

THE FUNDACIÓN SECRETARIADO GITANO

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

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

PROMOTING THE ROMA COMMUNITY: OUR PREROGATIVE



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

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

Pedro Puente
President



It is the mission of Fundación Secretariado Gitano to achieve the comprehensive advancement of the Roma community through pursuing cultural diversity. We want equal opportunities, social change, and to promote people's potential.



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

OUR TEAM: INTERCULTURAL, PROFESSIONAL AND COMMITTED

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

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

OUR VALUES

DIGNITY

We believe in the intrinsic value of human beings.

SOCIAL JUSTICE

We believe in a society in which human rights are respected.

EQUALITY

Not only the legal or formal sort, but equal opportunities.

FULL CITIZENSHIP

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

PEOPLE HIRED

690

29% ROMA AND 71% NON-ROMA

♀ 77% WOMEN ♂ 23% MEN

VOLUNTEERS

630

34% ROMA Y 66% NON-ROMA

♀ 71% WOMEN ♂ 29% MEN

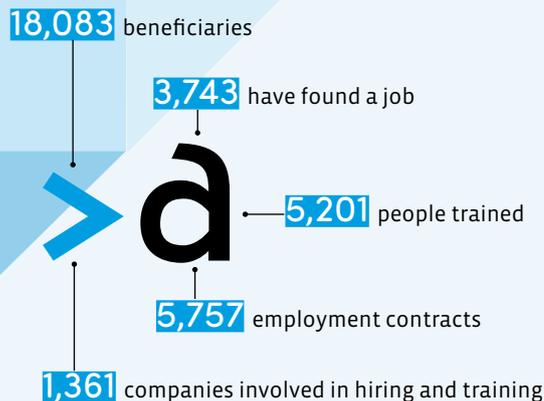
EMPLOYMENT

ACCEDER, AN EFFECTIVE, BENCHMARK PROGRAMME FOR THE SOCIAL AND LABOUR INCLUSION OF THE ROMA POPULATION



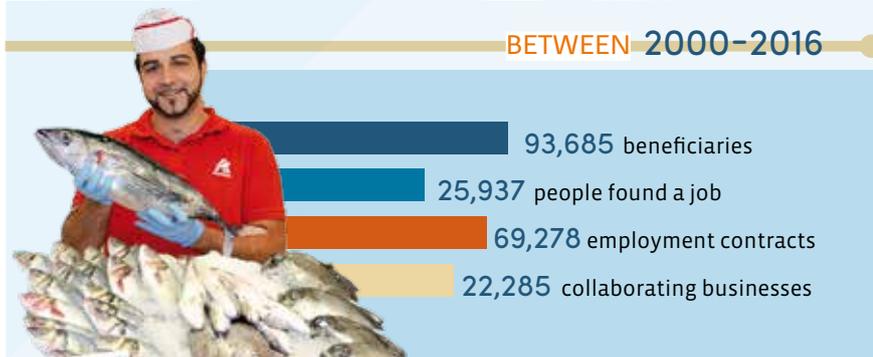
Integration into work is a key tool in fighting social exclusion and discrimination. The **Acceder employment and training programme offers a response** to the dramatic unemployment figures facing the Roma population.

MAJOR RESULTS >dcceder



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

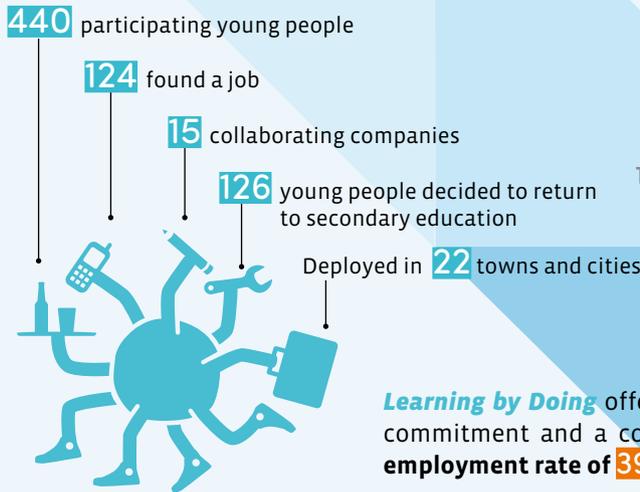
BETWEEN 2000-2016



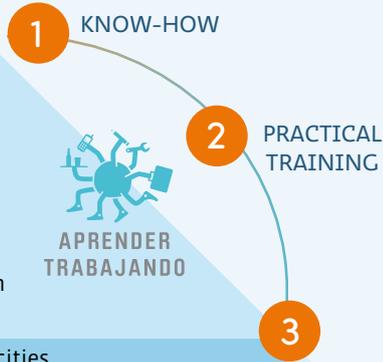
Mercaemprende: a project to stimulate employment in itinerant street selling and make it more professional.

