

## BRIEF OVERVIEW OF THE IMPLEMENTATION AND ACHIEVEMENTS

### IMPLEMENTATION

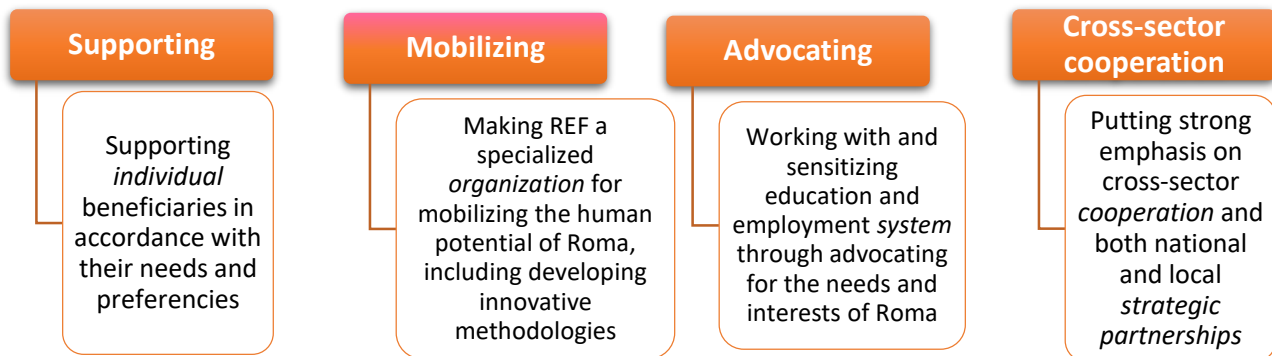
The project Employment Empowerment of Young Roma Phase 1 was executed in 32 months (from 1<sup>st</sup> August 2016 till 31<sup>st</sup> March 2019) throughout a range of activities implemented within 142 (out of 167) municipalities of the Republic of Serbia (RS) and within three components: Education (79), Employment (68) and Reintegration of Returnees (5).

The **overall objective** of the project was to support the social inclusion of Roma in Serbian society, through increased graduation rate of secondary Roma students and their facilitation into the labour market.

The Project **integrated practical assistance and effective and efficient mechanisms** to combat discrimination and the creation of conditions in which Roma can exercise all minority rights, with a focus on the education system and employment. In addition, the project specifically aims to develop a gender perspective into the program to ensure a higher rate of Roma girls completing secondary school and find employment.

In order to achieve the Project objective and to meet the needs of the targeted beneficiaries REF has applied **five key approaches**: a) individualized support, b) mobilizing individuals through different channels, c) advocating for the better access to quality education and easier and efficient access to employment opportunities and d) cross-sector cooperation in both sectors education and employment (see Figure 1). Concept of gender mainstreaming was applied by ensuring that gender equality is a constituent element of all actions planned and implemented throughout the project with a focus on “equality of opportunity”.

**Figure 1:** Main approaches the REF team has applied in the course of the project implementation



### OVERALL ACHIEVEMENTS

The project has significantly contributed to the **life-changing outcomes substantial for around 2500 direct beneficiaries of Roma origin within 142 municipalities of the Republic of Serbia (RS).**

**In terms of direct beneficiaries, the Project has increased:**

- **C1 - Educational status** of 498 Roma students (in 2016/17 school year) and 500 Roma students (in 2017/18 school year) within 79 municipalities of the RS;
- **C2 - Employment status** of around 600 Roma individuals within 68 municipalities of the RS;
- **C3 - Returnee’s status** - provided support to around 220 returnee families through the Grant Program within 5 municipalities of the RS.

**In terms of outputs the Project produced:**

- Three significant Analyses of the legal and strategic framework related to the integration into the education system, prohibition of discrimination...;

- Information bulletin for the exercise of rights of returnees under readmission;
- Analysis of the Success and Lessons Learned on how to Increase Employability and Improve Access to the Labour Market for Roma Youth;
- The REF Beneficiaries' stories "The Paths We Choose" and 10 short movies;
- Manual for Mentors intended for secondary school teachers.

## ACHIEVEMENTS PER COMPONENTS

### Component 1: EDUCATION – KEY RESULTS

- **Provided Scholarship and Mentorship support for** 498 students in 2016/17 school year and 500 students in 2017/18 school year;
- **Significantly contributed** to a) increased attendance rate, b) increased GPA (from 2.88 in 2014/15 s/y to 3.17 in 2017/18 s/y), c) reduced dropout rate (from 7% in 2014/15 s/y to 2.4% in 2017/18 s/y) and d) overall success of the Roma students who are regularly finishing the grade;
- **Empowered more than 250 teachers to work as mentors from 170-144 secondary schools of the RS.**

### Component 2: STRENGTHENING PROFESSIONAL AND LIFE SKILLS OF REF SECONDARY SCHOOL SCHOLARS – KEY RESULTS

- **Provided support** to around 600 Roma individuals in terms of: a) Requalification, additional trainings, vocational trainings and courses, b) Mentors' support and c) CV writing, interview preparation and similar;
- **Facilitated employment:** 148 candidates employed so far (14 are with a university degree and 132 with a completed high school. Gender ratio: 53 females and 95 males). After the internship and / or attendance of professional training beneficiaries got employed based on a contract of employment for a period of 6 months to one year;
- **Provided Paid Internship:** 185 candidates went through internship, 23 are with a university degree and 162 with a completed high school. Gender ratio: 77 females and 108 males. Paid Internship was planned as a quality apprenticeship which wasn't offered to most of our beneficiaries;
- **Provided Trainings and Courses:**
  - ∞ 261 candidates completed vocational trainings and 20 candidates continue schooling;
  - ∞ 6 candidates attended ECDL;
  - ∞ 62 candidates completed the course of English and German languages;
  - ∞ 4 candidates delayed their training due to illness or personal reasons;
  - ∞ Cooperation with the GIZ programs.
- **Cooperation agreements** signed with about 52 national and local companies and firms.

### Component 3: YOUNG ROMA RETURNEES – KEY RESULTS

- **Grant scheme** - 4 local NGOs from different regions - within five locations (Subotica, Nis, Leskovac, Vladicin Han and Surdulica);
- **Provided support to around 220 returnee families through the Grant Program through:**
  - ∞ Info workshops for: 190 returnee parents;
  - ∞ Delivered textbooks/school material: to 136 returnee children;
  - ∞ Children in the age from 5,5-7 enrolled to PPP: 70 returnee children;
  - ∞ Children in the age from 7-10 enrolled to primary school: 181 returnee children;
    - 181 children (7-10 ages) benefited from Serbian language courses;
    - 169 children (7-10 ages) benefited from afterschool tutoring classes;
    - 146 children (11-15 ages) benefited from afterschool tutoring support;
    - 1261 Serbian language classes held;
    - 871 after-school tutoring classes held.
- **Cooperation with the GIZ YEP, GIZ DIMAK and Help.**