



**40**  
**YEARS**

**Working  
for equality**

**Fundación  
Secretariado  
Gitano**

Encuentro institucional  
2022

Málaga  
14-16 noviembre

40 años trabajando por la igualdad



**Annual Report 2022**

Summary leaflet

FUNDACIÓN SECRETARIADO GITANO

# FUNDACIÓN SECRETARIADO GITANO

*Fundación Secretariado Gitano (FSG) is an intercultural social organisation which has been working for 40 years for the overall advancement of Roma people, with a focus on cultural diversity.*

It delivers projects and services to reduce social inequalities and to defend the rights of Roma people, mainly in the fields of employment, education and housing. Our work also aims to promote more active policies for the social inclusion of the Roma population, to fight discrimination and to achieve equality of opportunity in Spain and across Europe.

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

We want to be an engine of change, pushing for full citizenship for Roma people, reducing inequalities and guaranteeing their social advancement, defending their rights and promoting their social participation. With our **Strategic Plan 2017/2023** we therefore build on our progress and focus on new areas, with four priority lines of action:

SOCIAL ADVANCEMENT

DEFENCE OF RIGHTS

PARTICIPATION

SUSTAINABILITY



### OUR TEAM

**1 049** . **34%**  
Average number of staff Roma people

**442** . **33%**  
Volunteers Roma people



### SARA GIMÉNEZ PRESIDENT OF THE FUNDACIÓN SECRETARIADO GITANO

“As the president of Fundación Secretariado Gitano, I have the pleasure of presenting to you our Annual Report 2022, the year in which we celebrated our 40th anniversary. With this report, we share our most significant results and the impact of our work with the people who participate in our programmes; with public authorities and institutions; with companies, members, volunteers, our team of professionals and all of the many people who support our mission. Thank you for your confidence in us. It is what drives us and makes it possible for all of us together to build a society which tackles inequalities and protects rights, and in which the most disadvantaged social groups have opportunities for development.”



Working  
for equality



## WE CELEBRATED 40 YEARS WORKING FOR EQUALITY

On the 21st of October 1982 the Asociación Secretariado Nacional Gitano was registered with the Ministry of Interior. 19 years later, the Asociación would hold an extraordinary meeting which would establish the current FSG.

## FUNDACIÓN SECRETARIADO GITANO

### WE BRING THE IMPACT OF 20 YEARS OF OUR *ACCEDER* EMPLOYMENT PROGRAMME TO 14 SPANISH REGIONS

*Acceder* receives the recognition of public authorities and companies, who express their commitment to continue lending us their support until 2029.



### WE LAUNCHED **INITIATIVES** WITHIN THE FRAMEWORK OF THE **NEXT GENERATION FUNDS**

- Inclusion pathways for beneficiaries of the Minimum Income.
- The *Tándem* Programme with the Spanish Public Employment Service: training alternated with employment and aimed at Roma people under 30.



### WE DEMAND THE **ERADICATION OF SLUMS** AND **ADVOCATE FOR THE EXISTENCE OF FUNDING OPPORTUNITIES TO ACHIEVE IT**

We organised cycles of Housing Seminars in Murcia, Aragón, The Community of Valencia, Andalusia, The Community of Madrid, Castile-La Mancha and Asturias, and an informational breakfast in Castile and León.

### WE CARRY OUT **STUDIES** THAT GUIDE PUBLIC POLICY

With our studies we reveal the inequality that Roma people experience, and thus drive measures and specially designed actions to revert it and to prevent the processes which cause it.

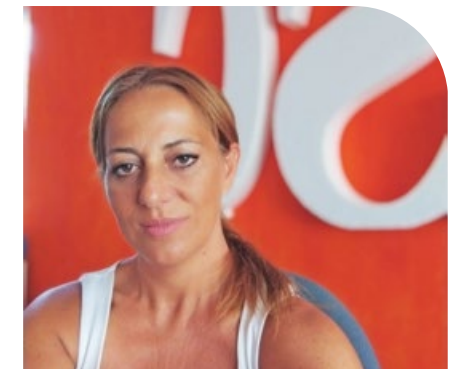
The segregation of Roma students at school, the evaluation of the impact of the Calí Programme, the characteristics and circumstances of the people who live in settlements, and the discrimination which the Roma community experiences were the main subjects of our reports in 2022.

### WE DEFEND THE VICTIMS OF DISCRIMINATION AND WE COMBAT ANTIGYPSYISM

En 2022 we renewed the coordination of the Support Service for victims of racial or ethnic discrimination, in collaboration with the CEDRE (Council for the Elimination of Racial or Ethnic Discrimination) and 7 other social organisations, and with an enlarged team.



### ROMA WOMEN'S RIGHTS AND THEIR PROMOTION, AMONG OUR PRIORITIES



- Celia Gabarri, manager of FSG's new Area for Gender Equality and Roma Women.

SOCIAL ADVANCEMENT

EMPLOYMENT



**ACCEDER, AN EMPLOYMENT PROGRAMME WHICH IS EFFECTIVE AND EFFICIENT: 4 IN 10 ACCEDER PARTICIPANTS OBTAIN A JOB**



With our employment programme *Acceder*, we create individualised pathways which combine needs analysis, guidance, training and active job search. Our goal is to increase participants' independence, employability and access to the labour market, both through salaried employment and self-employment, while identifying opportunities for employment and alliances.

RESULTS 2022

21 316

People have taken part in the programme

4 307

Have obtained a job

7 058

Contracts signed

5 430

People trained

546

Collaboration agreements with companies

3 792

Collaborating companies

2 846

Job offers

*We promote access to training and employment as one of the keys to inclusion and social transformation*



LEARNING BY DOING

**LEARNING BY DOING, 10 YEARS PROMOTING DUAL TRAINING AIMED AT YOUNG PEOPLE IN VULNERABLE SITUATIONS**

*Learning by Doing* combines theoretical and practical training in authentic working environments. It provides innovation, quality, social commitment and competitive value.

10 YEAR IMPACT

3 704

Participants who benefitted from the National Youth Guarantee system

55%

Of participants have been hired

32%

Return to the education system to obtain the Compulsory Secondary Education Certificate

66

Collaborating companies

41

Cities



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



+ INFO



**TRAINING WITH A GUARANTEE: TRAINING AND WORKFORCE INCLUSION WITH A TRAINING PATHWAY AND SOCIAL SUPPORT**



396

Young people participating

33

Teams

**WE PROMOTE A RETURN TO EDUCATION THROUGH SECONDARY SCHOOL GRADUATION CLASSROOMS, AN ESSENTIAL REQUIREMENT FOR ACCESS TO THE LABOUR MARKET**

405

Young people enrolled in compulsory secondary education

83%

Graduated from the course

42

Cities

SOCIAL ADVANCEMENT

# EMPLOYMENT



*The integrated approach of the Acceder programme is a crucial factor in its success*

**WE CREATED AN AREA OF SOCIAL ECONOMY, SELF-EMPLOYMENT AND STREET TRADING, TO ENHANCE THE SUPPORT TRACKS TO SELF-EMPLOYMENT AND TO FURTHER THE DEVELOPMENT OF OUR WORK INTEGRATION SOCIAL ENTERPRISES (WISES)**



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

**197**

Participants

**166**

Created a stall improvement plan

**13 teams**

Alicante, Castellón, Córdoba, Granada, Madrid, Málaga, Salamanca, Zaragoza, Avilés, Gijón, Mieres – Cuencas, Murcia and Oviedo

**PATHWAYS TO SELF-EMPLOYMENT, A TAILORED RESPONSE TO ROMA PEOPLE INTERESTED IN ENTREPRENEURSHIP AS A MEANS OF ACCESSING EMPLOYMENT**



**507**

Pathways to self-employment

**73**

Self-employment projects set up

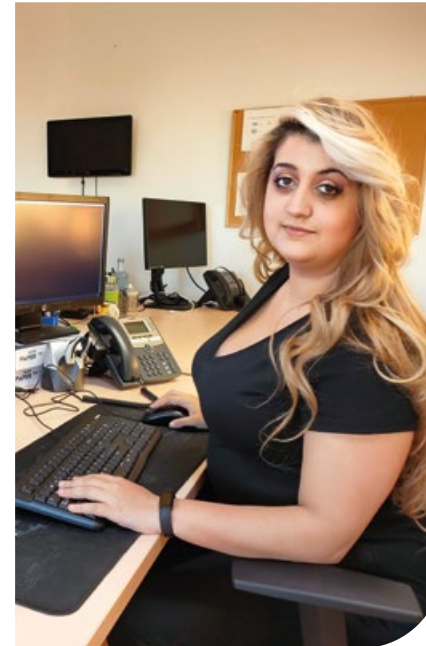
**EMPLEANDO DIGITAL+: TRAINING PATHWAYS IN RESPONSE TO THE DIGITALISATION OF THE LABOUR MARKET**



**103**

Participants

- ▶ Course in **“Specialised sales of digital and technological products”**
- ▶ Course in **“Google Information Technology Support”**
- ▶ Course in **“Cybersecurity”**



**ROUND TABLES WITH TECHNOLOGY AND DIGITAL COMPANIES**

To reflect on the role of companies in the inclusion of the most vulnerable groups.

**11**

Round tables

**44**

Companies and organisations

**WORK INTEGRATION SOCIAL ENTERPRISES, AN OPPORTUNITY FOR PROTECTED EMPLOYMENT FOR ROMA PEOPLE IN VULNERABLE SITUATIONS**

We continued the programme “Strengthening Work Integration Social Enterprises through a comprehensive model”



Cleaning, laundry and auxiliary services.

**Ecocatering: El Fogón Errante.** Navarra.

**32 workers**

[www.nabutnavarra.org](http://www.nabutnavarra.org)  
[www.elfogonerrante.org](http://www.elfogonerrante.org)



Gardening and forestrywork. Asturias.

**8 workers**

[www.vedelar.es](http://www.vedelar.es)



Auxiliary Conferencing Services. 11 locations.

**Flexible staff team**

[www.ecoturazafatas.es](http://www.ecoturazafatas.es)



Information, Maintenance and Cleaning. Madrid.

**17 workers**

[www.uzipen.es](http://www.uzipen.es)

SOCIAL ADVANCEMENT

# EDUCATION

## GUIDANCE AND INNOVATION IN EDUCATION: KEYS TO CONTRIBUTING TO THE RIGHT TO EDUCATION



We emphasise educational innovation in our programmes, prioritising progress in digitalisation and working on the improvement of STEAM skills in Roma students. Individual and personalised educational guidance continues to be fundamental, and is supported by tutoring and mentoring initiatives.

4 349

Students

3 389

Families

1 034

Educational centres

59

Locations

13

Regions

Financed with Next Generation Funds.

*We accompany Roma students in their paths towards educational success*



## PROMOCIONA: A METHODOLOGY WHICH BOOSTS LEVELS OF EDUCATIONAL SUCCESS

The main activity of *Promociona* is educational guidance for students and their families. This is complemented by group and socio-communitary activities, among which stand out the *Promociona Classrooms*, group guidance sessions and educational gatherings. We also include mentoring with companies as part of the vocational guidance, to strengthen educational continuity and success. Coordination with the students' centres of education is an essential part of the programme.

1 604

Students

1 310

Families

499

Educational centres

78

*Promociona Classrooms*

### RESULTS OF THE 2021-2022 SCHOOL YEAR

PRIMARY

57.6%

Completed the school year with all subjects passed

SECONDARY

49%

Completed the school year with all subjects passed

95%

of the students in the 6<sup>th</sup> year of primary graduated into secondary

79%

of the students in the 4<sup>th</sup> year of secondary achieved graduation

57%

Went on to the next year with all subjects passed

95%

of the students who graduated from secondary education went on to post-compulsory studies

**185** *Promociona* students obtained the Compulsory Secondary Education Certificate



We carry out the *Kumpania Programme*, based on the *Promociona* model, as a specialised resource in partnership with the Regional Government of Valencia, with the goal of improving the socio-educational and community circumstances of the students and participating families.

388

Participants

114

Educational centres

251

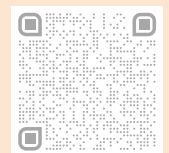
Families



## WITH PROMOCIONA DIGITAL WE FOSTER INNOVATION TO IMPROVE DIGITAL SKILLS



► We published the *Exploratory pilot study on school segregation of Roma students*. Segregation affects half of Roma students and their educational pathways.



+ INFO

SOCIAL ADVANCEMENT

# EDUCATION



+ INFO

*Our priority is to help Roma boys and girls obtain their Compulsory Secondary Education Certificate and go on to post-compulsory education*

## PROMOCIONA-T: SUPPORTING FROM THE FOUNDATION

With Promociona-T we reinforce the enrolment of Roma pupils in infant education, and from primary education we combat absenteeism, falling behind in studies and early school dropout. Educational support is the programme's main activity, complemented by educational guidance for students and their families, as a methodology of intervention which encourages implication, motivation and the improvement of expectations around educational pathways.



### RESULTS OF THE SCHOOL YEAR 2021-2022

2 153

Participants

94%

of primary education students passed on to the next year

71%

of the students in secondary education passed on to the next year



## PROMOCIONA+: EDUCATIONAL SUCCESS, POST-COMPULSORY EDUCATION AND CREATION OF ROLE MODELS

Focused on educational guidance for students in post-compulsory education, it promotes personal autonomy and the creation of training pathways for the students, increasingly in training profiles and more advanced levels.

592

Students in post-compulsory education

161  
in post-compulsory secondary education

92  
in Advanced Vocational Training

229  
in Intermediate Vocational Training

110  
in University Studies (degrees, specialised courses, post-graduate degrees and doctorates)



Project for the assistance of Roma students in post-compulsory education  
Promociona+

### RESULTS OF THE 2021-2022 ACADEMIC YEAR

138

Students from Promociona+ obtained a certificate in post-compulsory studies

## GRANTS AND SCHOLARSHIPS FOR UNIVERSITY STUDIES



### 30 Scholarships

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

### 7 Scholarships

(Fundación Secretariado Gitano-Luis Sáez Scholarships) for Roma women in postgraduate education, approved in 2022. In collaboration with FUESCYL, Fundación Villalar and the Directorate-General for Women, Government of Castile and Leon.



We also facilitate access for Roma students to scholarships and grants awarded by other organisations

## PILOT PROJECT PATHWAYS OF INCLUSION FOR BENEFICIARIES OF THE MINIMUM INCOME

Financed with Next Generation funds, the project's goal is to evaluate the impact of the educational pathways, with 500 students and families participating in 7 locations: A Coruña, Ferrol, Gijón, Granada, León, Madrid (Cañada Real) and Murcia.

SOCIAL ADVANCEMENT

# FIGHTING AGAINST POVERTY AND SOCIAL EXCLUSION

*We accompany people to contribute to their social advancement*



+ INFO

## WE FIGHT AGAINST POVERTY AMONG THE MOST VULNERABLE ROMA FAMILIES

We support people and we strengthen our support for those Roma families facing the greatest levels of exclusion in order to guarantee that their basic needs, including those of access to the Minimum Income and healthcare, are met. We work to improve access to decent housing in inclusive environments, and for equality of opportunities for Roma women in the most vulnerable situations..., all alongside the pursuit of active, participative and constructive citizenship.



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

CaixaProinfancia

2 365

Children taking part in Caixa Proinfancia in 29 locations

WE SUPPORT THE PERSONAL, SOCIAL AND PRE-EMPLOYMENT ADVANCEMENT OF ROMA WOMEN WITH OUR PROGRAMMES CALÍ AND SARA ROMÍ

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

1 693

Women on socio-personal and employability pathways

2 165 women and 1 026 men

involved in awareness-raising activities on gender equality



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

2 119

Participants in health promotion programmes

372

Families supported to access decent housing

PILOT PROJECT PATHWAYS OF SOCIAL INCLUSION FOR PEOPLE IN RECEIPT OF THE MINIMUM INCOME

This project is an initiative within the framework of the Next Generation funds and seeks to create an impact, using socio-educational pathways, on Roma boys and girls in order to break the poverty cycle.

It also includes an Integrated Social Support Service for families, aimed at improving their living circumstances and a Digital Accessibility Service for the development of digital skills in children, adolescents, and their parents.

7

Locations

406

Families participating

6

Regions

551

Boys, girls and teenagers



16 729

Participants in social inclusion programmes

13 775

People in Support Service for basic needs and access to benefits

3 599

Families in Comprehensive Intervention Plans

978

Families supported in their applications for Minimum Income



DEFENCE OF RIGHTS

# EQUALITY AND NON-DISCRIMINATION

## WE REPORT CASES OF ANTI-ROMA DISCRIMINATION AND WE DEFEND THE VICTIMS OF DISCRIMINATION


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

**858**

Cases of discrimination registered

**727**

Victims supported



► Women experts in the professional victim assistance team.

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



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



**34**  
Cases of strategic litigation in progress in cases of discrimination and antigypsyism

DISCRIMINATORY BIAS IN THE USE OF ARTIFICIAL INTELLIGENCE WAS THE MAIN THEME OF OUR 18TH ANNUAL REPORT ON DISCRIMINATION AND THE ROMA COMMUNITY, IN WHICH 554 CASES OF DISCRIMINATION ARE GATHERED



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

**205**  
Cases reported



SERVICE OF ASSISTANCE AND COUNSELLING FOR VICTIMS OF RACIAL OR ETHNIC DISCRIMINATION



In 2022 we renewed and reinforced the Service of Assistance and Counselling for Victims of Racial or Ethnic Discrimination, run by the Council for the Elimination of Racial or Ethnic Discrimination, under the remit of the Ministry for Equality and coordinated by the FSG. This Service is provided together with a further **7 organisations**: ACCEM, CEAR, the Spanish Red Cross, Fundación Cepaim, MPDL, Red Acoge and Rumiñahui.

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

**1 972**  
Agents trained

WE EMPOWER ROMA PEOPLE IN THE EXERCISE OF THEIR RIGHTS IN THE FACE OF DISCRIMINATION

**1 202** Roma women and **540** Roma men

IGUALAT



Our team of 8 people provides specialised attention to victims of discrimination in the **Service of information, initial advice and guidance to people who are victims of discriminatory situations and hate crimes**, in collaboration with the Department for Equality and Inclusion Policies in the Region of Valencia.

# FSG IN FIGURES

## EMPLOYMENT



**21 316**  
PARTICIPANTS

**4 307**  
People obtained a job

**5 430**  
People were trained

**7 058**  
Work contracts

**3 792**  
Collaborating companies

**64**  
Acceder teams

Since 2020:  
**140 880**  
Participants

**38 854**  
People have obtained a job

### LEARNING BY DOING

**177**  
YOUNG PEOPLE PARTICIPATED

**119**  
Young people returned to compulsory education

**28%**  
Labour market inclusion rate on completion of training


Operating in **8** locations



**436**  
YOUNG PEOPLE PARTICIPATED

Operating in **33** locations

## EDUCATION



**4 349**  
STUDENTS  
(54.1% FEMALE)

**3 389**  
Families


**1 034**  
Educational centres

Operating in **59** locations (in 13 Regions)