LEARNING BY DOING

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



KEYS TO SUCCESS



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

OUR SOCIAL INCLUSION COMPANIES: JOB OPPORTUNITIES TO COMBAT SOCIAL EXCLUSION



NABUT
 Cleaning, laundry and retail.
 28 people hired.



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



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



UZIPEN
 Refurbishment, maintenance and cleaning.
 Its customers include Fundación Hogar del Empleado, Realidades, Fundación 25 de Mayo, Pixelclip, Agencia Madrileña de Tutela de Adultos, Provienda, private individuals...

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





Promociona
Continúa y Avanza

EDUCATION

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

EDUCATION AS A DRIVER FOR CHANGE AMONG ROMA YOUTH

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

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

PROMOCIONA PUPILS ACHIEVE ACADEMIC SUCCESS



1,292 pupils

82 Promociona classrooms

413 schools

143 pupils graduated compulsory secondary education

59 pupils have taken part in the mentoring project.

PROMOCIONA RESULTS

PRIMARY

63% of pupils pass all classes

95% of final year pupils continue to secondary level

SECONDARY

44% pass all classes

95% graduate

POST-COMPULSORY EDUCATION

87% continue to post-compulsory education





Promociona
Continue and Win

WE FACILITATE ACCESS TO AND CONTINUATION
IN MID-LEVEL AND HIGHER STUDIES

EDUCATION



30 GRANTS

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

In 2016, we supported access to and continuation of studies for **283 Roma pupils** studying the baccalaureate, intermediate and upper vocational training and university studies.

4 FUNDACIÓN SECRETARIADO GITANO LUIS SÁEZ GRANTS



For Roma pupils in post-graduate studies. In collaboration with FUESCYL and Fundación Villalar.

249 STUDY SCHOLARSHIPS

We support young Roma to continue to post-compulsory education.

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



HOUSING

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

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

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

We accompany and offer guidance to 256 families accessing housing.



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

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



"Our aim: eradicate slums by 2020"



We offer services to help meet basic social needs. We promote healthy living conditions and gender equality.

COMBATING CHILD POVERTY

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

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

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



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



WE HELP TO EMPOWER ROMA WOMEN

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



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

2016 RESULTS



EMPLOYMENT



18,083 beneficiaries
5,757 employment contracts
3,743 people found a job
5,201 people trained
1,361 collaborating companies

440 participating young people
124 found a job
15 collaborating companies
126 young people returned to secondary education
39% rate of labour integration

22,100,208 €

REVENUES



Promociona
 Cada vez más
Gitanas Universitarias
Becas Luis Sáez



EDUCATION



1,292 pupils
1,065 families
413 schools
82 Promociona classrooms
283 grants and scholarships for post-compulsory studies
4 Luis Sáez grants
143 pupils graduated compulsory secondary education

INCLUSION



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

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

31,847

BENEFICIARIES

491

PROGRAMMES

120,448

PARTICIPANTS IN PROGRAMMES AND ACTIVITIES

54 CENTRES

77 TOWNS AND CITIES

14 REGIONS (AUTONOMOUS COMMUNITIES)



Por la igualdad de las mujeres gitanas



Servicio de Asistencia y Orientación a Víctimas de Discriminación Racial o Étnica



EURoma

EQUALITY



380 victims of discrimination helped

2,000 professional agents trained

1,034 participants in awareness campaigns

627 Roma women

2 litigations in cases of anti-gypsyism

INTERNATIONAL



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

HOUSING



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

256 families supported in their journey to dignified housing



AWARENESS



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

#TrashTVisNotReality (#TelebasuraNoEsRealidad) was a global trending topic

346,836 unique website visitors

704,725 website views

7,838 e-newsletter subscribers

28,608 Twitter and Facebook followers

EQUALITY

WE COMBAT DISCRIMINATION
AND ANTI-GYPSYISM

We help victims of discrimination: we inform them and advise them on their rights and the procedures to guarantee them.

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

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



CALÍ: ROMA WOMEN AND EQUALITY



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

- Calí has been deployed in **28** cities
- Team of **30** specialist women (**28** Roma)
- In 2016, we worked with a total of **627** women



WE ACTIVELY LIAISE IN EUROPE TO INFLUENCE POLICY AFFECTING ROMA AND TO DEFEND THEIR RIGHTS

INTERNATIONAL



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

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

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

- We also coordinate **Network EUroma**, which is working for a more effective use of European Structural and Investment Funds (ESI Funds) for Roma inclusion.
- It does so by uniting public administrations of 15 EU Member States and European institutions.
- We cooperate with numerous organisations from other countries and European platforms.
- We disseminate our leading programmes throughout Europe.



WE WORK IN PARTNERSHIP



← We coordinate the EUroma Network

15 EU countries + European institutions + 



← We are members of  European Commission consultation bodies



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

Visit by the Secretary of State of Portugal.

AWARENESS - RAISING

WE STRIVE TO IMPROVE THE SOCIAL IMAGE OF THE ROMA COMMUNITY

WE HAVE LAUNCHED CAMPAIGNS TO CHANGE MENTALITIES

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



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

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

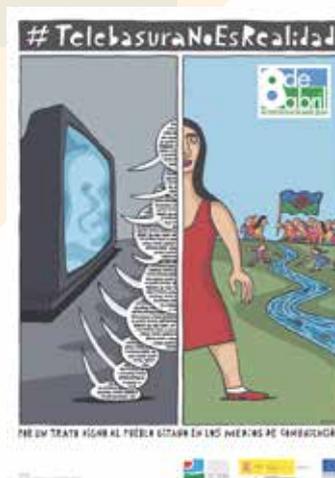
IMPACT ACHIEVED

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

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

#PAYOTODAY

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



GLOBAL DATA

346,836 unique website visitors

704,725 website views

7,838 e-newsletter subscribers

28,608 Twitter and Facebook followers

31 press releases

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



FSG AWARDS



Premios Fundación Secretariado Gitano

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



The public prosecutor Miguel A. Aguilar, the Accenture Foundation, journalist Ana Pastor, Instituto Fernando de los Ríos (Granada) and Tío Pascual were all recipients of the 2015 Awards.

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



WE ARE AWARDED THE CORRESPONSABLES AWARD



WE WELCOMED QUEEN LETIZIA AT OUR HEADQUARTERS



In 2016, we received Queen Letizia at our headquarters in our role as hosts as **"2015 Organisation of the Year"** awarded by Fundación Princesa de Girona, for the awarding of the 2016 prize.



PARTNERSHIPS

A GROWING NUMBER OF COMPANIES AND ORGANISATIONS COMMITTED TO THE ROMA COMMUNITY

At Fundación Secretariado Gitano we know that **companies are a key component of social transformation, in a position to make real changes to the lives of thousands of Roma people.**

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

In 2016, we secured strategic alliances with dozens of companies. Our collaboration with the **Fundación Accenture** is a highlight, due to its impact and the stability it offers for social innovation applied to our employment programmes. Our other collaborations include **Obra Social “la Caixa”**, **Fundación Ebro Foods**, **Fundación Juan Entrecanales**, **Coca-Cola**, **Alcampo**, **Cepsa**, **Repsol**, **Eroski** and many more companies who really believe in social change.



STRATEGIC ALLIES



COLLABORATORS



PARTNERS



WE RECEIVE GROWING PUBLIC SUPPORT FOR OUR WORK. THANK YOU!

SOCIAL SUPPORT

Help from our partners and donors is what allows us to keep striving to change the lives of thousands of people for the better. Your support in our everyday work lets us continue to fight for the rights of the Roma community. We are truly grateful.

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



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



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

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

FUNDING

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

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



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

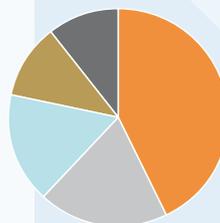
14% of our funding comes from the funds for social interest activities collected through the Spanish income tax declarations.

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

The full audit report of our financial statements, issued by EY, and all other financial information is available at:
https://www.gitanos.org/quienes_somos/financiacion_transparencia.html.es

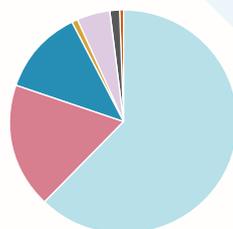
REVENUES 22,100,208 €

FUNDING SOURCES 2016



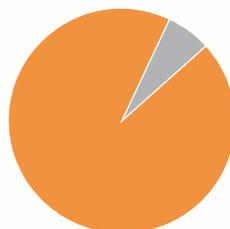
EUROPEAN	42.88%
PRIVATE AND OWN FUNDS	19.09%
NATIONAL	16.54%
REGIONAL	10.99%
LOCAL	10.51%

EXPENDITURE BY WORK AREA IN 2016



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

EXPENDITURE

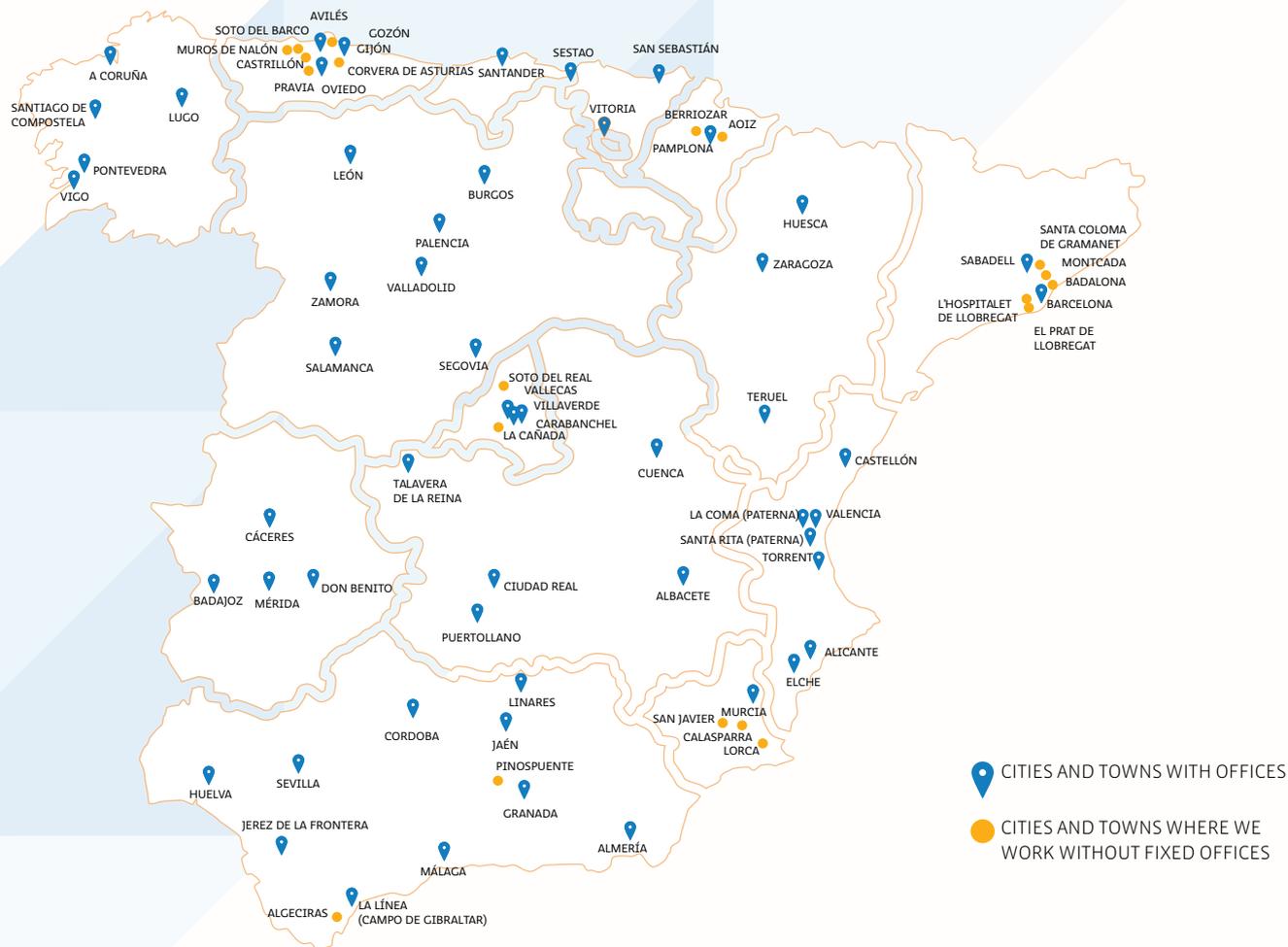


ON PROGRAMMES	93.65%
ADMINISTRATIVE	6.35%

14 AUTONOMOUS COMMUNITIES

54 TERRITORIAL OFFICES, 77 CITIES AND TOWNS

FSG TERRITORIAL DIMENSION



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

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

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

Cantabria
 BUDGET: 313,690€
 PARTICIPANTS: 988

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

Castile -La Mancha
 BUDGET: 1,199,640€
 PARTICIPANTS: 1,548

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

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

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

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

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

Region of Murcia
 BUDGET: 1,157,569€
 PARTICIPANTS: 2,806

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

Basque Country
 BUDGET: 601,904€
 PARTICIPANTS: 747



**TRANSFORM
PREJUDICE INTO
A NEW STORY**

Become a partner



IF YOU ARE INTERESTED IN LEARNING MORE ABOUT OUR ACTIVITIES IN 2016, SEE:

www.gitanos.org/informeannual/
[#InformeAnualFSG2016](https://twitter.com/InformeAnualFSG2016)



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WITH THE COLLABORATION OF:

