implemented under the Cooperation programmes within the framework of Works of

General and Social Interest.

BUDGET: € 36,000

ECOTUR. Santiago de Compostela. This is a flexible, efficient and modern hostess agency providing services for all types of events and is recognised for its commitment and professionalism. It was a spin-off of the *Acceder* programme and began as an employment alternative for young Roma.

EDUCATION

PROMOCIONA. Pontevedra and Lugo. Aims to foster the educational mainstreaming of Roma students in order to achieve higher levels of academic success in primary and secondary school.

BENEFICIARIES: 9 STUDENTS, 4 SCHOOLS AND 7 FAMILIES
BUDGET: € 29,191

EDUCATION PROGRAMME. Pontevedra. Monitoring at schools where Roma students are enrolled to reduce and prevent absenteeism through mediation between families and schools.

BENEFICIARIES: 163
BUDGET: € 11,000

STAFF



SEDES

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27004 Lugo
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A Coruña
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Parroquia de San Xosé Obreiro
Rúa Os Reis Magos, nº 32
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Santiago de Compostela
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Vigo
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Tel. 986 260 255
Fax: 986 260 564
fsgvigo@gitanos.org

enrolment is on track, there is still a gap with the rest of the population due to high rates of absenteeism and early school leaving in secondary school before earning their secondary school diploma.

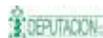
session from all stakeholders. The programme was launched in Lugo with the support of the Provincial Government's Social Services Area.

HEALTH. Health promotion and drug use prevention are the objectives of the FSG's intervention.



THIS YEAR THE EDUCATIONAL SUPPORT AND TUTORING PROGRAMME, PROMOCIONA, WAS SUCCESSFULLY ESTABLISHED IN PONTEVEDRA WITH EXCELLENT RESULTS AND ASSESSMENT. IT WAS ALSO IMPLEMENTED IN LUGO.

THE SOCIAL ACCOMPANIMENT HOUSING PROGRAMME IN LUGO, TARGETING FAMILIES RELOCATED FROM O CARQUEIXO IN 2010, DREW TO A CLOSE WITH EXCELLENT RESULTS.



THIS YEAR WE IMPLEMENTED THE ACCEDER PROGRAMME IN A CORUÑA TO ENHANCE LABOUR MARKET ACCESS FOR THE ROMA POPULATION OF THAT CITY.

CHANELAR. Tutoring activities for Roma students in Pontevedra.

BENEFICIARIES: 37
BUDGET: € 4,000

HOUSING

SOCIAL ACCOMPANIMENT. Family education and social accompaniment of the Roma population in Lugo transitioning to standard housing.

BENEFICIARIES: 14 FAMILIES (82 BENEFICIARIES).
BUDGET: € 26,000

SOCIAL CARE AND HOUSING-PENAMOIA. Foster access to standard dignified housing for families from the Penamoia settlement, providing them with access to mainstream education and employment services.

BENEFICIARIES: 80 FAMILIES - 400 PEOPLE.
BUDGET: € 317,000

PLAN O PORTIÑO. Investment for the improvement of housing and the surrounding area in the vicinity of the "O Portiño" shanty town and other areas of the city where sub-standard housing persists.

BENEFICIARIES: 72 FAMILIES
BUDGET: € 200,000

COMMUNITY SOCIAL ACTION

ABILLELAR. Family education for Roma and cigano-trasmontana families participating in individual employment pathways in collaboration with primary care social services. (Vigo).

BENEFICIARIES: 235 PEOPLE, 38 FAMILIES
BUDGET: € 54,000

LACHO DROM. Pre-labour training pathways linked to the minimum income programme. Implemented through three workshops: adult literacy, young readers and Spanish for Romanians.

BENEFICIARIES: 40 PEOPLE
BUDGET: € 10,147

SOCIAL INTERVENTION. Includes intervention, counselling, information and referral schemes and social follow-up with families, etc.

BENEFICIARIES: 25 FAMILIES
BUDGET: € 20,000

HEALTH

ACAIS. Promotion of health habits with a focus on prevention with

adolescents, their families and health-care personnel.

BENEFICIARIES: 115
BUDGET: € 20,000

HEALTH HABITS. Foster health habits among young people and prevent risk behaviour.

BENEFICIARIES: 10
BUDGET: € 250

YOUTH

ACAIS. Monitoring and school support activities and prevention workshops.

BENEFICIARIES: 69
BUDGET: € 15,000

LEISURE AND FREE TIME. Activities designed to foster wholesome free-time activities for Roma children.

BENEFICIARIES: 21
BUDGET: € 1,922.51

PROMOTION OF CULTURE

INTERNATIONAL ROMA DAY. Activities promoting Roma

culture targeting the majority population.

"GALUCHI TA PIZPIRI". Roma culture sessions at school; exhibit of the storybook compiled by Roma children called "Galuchi ta pizpiri".

COMMUNICATION AND AWARENESS RAISING

EXHIBIT "PAST, PRESENT AND FUTURE OF THE ROMA PEOPLE". Lugo
BENEFICIARIES: 150

"SHARING CULTURES. ROMA TODAY". Santiago de Compostela
BENEFICIARIES: 200

VOLUNTEERING

HALOVAV. Initiative designed to promote, train, organise, accompany and evaluate volunteers at FSG Galicia.

BENEFICIARIES: 28
BUDGET: € 1,720

MURCIA



REGIONAL DIRECTOR
JESUS SALMERÓN RUIZ

REGIONAL DIRECTOR
JESÚS SALMERÓN RUIZ

PROVINCIAL COORDINATOR
ASCENSIÓN PARRA ANTONINOS

SOCIAL INCLUSION COORDINATOR
MARÍA JOSÉ NAVARRO LUCAS

COORDINATOR OF THE "ENREDADOS"
PROGRAMME
JESÚS CAMPOS GÓMEZ

BUDGET: € 790,372.84

PERSONS
ASSISTED: 3,150

PROGRAMMES
EXECUTED: 12

FOR MORE INFORMATION, VISIT:
www.gitanos.org/murcia

FOLLOW US ON FACEBOOK

THE ROMA COMMUNITY

The length of the crisis, the measures adopted to remedy it and its consequences have eroded the living conditions of the citizens of this region who are faced with greater difficulties and fewer opportunities: rising unemployment, fewer and more unstable job offerings; no more offers of training targeting people in risk of social exclusion; greater economic difficulties and aid that has either been decreased or eliminated.

The inclusion process of the Roma community, an especially vulnerable social group, has taken a clear step backwards. While all citizens are affected by the lack of employment opportunities and training, fewer educational resources and aid, the lack of response to shanty towns and sub-standard housing, the failure to enforce the minimum income law, etc., the most vulnerable people and groups are particularly hard hit.

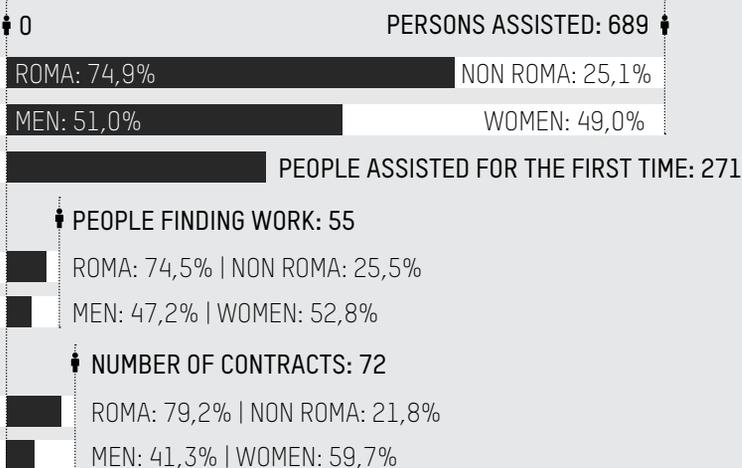
THE FSG

The objective this year is still to defend the basic rights of Roma, especially as regards employment, education and equal treatment while trying to implement high-impact activities with public repercussions and preventing the situation of the Roma community from being dismissed as one of the collateral effects of the crisis which affects everyone. From among

WHAT WE DID IN 2012

ACCEDER MURCIA

> **acceder**



BUDGET: € 192,049

72 CONTRACTS, 21 COURSES

3,806 HOURS OF PRACTICAL TRAINING

230 STUDENTS IN 21 COURSES

EMPLOYMENT

ACCEDER. In Murcia we secured 68 work contracts and ran 21 training initiatives.

CURRÉLATELO. Programme seeking to enhance the employability of those who are socially excluded; we worked with 41 Roma women from Murcia and Alcantarilla.

BENEFICIARIES: 41
BUDGET: € 38,646

INITIAL PROFESSIONAL QUALIFICATION PROGRAMME. Beautician auxiliary services. The aim is to provide and reinforce professional skills enabling beneficiaries to develop a satisfying personal, social and professional project.

BENEFICIARIES: 15
BUDGET: € 48,406

LABOUR MARKET INTEGRATION PROGRAMME. Fosters access to training and employment for a group of initial professional qualification students run by the FSG and who are facing serious social-labour market integration difficulties.

BENEFICIARIES: 15
BUDGET: € 8,935

ROMA FROM THE EASTERN EUROPE. Basic reception. Services foster social inclusion and equality through integrated intervention using intercultural social mediation as a fundamental tool.

BENEFICIARIES: 70
BUDGET: € 10,000

INCORPORA. Labour market intermediation to help disadvantaged groups find employment. Beneficiaries: 115 beneficiaries (23 contracts)

BUDGET: € 22,000

EDUCATION

PROMOCIONA. To facilitate the transition between Primary and Secondary school and to keep students in the educational system with a view to earning their secondary school diploma and advancing to higher studies.

BENEFICIARIES: 40 STUDENTS, 33 FAMILIES AND 13 SCHOOLS
BUDGET: € 65,900

STAFF

TOTAL WORKERS: 38

ROMA: 8 NON ROMA: 30

WOMEN: 28 MEN: 10

VOLUNTEERS: 10

STUDENT INTERNS: 1

OFFICES

MURCIA
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30002, Murcia
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fsgmurcia@gitanos.org



PUTTING UP POSTERS IN BARRIOMAR AS PART OF THE "ROMA WITH AN EDUCATION, ROMA WITH A FUTURE" CAMPAIGN.

the most important initiatives, we would draw attention to the submission of a proposal to the Regional Assembly to approve a motion supporting the "National Roma Integration Strategy" and an outreach day to publicise it.

Private funding was increased in 2012 in an attempt to offset the drastic cuts in public support. Some lines of funding have been eliminated and there were fewer public calls

for projects from public service providers. Although we have managed to maintain our average workforce, contract conditions are not what they used to be and this has affected our ability to meet the needs of our beneficiaries. This is partly because these needs (food, clothing, school supplies, basic utilities, etc.) exceed what we are able to offer and this has had a demotivating effect. Although the results achieved by the people we serve and who

have taken part in our programmes is good, our response and the resources available were insufficient in meeting many of the very serious needs that a growing number of people are facing.



SCHOOL ACCOMPANIMENT. Fosters mainstream education.

BENEFICIARIES: 17 STUDENTS AND THEIR FAMILIES

AND 8 SCHOOLS

BUDGET: € 24,000

ENREDADOS. Educational processes and initiatives based on networking through a group of professionals that meets periodically in the neighbourhoods to set up joint lines of work.

BENEFICIARIES: 111 CHILDREN AND 11 SCHOOLS

BUDGET: € 124,000

CAIXA PROINFANCIA. Targeting children in situations of poverty and social vulnerability. The aim is to promote and support their development through integrated efforts encouraging and supporting policies to improve equality, social cohesion and equal opportunity for the children and their families.

BENEFICIARIES: 303 CHILDREN AND THEIR FAMILIES.

BUDGET: € 269,446

INSTITUTIONAL PUBLIC EMPLOYMENT. To reincorporate motivated long-term unemployed persons into the labour market.

BUDGET: € 54,405

COMMUNITY ACTION AND SOCIAL INCLUSION

ACCOMPANIMENT FOR FAMILIES UNDERGOING RELOCATION. Integrated and global social support for families in FSG housing.

BENEFICIARIES: 10 FAMILIES (27 CHILDREN AND 15 ADULTS)

BUDGET: € 8,000

WOMEN

THE FSG IN MURCIA TAKES A TRANSVERSAL APPROACH TO GENDER ISSUES IN ALL AREAS OF WORK. We actively participate in the gender-based violence group created under the Area of Women; two people from Murcia attend the meetings and we take part in activities on 8th March, International Women's Day.

VOLUNTEERING

We have 4 volunteers who help teachers with tutoring duties, funded by caixa proinfancia. We also have 6 volunteer Marist students.

PROMOTION OF CULTURE

ON 8TH APRIL WE CELEBRATED INTERNATIONAL ROMA DAY WITH ACTIVITIES IN SEVERAL SCHOOLS.

Children from different schools and projects took part in the different creative workshops we set up along the river.

WE ARE VERY ACTIVE IN EAPN MURCIA AND ITS WORKING GROUPS. THE AIM OF THIS PARTICIPATION IS TO HELP ORGANISE THE THIRD SECTOR AND TO MAKE SURE SOCIAL EXCLUSION AND POVERTY ERADICATION PROPOSALS TAKE STOCK OF THE REALITY OF THE ROMA COMMUNITY.



THANKS TO CAIXA PROINFANCIA, IN 2012 WE SERVED 303 CHILDREN AND THEIR FAMILIES. IN THE PICTURE, OPEN CLASSROOM AT LA PAZ PRIMARY SCHOOL.

NAVARRRE



INÉS GARCÍA PÉREZ
REGIONAL DIRECTOR OF THE FSG IN NAVARRRE

NEREA IZCO SALVADOR
COORDINATOR OF THE AREA OF SOCIAL ACTION.

ITZIAR ZUDAIRE DE LUIS
COORDINATOR OF THE AREA OF SOCIAL ACTION.

MONTSE TEJERO ROJO
COORDINATOR OF THE AREA OF SOCIAL ACTION.

REGIONAL DIRECTOR
INÉS GARCÍA PÉREZ

BUDGET: € 562,933.05

PERSONS ASSISTED:
1,510

PROGRAMMES
EXECUTED: 13

FOR MORE INFORMATION, VISIT:
www.gitanos.org/navarra

FOLLOW US ON FACEBOOK

THE ROMA COMMUNITY

The Roma community in Navarre (nearly 7,000 people accounting for 1.2% of the regional population) is relatively homogeneous and socio-economically vulnerable, a situa-

THE FSG

FSG Navarre has continued to focus on its main areas of intervention in 2012: employment, education, access to housing and social-family and youth information and empowerment initiatives.

tion which has worsened due to the systemic economic crisis we are undergoing.

The rise in unemployment and the change in the regulation governing Inclusion Income

Regarding employment, it has continued to base its activity on the Acceder programme and the NABUT Integration Centre. Efforts in the area of education have been through the educational support pro-

grammes at the Mendialdea de Berriozar school and the Promociona programme.

Housing initiatives have been through Social Integration Housing programmes (VIS-

market integration of Roma women between the ages of 18 and 30.

ACCEDER. The aim is to foster access to employment and enhance the professional qualifications of Roma. Despite the crisis, in 2012 we secured 59 labour contracts and 72 people received specific training. We implemented 9 training courses:

BENEFICIARIES 9
BUDGET: € 82,028.65

NABUT. Social-occupational integration centre fostering the incorporation of excluded persons into the mainstream labour market. (See page 45)

EMPLOYEES: 17 WOMEN AND 9 MEN.
BUDGET: € 532,245.49

EDUCATION

PROMOCIONA. Designed to keep Roma students in school and to enhance academic achievement. In 2012 the programme was enlarged to include Aoiz and IESO Berriozar (in addition to Pamplona, Carcastillo, Murillo el Fruto and Santacara where it was already implemented).

BENEFICIARIES: 32 STUDENTS, 28 FAMILIES AND 10 SCHOOLS
BUDGET: € 24,200

EDUCATIONAL MAINSTREAMING AT SCHOOL. Designed to provide socio-educational support to the Roma students at Men-

EMPLOYMENT

ACCEDER. The aim is to foster access to employment and enhance the professional qualifications of Roma. Despite the crisis, in 2012 we secured 59 labour contracts and 72 people received specific training. We implemented 9 training courses:

- CHAMBER MAID
- CASHIER
- FOOD HYGIENE
- SHOP ASSISTANT (FRESH FOODS)
- CUSTOMER SERVICE
- DOORKEEPER
- TRAINING IN FRESH FOODS
- JOB SEEKING VIA THE INTERNET
- ACTIVE JOB SEEKING AND SKILLS TRAINING

ROMEMPLEA. Combines training and employment and is designed to enhance the employability of the unemployed, recipients of social inclusion income and those with no income.

BENEFICIARIES: 22
BUDGET: € 74,739.17

LACHO BUTIPEN (KIOSCO ROMÍ). Sheltered employment programme to foster the labour

WHAT WE DID IN 2012

ACCEDER NAVARRA



PEOPLE ASSISTED FOR THE FIRST TIME: 122

PEOPLE FINDING WORK: 49

ROMA: 91,8% | NON ROMA: 8,2%

MEN: 39,6% | WOMEN: 60,4%

NUMBER OF CONTRACTS: 59

ROMA: 89,8% | NON ROMA: 10,2%

MEN: 39,9% | WOMEN: 60,1%

BUDGET: € 250,857.12

3,704 HOURS OF PRACTICAL TRAINING

59 CONTRACTS

STAFF

WORKERS: 25

ROMA: 3	NON ROMA: 22
WOMEN: 21	MEN: 4
ROMA: 2 NON ROMA: 19	ROMA: 1 NON ROMA: 3

VOLUNTEERS: 8

INTERNS: 2

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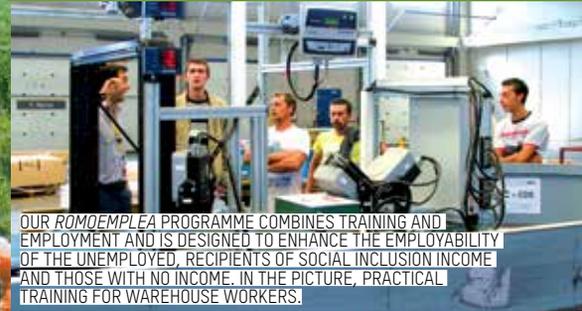
back on initiatives designed to foster the social integration of the most vulnerable sectors.

VAIS) and, although socio-educational and family intervention programmes suffered cuts, we did manage to maintain the Youth Information Service.



VIDEO-CLIP WORKSHOP WITH ROMA YOUNGSTERS AS PART OF THE YOUTH ACTIVITIES WE RUN WITH THE YOUTH INSTITUTE OF NAVARRRE.

ALTHOUGH THE RISK OF EXCLUSION OF THE ROMA COMMUNITY IN NAVARRRE IS ON THE RISE, PUBLIC ADMINISTRATIONS ARE PULLING BACK ON INITIATIVES DESIGNED TO FOSTER THE SOCIAL INTEGRATION OF THE MOST VULNERABLE SECTORS.



OUR ROMOEMPLEA PROGRAMME COMBINES TRAINING AND EMPLOYMENT AND IS DESIGNED TO ENHANCE THE EMPLOYABILITY OF THE UNEMPLOYED, RECIPIENTS OF SOCIAL INCLUSION INCOME AND THOSE WITH NO INCOME. IN THE PICTURE, PRACTICAL TRAINING FOR WAREHOUSE WORKERS.

dialdea de Berriozar school and their families.

BUDGET: € 10, 000

BENEFICIARIES: 41 STUDENTS AND 26 FAMILIES

THE FSG. Rounds out its work in the area of education in the summer by organising monitored educational-recreational activities: swimming courses, cultural visits, cinema and academic tutoring.

HOUSING

IN 2012 THE FSG. Housing team continued structuring its activity around the Social Integration Housing programme (VIS in Spanish) while it intensified its reception, information and counselling work with families experiencing serious housing difficulties.

TEAM ACTIVITY FOCUSED ON THE RENTAL PROGRAMME TARGETING FAMILIES WITH INCOME UNDER THE IPREM THRESHOLD (IN SPAIN, THE PUBLIC INDEX OF MULTIPLE-PURPOSE INCOME). This year the programme enabled 10 Roma families to gain access to rental homes (VAIS)

in Pamplona, while ensuring follow-up on all the other families that have participated in the programme since 2009.

BENEFICIARIES: 109 FAMILIES, 10 VAIS, 22

FOLLOW-UP

BUDGET: € 46,539.69

COMMUNITY SOCIAL ACTION

SOCIO-EDUCATIONAL INTERVENTION. With families in collaboration with the Pamplona Town Hall

BENEFICIARIES: 10 FAMILIES, 40 PEOPLE, 22 CHILDREN

BUDGET: € 8,635.34

ACCOMPANIMENT AND MONITORING OF FAMILIES FACING SITUATIONS OF CHRONIC SOCIAL EXCLUSION. Intense social monitoring of Roma families with long-standing exclusion problems.

BENEFICIARIES: 10 FAMILIES, 38 PEOPLE, 22 CHILDREN

BUDGET: € 30,000

HEALTH

“ORI CHAVO”. Drug dependency prevention targeting minors from Berriozar and Berrioplano.

BENEFICIARIES: 51 MINORS

BUDGET: € 9,000

YOUTH

THE FSG. Has kept the AMALE

youth information office and the FSG’s youth delegation in Navarre open.

YOUTH. Organisation of training courses, job seeking using new technologies, video-clip and creativity in collaboration with the Youth Institute of Navarre.

BENEFICIARIES: 32 YOUNG PEOPLE

BUDGET: € 5,000

ALUMNADO PROMOCIONA EN AOIZ



THE EDUCATIONAL SUPPORT AND TUTORING PROGRAMME, PROMOCIONA, TOOK ROOT IN NAVARRRE IN 2012 WITH EXCELLENT QUANTITATIVE AND QUALITATIVE RESULTS. OF THE SEVEN STUDENTS WHO FINISHED SECONDARY SCHOOL IN 2012, SIX HAVE GONE ON TAKE MIDDLE-LEVEL VOCATIONAL TRAINING AND ONE HAS CONTINUED WITH HIGH-SCHOOL STUDIES.

ROMANIA



DIRECTORA DE LA FSR
BELÉN SANCHEZ-RUBIO

THE FSR'S ACTIVITY IS MANAGED AND COORDINATED BY THE FSG'S INTERNATIONAL DEPARTMENT.

SINCE 2011 BELÉN SÁNCHEZ-RUBIO, DIRECTOR OF THE FSG'S INTERNATIONAL PROGRAMMES, IS ALSO THE DIRECTOR OF THE FSR.

STAFF

ADRIAN MARIN
adrian.marin@gitanos.org



FUNDAȚIA SECRETARIATUL
ROMILOR (FSR)

THE FSR'S BOARD OF TRUSTEES:

PEDRO PUENTE: PRESIDENT

DANIELA-ALEXANDRA
MARINESCU: PERSON WITH A DEEP
UNDERSTANDING OF THE SITUATION
OF THE ROMA PEOPLE IN ROMANIA.
JESUS LOZA: MEMBER OF THE
BASQUE COUNTRY REGIONAL
PARLIAMENT AND FSG
BOARD OF TRUSTEES.

THE ROMA COMMUNITY

Official data in Romania indicate that 2.5% of its inhabitants belong to the Roma ethnic minority (535,140 according to the 2002 census). However, most studies show that the Roma population is the country's largest minority totalling between 1,5 and 2,5 million people, approximately 10% of the total population. As in other European countries, Roma-

nia's Roma population is heterogeneous with over 23 groups of different origin. In any case, it is the most economically disadvantaged minority with limited access to social services, sub-standard housing conditions, higher levels of illiteracy and unemployment and, in all too many occasions, the target of discriminatory and violent acts (the most notorious case in 2012 being the anti-Roma racist incidents at a football match

in Bucharest). The situation is also characterised by segregation, low income and negative stereotypes in the media.

Since Romania's accession to the EU in 2007, financial instruments have been devised to address these situations of inequality and institutional recognition has improved with the creation of a specific state body for Roma issues: the National Agency for Roma (NAR).

FSR (THE FSG IN ROMANIA)

The Fundația Secretariatul Romilor (FSR) was created in 2009 in Romania to transfer and adapt the know-how and tools already developed by the FSG in Spain to the context of Romania, and to directly manage programmes designed to

improve the standard of living of the Roma community in this country.

Since then, our organisation has been working to gain a better understanding of the Romanian context, establish strategic partnerships and assess collaboration opportunities as they arise. Specifically, we have closely monitored the calls for

proposals launched periodically by Romania's European Social Fund (ESF) since we are well aware that structural funds—especially the ESF and the ERDF—can play a key role in paving the way to social inclusion for Romania's Roma population. However, these funding channels have remained frozen for another year thus postponing projects envisaged for the

WHAT WE ACCOMPLISHED DID IN 2012

EDUCATION

REVELA AWARD. The FSR and the photographer Eva Parey were jointly honoured with the Revela Award for the project entitled 'Nomads by Force' and a social intervention project to help address the problems faced by Romania's Roma population. Revela is an international photography award which is unique insofar as it is presented to the social group photographed rather than the photographer. This initiative includes a donation to engage in school monitoring and support for Roma children and thus

ensure the attendance and good performance of students in need and of those who stand out owing to their accomplishments during the 2012-2013 school year. Mediation work is also done with their families to reinforce the importance of keeping their children in school. The intervention model used in this programme, implemented at a school in Boldesti (Prahova), is based on the Promociona programme and is adapted to the needs of the local context.

At the conclusion of the project in 2013, a series of photographs will be published depicting the neighbourhood and the children and

their families participating in the activities run by the foundation at the school. A documentary will also be made revealing the impressions and perceptions of the beneficiaries and their families at the beginning of the project and at the end so as to compare and contrast initial expectations with the end results according to the beneficiaries.

PARTNERS. Eva Parey (photographer) and the FSR

BUDGET: € 10,000 FOR 2012 AND 2013

BENEFICIARIES: 20 STUDENTS

ROMA FAMILIES GET INVOLVED.

In 2012 the FSR participated as a

Romanian partner in the European project "Roma Families get involved". This project is funded by the European Commission and DG Education and Culture within the framework of the Lifelong Learning programme, the first specific call by this DG devoted to the Roma issue.

The general aim of this European project involving organisations from four countries (Bulgaria, Spain, Hungary and Romania) is to create a methodological tool to help professionals working with Roma families to improve the academic achievement of their

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DESPITE DIFFICULTIES, SOME PROJECTS, MOSTLY IN EDUCATION, ARE BEING IMPLEMENTED. WE HAVE KEPT UP OUR INSTITUTIONAL ACTION.

Despite this, there does not appear to be any clear political will to apply public measures to improve the serious situation that this minority is facing. This is apparent in the persistence of situations of dire poverty and marginalisation and the constant movement of a large proportion of Romania's Roma citizens to other EU countries in search of better living conditions.

coming years. We hope that during 2013 and beyond, structural funds will be available to provide financial support and help implement the National Roma Integration Strategy approved in 2011 in line with the recommendation set out in the Communication from the Commission on an EU Framework for National Roma Integration Strategies up to 2020.

In light of the current context in Romania, the FSR has had to establish and strengthen networks and partnerships to support future work in Romania. Our involvement has been gradually increasing and in 2012 we participated in two education projects.

children. The other Romanian partners are the National Ministry of Education and the Roma Education Fund. This project is coordinated by the FSG from Spain and is designed to help improve the educational environment of the Roma children in the participating countries and in other European countries by means of this practical tool. The project has brought together specialised personnel with a wealth of experience in this field to address a very important aspect which is sometimes forgotten in the educational process of Roma children — or any other children for that matter — i.e. the involvement and support of their families. With this objec-

tive, the project is fully aligned with the Europe 2020 Strategy and the EU Framework for National Roma Integration Strategies, particularly the objective of reducing the early school leaving rate and of at least getting Roma children enrolled in primary education.

PARTNERS. FSG; FSR; Local ACS Government of Hungary; Ministry of Education, Culture and Sports — Centre for Educational Innovation and Research (CNIIE), Spain; Ministry of Education, Research, Youth and Sports, Romania; Ministry of Education, Youth and Science — Centre for the Educational Integration of Ethnic Minority Children and Students — COIDUEM, Bulgaria;



THERE WERE NO ROMANIAN ESF CALLS FOR PROPOSALS IN 2012 WHICH MEANS THAT THE FSR WAS UNABLE TO SUBMIT NEW PROJECTS TO ADDRESS THE INCLUSION OF THE ROMA POPULATION IN ROMANIA.



© EVA PAREY

and the Roma Education Fund (of Hungary Romania and Switzerland).

BUDGET: € 8,976 (2012 AND 2013)

INSTITUTIONAL ACTION

In 2012 the FSR/FSG engaged in ongoing institutional action with the different Romanian ministries holding several high-level meetings including with the Minister of European Affairs (Leonard Orban) and the State Secretariat for Foreign Affairs (Luminita Odobescu).

The FSR has been a member of two coalitions in Romania Since 2012: the NGO coalition for Structural Funds and the National Rural Development Network (RNDR). The former addresses the needs of NGOs

in planning, executing and evaluating programmes and projects carried out with European funds and is comprised of 29 NGOs. The Coalition has expressed its views on the decisions taken by the institutions that manage the structural funds in Romania.

THE RNDR. is a tool with which to promote a comprehensive and sustainable rural development model. Given that there are pockets of Roma population in most rural communities in Romania, the network has expressed interest in the Roma population.

ANNEXES

ECONOMIC DATA AND AUDIT REPORT

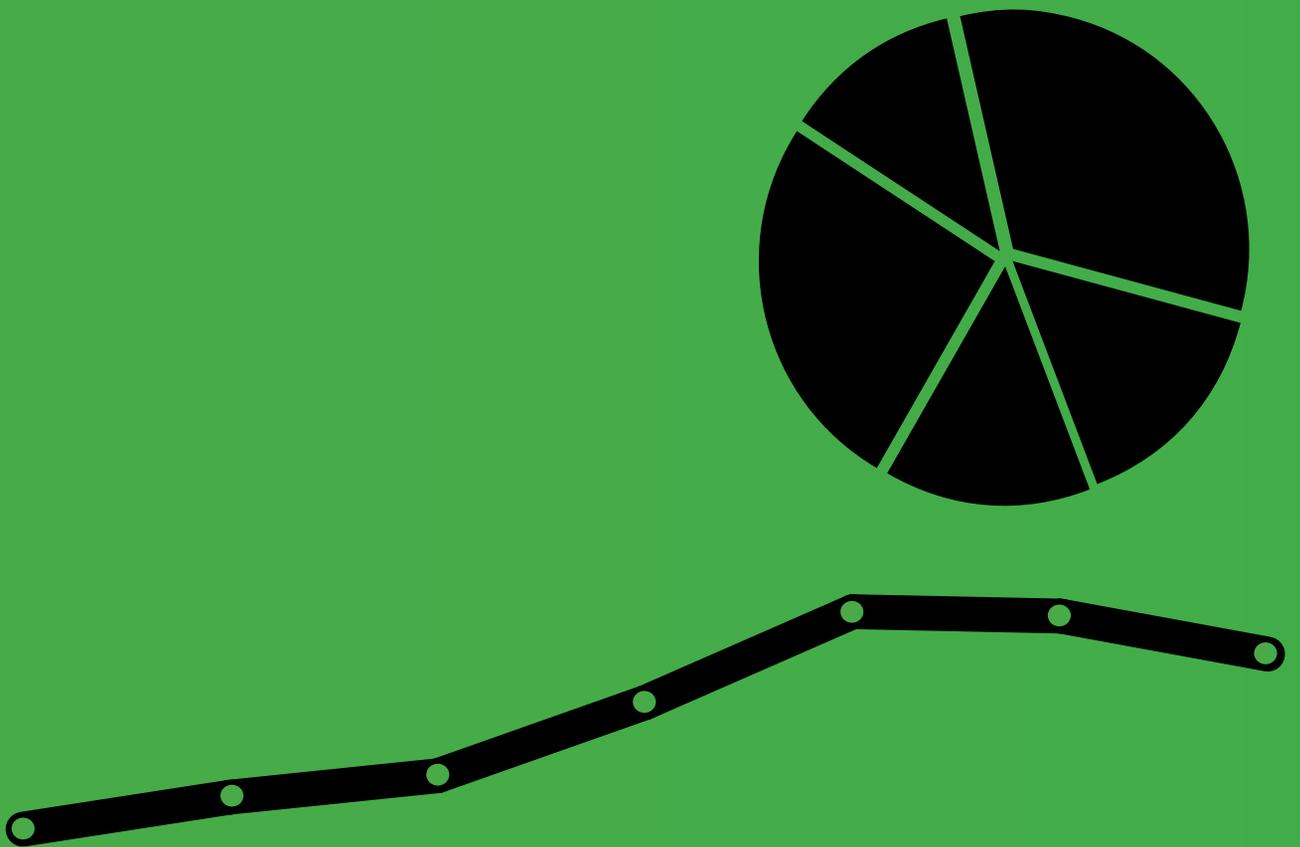
EVOLUTION OF THE ECONOMIC RESOURCES

EVOLUTION OF INCOME AND EXPENSES

REVENUES AND INCOME IN 2012

FUNDING FINANCING SOURCES

REVENUES INCOME BY WORK AREA



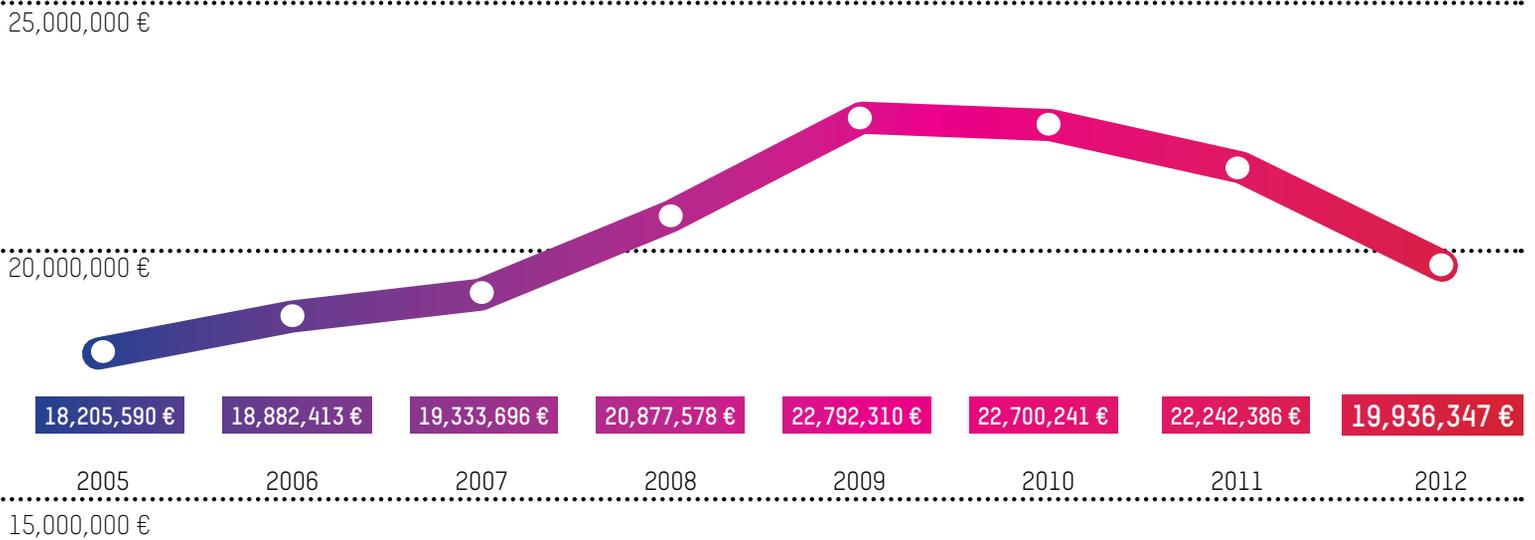
ECONOMIC DATA AND AUDIT REPORT

The annual accounts of the Fundación Secretariado Gitano's (FSG) annual accounts, which include the balance sheet at 31 December 2012, the profit and loss account and the yearly fiscal report ending on that same date, are audited by Ernst & Young.

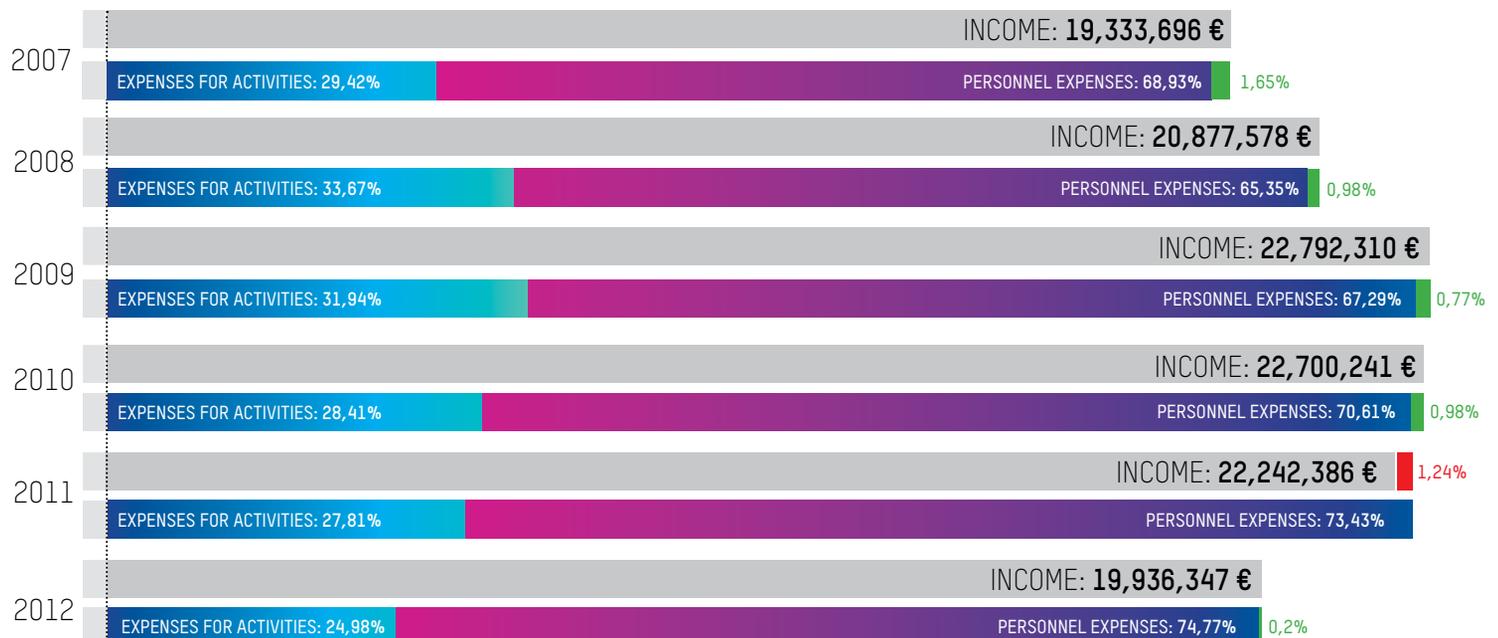


The full audit of the annual accounts issued by Ernst & Young is available on our web page:
www.gitanos.org/memoria12/auditoria

EVOLUTION OF THE ECONOMIC RESOURCES



EVOLUTION OF INCOME AND EXPENSES REVENUES AND SPENDING



REVENUES AND EXPENSES IN 2012 (IN €)

BUDGET



REAL



■ PROFIT ■ DEFICIT

FUNDING FINANCING SOURCES 2012

TOTAL: 19,936,347 €

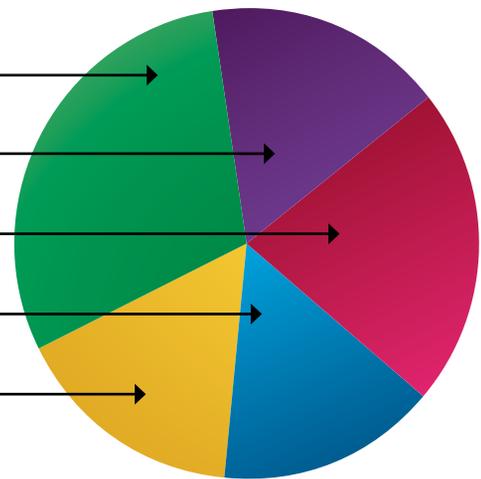
EUROPEAN: 30,1%

NATIONAL: 16,8%

REGIONAL: 21,7%

LOCAL: 15,3%

PRIVATE: 16,0%



REVENUES PER INCOME BY WORK AREA IN 2012

EMPLOYMENT: 59,2%

INCLUSION: 17,8%

EDUCATION: 7,7%

HOUSING: 4,3%

INTERNATIONAL: 3,5%

HEALTH: 1,1%

COMMUNICATION: 1,1%

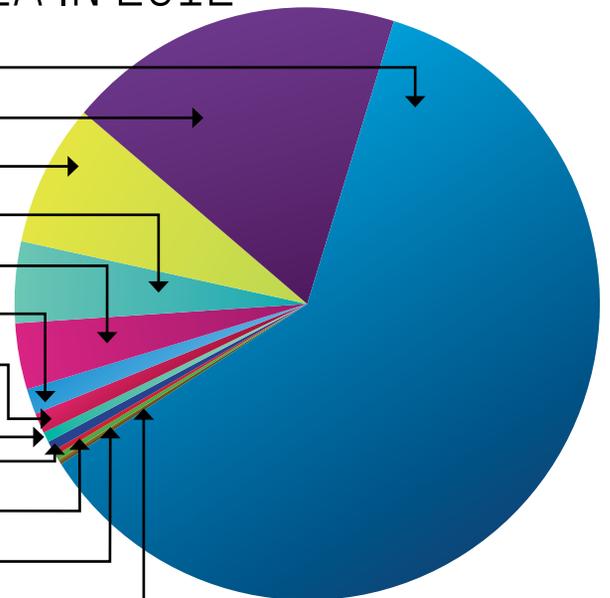
GENDER EQUALITY: 0,6%

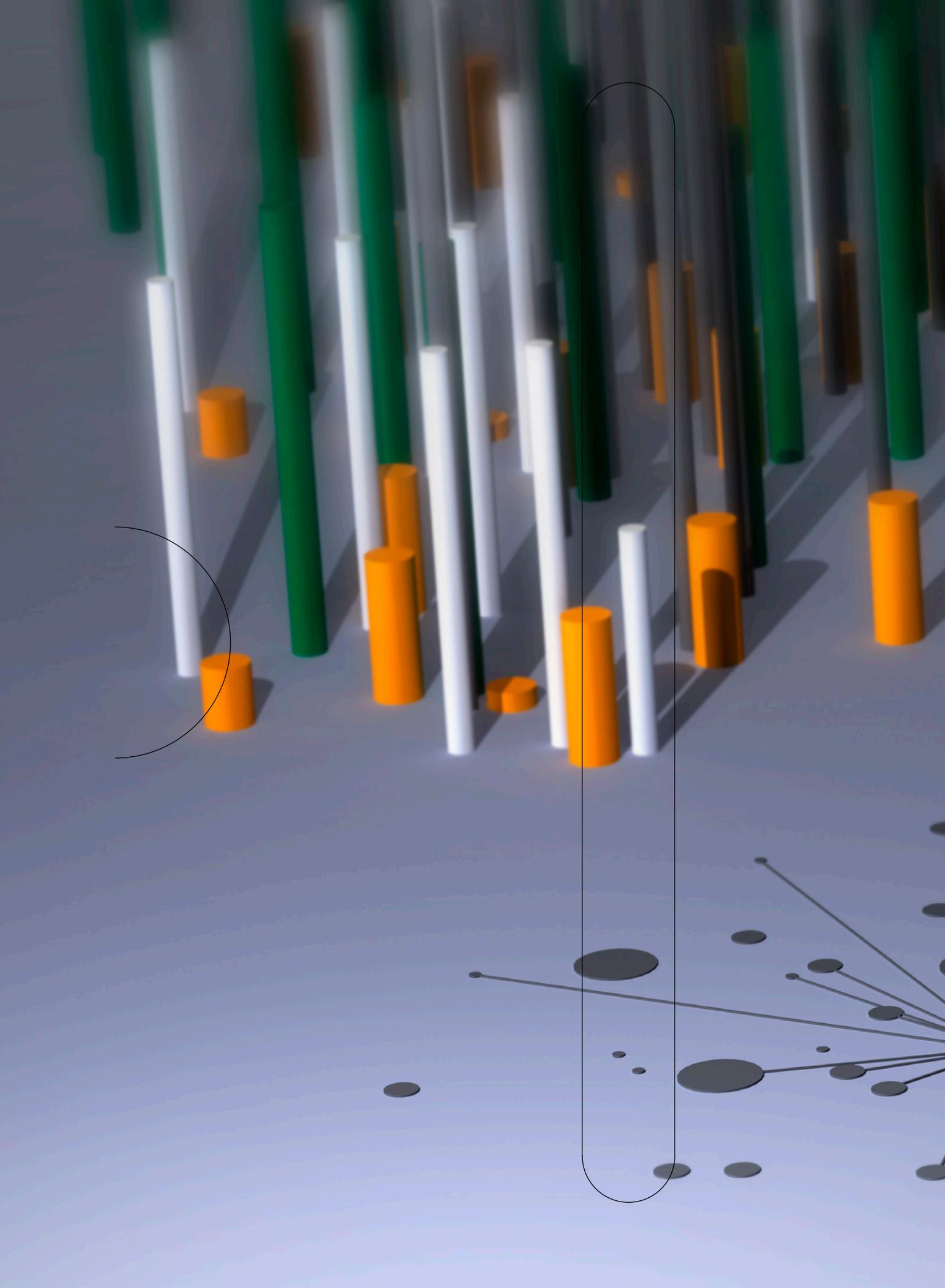
INMATE POPULATION: 0,4%

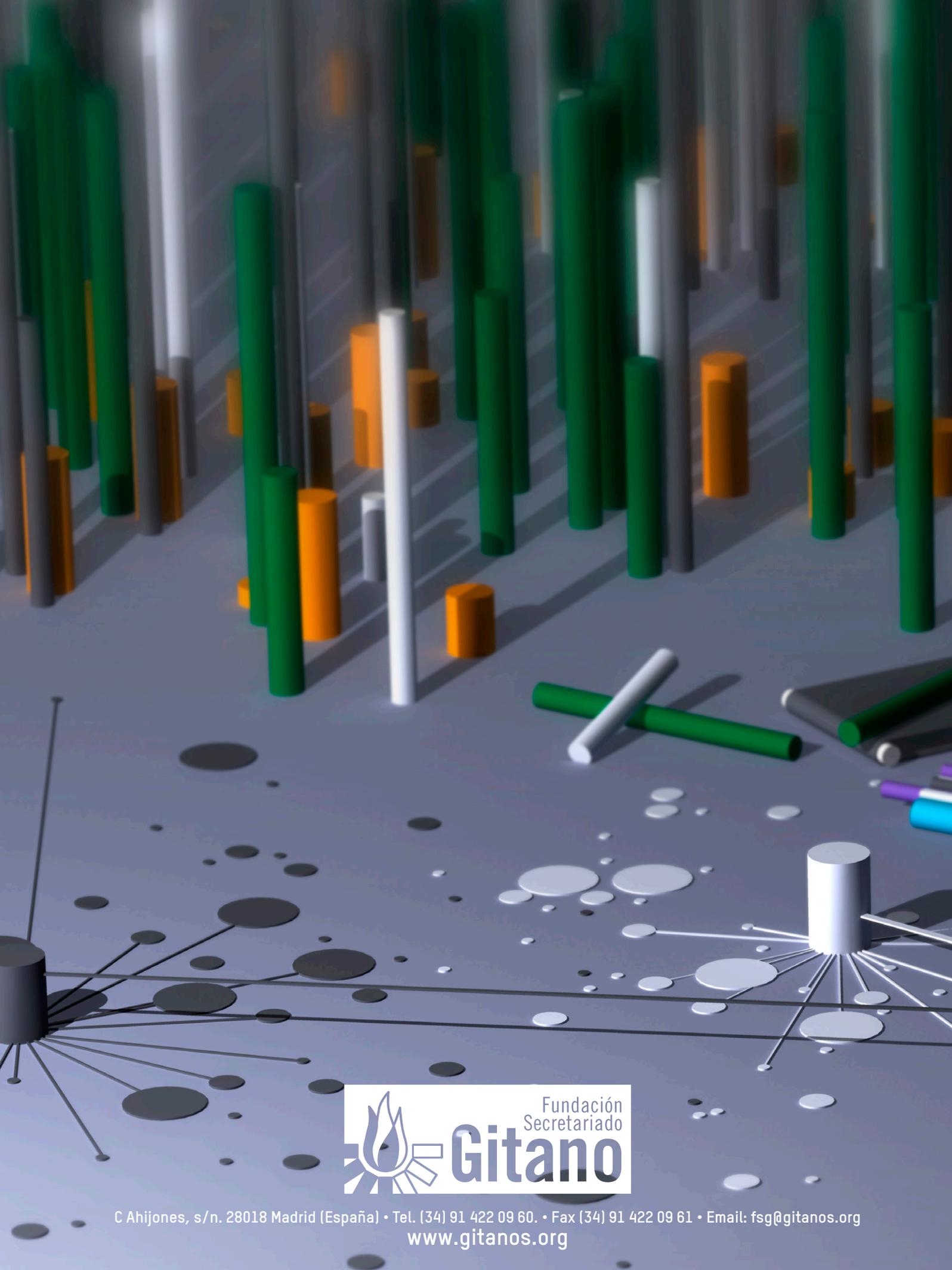
YOUTH: 0,4%

EQUAL TREATMENT: 0,3%

PROMOTION OF CULTURE: 0,1%







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