**185**  
Students obtain their Compulsory Secondary Education Certificate

**95%**  
of those graduating from secondary go on to post-compulsory education

**74%**  
of Promociona+ students obtain a post-compulsory educational qualification



**388**  
STUDENTS

**251**  
Families

**114**  
Educational centres

## SOCIAL INCLUSION

**16 729**  
PARTICIPANTS

**13 775**  
People received basic assistance

**978**  
Families were supported with Minimum Income applications

**2 365**  
Children in the *Proinfancia Programme* in 29 cities



**2 119**  
Participants in Health programmes




**1 693**  
Women on sociopersonal and employability pathways (*Cali* and *Sara Romí* programmes)

**2 165** | **1 026**  
Women | Men

involved in awareness-raising activities on gender equality

## EQUALITY AND NON-DISCRIMINATION



**727**  
VICTIMS OF DISCRIMINATION ASSISTED

**34**  
Ongoing cases of strategic litigation to combat discrimination and antigypsyism

**1 972**  
Professional agents trained

**1 202**  
Roma women

**540**  
Roma men took part in awareness-raising activities

## SOCIAL IMPACT

**242 754**  
UNIQUE VISITORS TO THE WEBSITE

**88 244**  
Followers on social media



Awareness and condemnation campaign *Chabolista.es* for the eradication of slums



**14.7 million**  
Audience across all media


## ADVOCACY AND ACTION IN EUROPE

**WE DEFEND THE RIGHTS OF ROMA PEOPLE BEFORE SPANISH AND EUROPEAN INSTITUTIONS AND INTERNATIONAL ORGANISATIONS**

- We participated in the creation of the **National Strategy for the Roma Population**, as one of the CEPG organisations
- 8 seminars and an informational breakfast about the eradication of slums
- We launch initiatives within the **Next Generation Funds** framework
- A study on slums and segregated settlements
- A study on school segregation of Roma students

**We are members of European Commission Advisory Groups**

**We coordinate the European EURoma Network**



### SOCIAL ADVANCEMENT

### DEFENCE OF RIGHTS

**PARTICIPATION**

**1 072**  
PARTICIPANTS  
ACTIVITIES TO  
INCREASE  
PARTICIPATION

**76**  
Young people in the  
Network of participation  
facilitators

**49**  
Boys, girls and  
adolescents in the  
Participation Group for  
Roma Childhood and  
Adolescence

INTERCULTURAL  
DAYS  
5<sup>th</sup> meeting

Diálogos por la  
interculturalidad

CULTURAL BLOG

Bitácora  
Gitana Recorridos culturales  
por la diversidad

**PARTICIPATION**

**EXPENDITURE  
BY WORK  
AREA**

**45.9%**  
Employment

**26.7%**  
Education

**22.61%**  
Social Inclusion

**3.1%**  
Equality

**1%**  
Awareness-raising

**0.69%**  
International

**0.21%**  
Housing

**SOURCES  
OF FUNDING**

**31.55%**  
Regional

**28.05%**  
European

**17.94%**  
National

**13.29%**  
Private and  
own funds

**9.17%**  
Local

The year's  
expenditure:

**93.82%**  
Programme costs

**6.18%**  
Administrative costs

**ETHICAL AND  
TRANSPARENT  
MANAGEMENT**

More than  
**1 000**  
MEMBERS AND  
DONORS

Our accounts are  
audited and we  
have received  
accreditations for  
quality,  
transparency and  
best practices.



**SUSTAINABILITY**

**38 681**

BENEFICIARIES\*

**58%** women

**135 408**

PARTICIPANTS\*

**1 049**

AVERAGE NUMBER  
OF PROFESSIONALS

**34%**  
ROMA

**78%**  
WOMEN

**95**  
PEOPLE IN  
INTERNSHIPS

**€36 233 246**

VOLUME OF ACTIVITY

**684**

PROGRAMMES

**81**

OFFICES

**75**

LOCATIONS

**14**

REGIONS

**442**

VOLUNTEERS

**33%**  
ROMA

**71%**

WOMEN

\* We distinguish between individuals benefiting from our actions and programmes (beneficiaries) and the total number of occasions on which they participate in them (participants). This distinction is made on the basis that, as a person may require different kinds of assistance, they may participate in several different activities within our various lines of action related to employment, education or housing. Data relating to the people we reach through our awareness-raising activities are not included in these figures.

## DEFENCE OF RIGHTS

## ADVOCACY

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

- ▶ We participate actively in the development of the **National Strategy for the Roma Population**, as a member of the State Council of the Roma people.
- ▶ With the **Recovery, Transformation and Resilience Plan**, we focus mainly on the areas of housing, eradicating slums, combating school failure, active employment policies and the digital agenda.
- ▶ We are part of various **European Commission Advisory Groups** (on the Roma population, on European Funds and on racism), as well as the EU High-Level Group to combat racism, xenophobia and other forms of intolerance.
- ▶ We contributed a proposal which was incorporated into the European Parliament Resolution of the 5th October 2022, about the circumstances of the Roma population who live in settlements in the EU, in which the European Commission is urged to put in place a European **Plan of Action for the eradication of Roma settlements**.
- ▶ We collaborate with various **European institutions and organisations**, including the European Parliament, the European Commission (DG Justice, DG Employment, Social Affairs and Inclusion, DG Regional Policy), the European Economic and Social Committee, the EU Fundamental Rights Agency (FRA), and **international organisations** such as the UN.



*We are active in speaking up in Spain and Europe to achieve an impact on policies of inclusion*

## WE WORK IN PARTNERSHIP

- ▶ We lead the European **EURoma** network which brings together the public authorities of 15 Member States and the European Commission to improve the use of European Cohesion Policy Funds in order to promote equality and inclusion for the Roma population.
- ▶ We participate in the **Zero Child Poverty Country Alliance** to eradicate child poverty.
- ▶ Together with the Spanish Committee of Representatives of Disabled People (CERMI) and Save the Children we created the **Alliance for Inclusive Education and against School Segregation**.
- ▶ We participate in the development and monitoring of the **2030 Agenda** through the **Platform Futuro en Común** (Future in Common), a multi-sector platform which brings together more than 50 organisations and smaller platforms.
- ▶ With the **Alliance for the Law on Equal Treatment** we worked, along with another 13 NGOs, to improve the draft comprehensive law on equal treatment and non-discrimination.
- ▶ We work to defend the economic, social and cultural rights of Roma people through the platform **DESC (ESCR) Spain**.
- ▶ We continued our participation in the project **Find your way to the world of work**, financed by **EEA Norway Grants Fund for Youth Employment**, with the aim of supporting vulnerable young people to improve their access to and graduation from secondary education.



**We are also part of:** The European Anti Poverty Network (EAPN); the Council for the Elimination of Racial or Ethnic Discrimination; State Council of NGOs for Social Action (POAS); Monitoring Committee for POISES (Operational Programme for Social Inclusion and Social Economy); Monitoring Committee for POEJ (Operational Programme for Youth Employment); Social Inclusion Network of Spain; Platform of Childhood Organisations (POI); EU Roma Coalition, with European-level Roma NGOs; Youth Council of Spain; Platform of the Third Sector (PTS); Platform of Volunteers in Spain (PVE); AEF (Spanish Association of Foundations); Group of Private Operators of the Operational Programme; FIARE – Ethical Banking.

## WE SHARE OUR WORK AND EXPERIENCE, ALSO IN EUROPE

- ▶ We finalised our work at the European programme No-Segregation, for the identification of best practices in the fight against educational segregation, and also on the transference of the **Acceder** Programme to North Macedonia, hand in hand with the United Nations.
- ▶ We participate in the **European Platform for the Inclusion of the Roma Population** and in the organisation of the **Roma Week** in the European Parliament.



- ▶ We are part of the coordinating team for the **European Roma Civil Monitor 2021-2025** project aimed at providing training to NGOs in 27 countries in the monitoring of the National Strategies for Roma Equality, Inclusion and Participation.



+ INFO

DEFENCE OF RIGHTS

# SOCIAL IMPACT

*We inform, communicate and raise awareness to mobilise society and seek support to achieve equality for Roma people*



## WE LAUNCH CAMPAIGNS TO CHANGE WAYS OF THINKING

With the campaign **Chabolista.es** we denounce slums, seek their eradication and ensure that political will is needed to ending them.

Thousands of Roma people still live in slums in Spain. For this reason, we seek a National Plan for the Eradication of Slums.



WE COLLABORATE WITH THE MEDIA TO CONTRIBUTE TO A GREATER KNOWLEDGE OF THE ROMA COMMUNITY, AND TO SHOW A MORE REALISTIC, DIVERSE IMAGE

### IMPACTS ACHIEVED

**242 754**  
Unique visitors to the website

**88 244**  
Followers on social media

**9 911**  
Subscriptions to bulletins

**14.7 million**  
Total audience for the Campaign across all media

**600**  
Consultations at the documentation centre

**527**  
Appearances in the media





**Can we eradicate slums? We can. We must.**

**chabolista.es**

More than 10,000 Roma people live in slums in Spain. This is a dire emergency situation, with its serious impact on the health and well-being of these people. We demand that political will is needed to end this emergency. We are looking for people who want to sign our demands and share them with their contacts. We're waiting for you!



chabolista.es, a campaign of collaboration by the Fundación Secretariado Gitano. [www.fsg.es](http://www.fsg.es)




► Poster for 8 April – International Roma Day 2022

### RADIO STATION



TOGETHER WITH OTHER ORGANISATIONS, WE COLLABORATE WITH THE CAMPAIGN 'CHECKBOX FOR SOCIAL CAUSES' ON TAX DECLARATIONS



PARTICIPATION

# PARTICIPATION

*We promote the participation of Roma people as a key factor in being able to fully exercise their citizenship*



## WE PROMOTE THE SOCIAL PARTICIPATION AND CITIZENSHIP OF ROMA CHILDREN AND YOUNG PEOPLE, SO THAT THEIR VOICES AND INTERESTS REACH AND ARE CONSIDERED IN PUBLIC INSTITUTIONS

1 072

People

76

Young Roma in the Network of participation facilitators

49

Roma boys, girls and adolescents in the Participation Group for Roma Childhood and Adolescence

947

Participants in regional participation activities



► A group of young people in the participation activity: "European Year of Youth: Roma Youth, the present and future of Europe" at the European Commission

## WE PROMOTE INTERNAL PARTICIPATION: GPG Y GMG

The **GPG** (Roma Participation Group) and the **GMG** (Roma Women's Group) are internal advisory groups which **boost the participation of Roma people** in matters of equality of opportunity, with an intersectional and intercultural perspective.

21

Participants in the GMG

35

Participants in the GRG



## OUR VOLUNTEERS CONTRIBUTE TO IMPROVING DAILY LIFE, BOTH FOR PARTICIPANTS AND FOR THE VOLUNTEERS THEMSELVES

442

Volunteers

33%

Roma people

71%

Women



## DAYS OF DEBATE AND DIALOGUE

Diálogos por la interculturalidad

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



Bitácora Gitana

Recorridos culturales por la diversidad

## WE PROMOTE ROMA CULTURE AS A MOTIVE OF RICHNESS, PRIDE AND INTERCULTURALITY



SUSTAINABILITY

# CORPORATE ALLIANCES AND SOCIAL SUPPORT

## WE STRENGTHEN ALLIANCES WITH COMPANIES BY DEVELOPING INNOVATIVE PROGRAMMES IN RESPONSE TO THE NEW CHALLENGES OF OUR SOCIETY

We are going through transformational moments in many parts of our society. Digitalisation, robotics, artificial intelligence, the green energy transition etc., are changes which affect everybody and which require rapid adaptation. For this reason, it is necessary to focus attention on the most vulnerable in society, as these populations are at risk of further impoverishment and even of social exclusion.

Companies are one of the engines of these changes, and therefore are the best allies to work together with for inclusion into the workforce of the most disadvantaged people, providing them with resources and new skills so that nobody is left behind. We need the collaboration of companies to create and implement innovative and inclusive proposals for our programmes, so that Roma people achieve equality of opportunities and rights.

*We boost the commitment of companies to Roma people*



## AROUND 3 500 COMPANIES COLLABORATE ON OUR EMPLOYMENT AND EDUCATION PROGRAMMES



## WE BROADEN OUR ALLIANCES WITH COMPANIES WHICH HELP US TO INCORPORATE INNOVATIVE PROPOSALS FOR THE NEW SOCIAL CHALLENGES AND TO OFFER NEW OPPORTUNITIES



## STRATEGIC COMPANY ALLIES



## COLLABORATING COMPANIES



In 2022 our income from private sources reached 13.29%

## SUSTAINABILITY

## CORPORATE ALLIANCES AND SOCIAL SUPPORT

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



+ INFO



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

Every year there are many boys and girls manage to complete secondary compulsory school and go on to post-compulsory education. Or young people who decide to get training so they can find decent, quality employment. Also, more and more Roma women take steps into education or find work, and actively participate in an increasingly digitised world for which they train and acquire skills. Thousands of Roma people in situations of vulnerability who, through their own efforts, achieve the goals they set themselves.

We want to accompany many more people in this process, and your commitment and support is very important.

**Thank you for your collaboration!**

### MORE AND MORE PEOPLE ARE FOLLOWING AND SUPPORTING OUR WORK



### Join us!

**Support and defend equal opportunities.**

More than 1 000 members and donors accompany us in our work.

Visit [www.gitanos.org](http://www.gitanos.org)

or call us on +34 914220960.

**We're waiting for you.**



SUSTAINABILITY

# FINANCES



+ INFO

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

## QUALITY AND TRANSPARENCY, OUR HALLMARKS

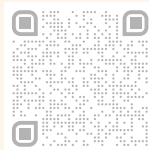
Fundación Secretariado Gitano's annual accounts, comprising the balance sheet at 31st December 2022, the income statement and the report for the tax year ending on that date, are audited by EY, formerly Ernst & Young.

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

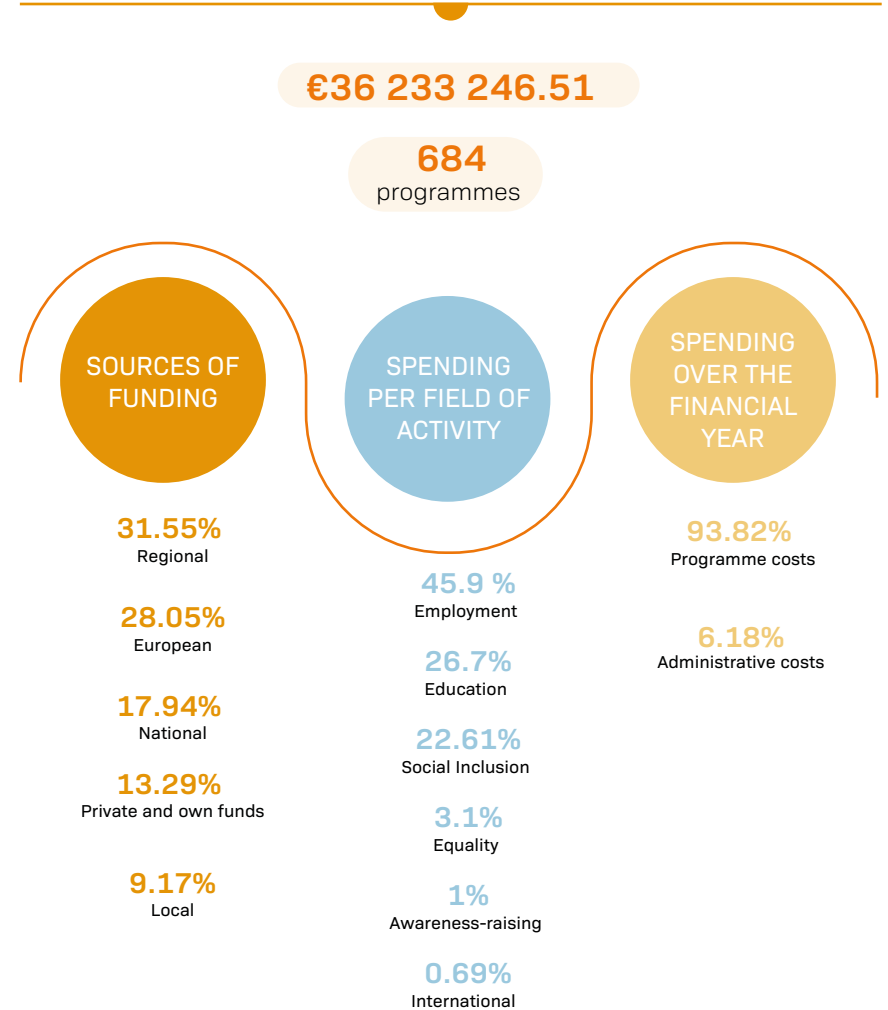


- » Good Governance Code
- » Code of Conduct
- » Policy for the Protection of Children and Adolescents
- » Strategic Plan 2017-2023
- » Volunteering Plan
- » Training Plan
- » Equality Plan
- » Communications Plan
- » Board Commission for Audit and Internal Control
- » Fundación Secretariado Gitano 3rd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

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



## VOLUME OF ACTIVITY 2022



MILESTONES

# MILESTONES IN 2022

*The support of our social base contributes to improving the lives of thousands of Roma people*



+ INFO

## WE CELEBRATED 40 YEARS “WORKING FOR EQUALITY”



WE ORGANISED THE ANNUAL NATIONAL MEETING TO CELEBRATE OUR 40<sup>TH</sup> ANNIVERSARY AND TO WORK ON THE PROCESS OF THE DIGITAL TRANSFORMATION OF THE ORGANISATION.



► We celebrated our 40<sup>th</sup> anniversary in the Annual National Meeting in Málaga

## WE RECEIVED THE 1<sup>ST</sup> CIVIL SOCIETY PRIZE

Awarded by the European Economic and Social Committee (EESC), in the category “Empowering young people” 2022, for our programme *Learning by Doing*.



## THE EVALUATION OF 20 YEARS OF ACCEDER RECEIVED THE RECOGNITION OF REGIONAL AND LOCAL ADMINISTRATIONS



## INTERVIEW WITH THE MINISTER OF EDUCATION, PILAR ALEGRÍA



## WE RECEIVED THE BREAKING THE CYCLE AWARD FROM THE HIGH COMMISSION AGAINST CHILD POVERTY FOR THE BEST SOCIAL INITIATIVE FOR THE PROGRAMME “PROMOCIONA. FOR THE EDUCATIONAL SUCCESS OF ROMA STUDENTS”



## FUNDACIÓN SECRETARIADO GITANO AWARDS



► The company Maracof, the Asociación Barró, CampusRom, Marcos Santiago, TV Castilla-La Mancha Media and Bartolomé Jiménez, winners of the Fundación Secretariado Gitano Awards 2022

## WE CELEBRATED THE PASSING OF THE COMPREHENSIVE LAW FOR EQUAL TREATMENT, WITH THE INCLUSION OF ANTIGYPSYISM AS AN AGGRAVATING CIRCUMSTANCE IN THE PENAL CODE. THIS CULMINATED MANY YEARS OF ADVOCACY WORK BY THE FSG



GEOGRAPHICAL NETWORK

# GEOGRAPHICAL NETWORK



+ INFO

**14**  
Regions

**81**  
Local offices

**75**  
Locations where we work



**ANDALUSIA**  
Budget: €4 190 028  
Participants: 8 543

**ARAGON**  
Budget: €750 251  
Participants: 1 235

**CANTABRIA**  
Budget: €354 184  
Participants: 629

**CASTILE-LA MANCHA**  
Budget: €1 587 733  
Participants: 2 961

**CASTILE AND LEON**  
Budget: €2 101 444  
Participants: 3 956

**CATALONIA**  
Budget: €1 033 986  
Participants: 1 346

**COMMUNITY OF MADRID**  
Budget: €2 221 134  
Participants: 4 158

**COMMUNITY OF VALENCIA**  
Budget: €7 201 032,70  
Participants: 6 685

**EXTREMADURA**  
Budget: €1 430 869  
Participants: 2 771

**GALICIA**  
Budget: €2 185 290  
Participants: 2 657

**NAVARRA**  
Presupuesto: €919 023  
Participants: 1 449

**BASQUE COUNTRY**  
Budget: 548 840€  
Participants: 966

**PRINCIPALITY OF ASTURIAS**  
Budget: €1 450 375  
Participants: 2 972

**REGION OF MURCIA**  
Budget: €1 910 764  
Participants: 3 125



**TRANSFORM  
PREJUDICE INTO  
A NEW STORY**

**Become a partner**



IF YOU WANT TO KNOW EVERYTHING  
THAT WE HAVE DONE IN 2022, VISIT:



[www.gitanos.org/informeanual/](http://www.gitanos.org/informeanual/)  
#InformeAnualFSG



Follow us on:



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With the collaboration of:

