Chairman’s Message

Some time ago, Roma activist and politician Florin Manole asked me, “Do you know which Roma is dangerous for our societies?” After taking some time to think of possible answers and avoid falling into the trap of a joke, I signaled to him to tell me. His answer was not a punch line but a political statement: “A Roma with a library card!” Later, in 2018, I heard Andraz Mirga, then Chair of Roma Education Fund’s (REF) Governing Board, express a similar vision with a quote from Nelson Mandela: “Education is the most powerful weapon which you can use to change the world.”

Thinking about education as a “danger” to the status quo for Roma communities oppressed by racism and a “weapon” of positive change in the world was key in my decision to accept the responsibility of becoming the new Chair of REF’s Governing Board in November 2019. My experience in activism, the media, the Romanian government and international organizations, together with my educational experience as a student and teacher, has taught me that all this work has no social significance if it is not combined with a commitment to social justice and anti-racism. Unless we are part of a collective struggle and a collective power for building our way out, our individual success, even when we earn a university degree, has too little meaning for our communities and even less for societies in which racism is both part of the dominant culture and a feature of institutions.

I now have the enormous responsibility of building on the work of my predecessors with care and passion. At the same time, my responsibility is to shape the future of an organization that has been a leader of the education agenda in Europe, positively affecting tens of thousands of Roma parents and students at all levels of education. The organization lives and works in very different times and faces different challenges than when it was created in 2005. Most importantly, governments in Central and Eastern Europe are less open to Roma, and racism is more widespread and politically reinforced, while EU enlargement still gives hope and yet raises caution. This requires important organizational adaptation and a new strategy.

In 2019, REF continued to support scholarships for Roma students, give grants for advocacy, research and educational activities, directly implement projects, and advocate for Roma education at the local, national and European levels. It was also a year of celebration, with Roma Education Fund Romania celebrating 10 years of existence. A decade of activity has meant a significant impact on the education of 23,778 pupils and adults through 2,478,075 teaching hours delivered in 557 schools. This milestone was acknowledged by Romanian President Klaus Iohannis, who participated in a celebration at one of the 11 kindergartens built with REF support during these years. I am also proud of the development of REF structures in Serbia and Slovakia that have become important actors in civil society and relevant partners for national and local authorities in improving access to education for Roma.

In 2020, “transition” will be a key word. We will intensify and complete the transition that started in 2019: the transition of our headquarters from Budapest to Belgrade, the leadership transition at the board and management levels, and the transition from the strategy of the last 15 years to a new one for post-2020. This transition period will have a great impact on how we combine our work and the change we can contribute towards in the educational experiences of Roma students, their families and communities.

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16 Project Countries

- 1,976 Roma parents
- 603 in-service trained teachers
- 1,276 tertiary scholarship students
- 2,029 secondary school students
- 2,568 preschool children
- 265 municipalities
- 628 mentors and tutors
- 595 educational facilities
- 881 primary school children
- 200 volunteers

6,754 beneficiaries
Early childhood education and care

Expanding access to preschool education

2018/2019

1,716 children

55% girls

45% boys

90% attendance rate

27 preschool facilities

in 20 municipalities

8% dropout rate

102 volunteers

67% female

33% male

58 Toy Libraries established by REF in 10 countries

6 new Toy Libraries in 2019

3,617 Roma children were involved in Toy Library activities throughout 2019

2,601 registered Toy Library members throughout 2019

“I think it is a positive change that there are more volunteers, preschool children, and even older students, who are more than happy to take part in playful and skill developmental activities. Through personal attention and one on one involvement the children are more motivated to do homework and are increasingly involved in learning together. I really believe that exercise games relieve stress during the day, stress at home, and the attention we give the children and personal conversations we have contribute towards a sense of balance.”

– Lajtai Kíra, Special Educator, Khetanipe
Primary education projects

Preventing early school leaving in primary education

- **50** schools
- **26** municipalities
- in **7** countries

**Bosnia and Herzegovina, Bulgaria, Hungary, Kosovo, Montenegro, North Macedonia, Serbia**

**2018/2019**

- **280** children
  - 48% female
  - 52% male
  - **110** in integrated schools
  - **170** in segregated schools
  - **35** transferred to integrated classes as a result of REF intervention

- **484** parents
  - **91%** attendance rate
  - **76** volunteers
  - **9%** dropout rate
  - **41** mentors
  - **100%** graduation rate of final year students
  - **38** tutors
  - **20** teachers trained

**Spotlight**

**Bosnia and Herzegovina**

Denita Salkanović won 2nd place in the Cantonal Competition in German language for primary and secondary schools

Armin Baltić won 1st place in the sport competition for primary schools to celebrate “Day of Army Bosnia and Herzegovina” in the category – Cross-country running

Severdan Đinić won 1st place in the sport competition for primary schools in the City of Mostar in the category – Long jump
Secondary education projects

Expanding access to secondary education through scholarships, mentoring and tutoring

133 project schools in 32 municipalities in 3 countries

Kosovo

- 601 students received scholarships
  - 316 female
  - 285 male
- 13% received mentoring support
- 100% graduation rate of the graduates continued into a university or college
- 17% of the graduates transitioned to the labor market
- 83% of students attend vocational secondary schools
- 39 tutors

Hungary

- 475 students transferred to an integrated school/class as a result of REF projects
- 97.5% completed the academic year
- 2.5% dropout rate (compared to 7% regional average)
- 85% of students attend vocational secondary schools
- 40 peer mentors
- 34 students participated in mentoring and tutoring program

Bosnia and Herzegovina

- 85 students received scholarships
- 138 parents involved in project activities
- 36 mentors
- 83% of students attend academic secondary schools
- 15% of students attend academic secondary schools

Results 2018/2019

- Bosnia and Herzegovina: 39
- Hungary: 34
- Kosovo: 601

List of Active Grants

- EU Regional Action for Roma
- Pedagogy Scholarship Program
- Shaping Academic and Employment Skills for Young Roma
- Employment Empowerment of Young Roma
- National projects
- Advocacy
- Research
- Communication and Visibility
- Finance and Administration
In 2019, the LHP program gave me the opportunity to participate in the project “Roma Women in Politics”, where I was trained in leadership skills. The combination of a leader and Roma future professional sounded like ‘ridiculous nonsense’ a couple of decades ago. Now this is reality.

-Tatiana Cebotari, Moldova

LHP has been co-financed by REF and by the Foundation Remembrance, Responsibility and Future (EVZ) since 2007 and will continue through 2021. REF implements the scholarship program in cooperation with national partners in Moldova, Russia and Ukraine.

"In 2019, the LHP program gave me the opportunity to participate in the project “Roma Women in Politics”, where I was trained in leadership skills. The combination of a leader and Roma future professional sounded like ‘ridiculous nonsense’ a couple of decades ago. Now this is reality."

-Tatiana Cebotari, Moldova

LHP scholarship recipients at the annual LHP Conference in Budapest. June 2019
Roma Health Scholarship Program (RHSP)

RHSP has been running since 2008 and will continue through 2022. The aim of RHSP is to provide support for medical studies through scholarships, mentorship and advocacy training, for Roma students in four countries: Bulgaria, North Macedonia, Romania, and Serbia.

2019/2020 ACADEMIC YEAR Application data*

<table>
<thead>
<tr>
<th>Country</th>
<th>Submitted applications</th>
<th>Eligible applications</th>
<th>Awarded scholarships</th>
</tr>
</thead>
<tbody>
<tr>
<td>Serbia</td>
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<tr>
<td>Romania</td>
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</tr>
<tr>
<td>Bulgaria</td>
<td>9</td>
<td>9</td>
<td>9</td>
</tr>
</tbody>
</table>

*Applications accepted only for students requesting to renew their scholarships through graduation.

- 68% female
- 32% male
- 68% first generation university students

2018/2019 ACADEMIC YEAR

- 20 students graduated
- 9 postponed graduation

Specialties include general medicine, dentistry, surgery, internal medicine, nursing and health management.

"The skills I gained during my volunteer engagement with the hate speech-hate crime project, I applied to my daily work in hospitals (Radiotherapy and Oncology Clinic). Unfortunately, I often come across hate speech by health professionals and non-Roma patients towards Roma patients. My presence as a Roma doctor has visibly changed the stereotypical attitude of the healthcare staff towards the Roma patients for the better."
- Meri Jasharovska, North Macedonia

Roma International Scholarship Program (RISP)

RISP students receive financial support to study outside their home countries in Master or Doctoral programs. Scholarship support for 2019/20 academic year ranged from €2,000 to €7,000.

2019/2020 ACADEMIC YEAR

<table>
<thead>
<tr>
<th>Destination countries:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Albania, Austria, Czechia, England, France, Germany, Italy, Slovenia, Ukraine and USA</td>
</tr>
</tbody>
</table>

- 56% female
- 44% male
- 72% first generation university students

2018/2019 ACADEMIC YEAR

- 100% graduation rate
- 3 out of 3 final year students graduated in information technology and social sciences.

"My studies at a top university will help me be a better person and a better musician, and open the doors for success, representing the culture and breaking taboos."
- Redio Stoli, Albania (studying violin at Universitat Mozarteum, Salzburg, Austria)
RMUSP is REF’s largest tertiary scholarship scheme designed to facilitate access to tertiary education and to enable larger numbers of Roma to enter the labor market as mainstream professionals. Students receive €800 support for the academic year to cover basic study and living expenses, as well as up to €1,200 to cover tuition fees, if applicable.

**2019/2020 ACADEMIC YEAR** Application data

![Application data chart](chart-url)

<table>
<thead>
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<th>Awarded scholarships</th>
</tr>
</thead>
<tbody>
<tr>
<td>Albania</td>
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<tr>
<td>Bosnia and Herzegovina</td>
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<tr>
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<tr>
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<td>16</td>
</tr>
<tr>
<td>Turkey</td>
<td>574</td>
<td>574</td>
<td>574</td>
</tr>
</tbody>
</table>

**Renewal status – Scholarship students NOT in their final year of studies**

- Continued studies with REF support in the new academic year: 260
- Applied for support but rejected/non eligible: 124
- Left the program (did not apply for grant in the consecutive year): 260
- Postponed graduation: 34

**Graduates’ fields of study**

- Arts: 21%
- Humanities: 16%
- Social Sciences: 15%
- Natural Sciences: 10%
- Health/Medicine: 0%
- Legal Studies: 0%
- Education/Pedagogy: 0%

**Graduates' fields of study**

- Arts
- Humanities
- Social Sciences
- Natural Sciences
- Health/Medicine
- Legal Studies
- Education/Pedagogy

**574 students received scholarships**

- 59% female
- 41% male

**82% first generation university students**

- 100% in Albania and Turkey
RomaVersitas is an academic services and support program for Roma university students, with the aim to improve the retention, performance and graduation levels of Roma students by providing them with academic tutoring, mentoring and strengthening of their Roma identity and pride. The RomaVersitas model also serves as a bridge for young Roma scholars towards employment and active community participation.

2018/2019 ACADEMIC YEAR

242 students from 58 universities

50% female
50% male

67% BA
31% MA
2% PhD

58% female
42% male

2,196 students
221 mentors
601 tutors

Roma identity and pride

Professional development courses

Supporting Roma community initiatives
Romani studies course (language, history, identity)

124
82

138 foreign language courses
64 IT courses
150 soft-skills / employability

132 students
89 tutors and mentors

"I didn’t know what a CV is, what a cover letter is, or how to draft a project proposal. I needed help for developing my skills. Initially, I attended a training course on active citizenship. In a week, I was offered to attend an English language class which enriched my vocabulary. From a blank page my CV turned into 4 pages, full of trainings, certificates and work experience. Today I already offer my help to other students to draft their CVs and write professional emails."

- Sabina Berisha, Kosovo

Mentoring and tutoring support

Albania
Hungary
Kosovo
North Macedonia
Serbia

5 RomaVersitas centers in 2019

2015-2019

58%

221
601

male
female

31%
2%
50%
50%
67%
31%
2%
50%
50%
67%
31%
2%
50%
50%
67%
31%
2%
Cooperation with universities

Central European University (CEU) Roma Graduate Preparation Program (RGPP)

aims to close the education gap between Roma individuals and the majority population in higher education through providing academic training in critical skill areas required to gain access and succeed in international graduate-level programs and improve future employment opportunities.

2018/2019 ACADEMIC YEAR

13 students
- 10 female
- 3 male

participated in courses for English, digital literacy, Romani studies and received tutoring and mentoring support.

100% of students competed the program

9 out of 13 graduates (7 female / 2 male) continued their studies and enrolled in MA programs

22 students
- 9 female
- 13 male

100% graduation rate

10 Roma students completed their MA

Most Popular Programs
- Public Policy
- Economics
- Sociology
- Gender Studies

Central European University (CEU) Roma in European Societies MA Programs (RES)

was launched in 2016 as a new interdisciplinary effort to improve the situation of Roma in all sectors at local, national, and regional levels through graduate and post-graduate education, advanced research, teaching, leadership development, professional training, and community outreach. This initiative is supported by a consortium of grant makers including The VELUX Foundations, Open Society Foundations’ Roma Initiatives Office, and Roma Education Fund.

2018/2019 ACADEMIC YEAR

6 RGPP and 16 Roma MA students benefitted from internship opportunities lasting 2 to 12 months at local, national and international organizations: ERIAC, ERGO, Council of Europe, EU, REDI, Excellence Center in Europe, Compass Charity, National Bank of Slovakia, Church City Mission Oslo, Women’s Studies & Research Center, University of Novi Sad, OSF Berlin, Roma NGOs.

Between 2018/19 to 2024/25, the Roma Education Fund and the Blavatnik School of Government is funding one scholarship per academic year at the Oxford University’s Blavatnik School of Government.

The scholarships will be available to Roma graduates who can demonstrate academic excellence, proven leadership and commitment to public service and who intend to return to the public sector in their countries of origin after completing their studies.

“One of the reasons I decided to continue my studies was to prove to my parents, and non-Roma people as well, that it is possible for a Roma girl from a disadvantaged background to study at an international university and achieve more than is expected from her. Roma Education Fund certainly has an important role in my academic successes and without its support I would not have been able to challenge the racial and gendered stereotypes.”

- Marina Csikos, Hungary

Oxford University’s Blavatnik School of Government

Chairman’s Message

Year in Review

Early Childhood Education and Care

Primary Education

Secondary Education

Tertiary Education

Adult Education

Pedagogy Scholarship Program

Shaping Academic and Employment Skills for Young Roma

Employment Empowerment of Young Roma

EU Regional Action for Roma

National projects

Advocacy

Research

Communication and Visibility

Finance and Administration
REF’s adult education and training model aims to raise education attainment levels of Roma young adults who have not completed primary and/or secondary education. The majority of REF activities supporting adult education programs take place within our large-scale, multi-country projects, such as Shaping Academic and Employment Skills for Young Roma (SHAPYR) in Hungary, Romania and Slovakia.

In 2019, SHAPYR supported 47 young adults through scholarships, tuition fees, second chance education programs and employment trainings.

My name is Barbara Balogh. I’m 27 years old and live in Kisvárda, Hungary with my 8 year-old daughter whom I’m raising alone. I have 2 professions: cook and hand and nail care. The latter was done with the support of the Roma Education Fund. I am currently working as a hand and nail care specialist and looking for opportunities for further improvements. The Roma Education Fund supported my professional studies financially and I had the opportunity to get to know people that I can learn from. I made it to London at a competition for hand and nail care specialists, called Nailympia London 2019. I’m happy and proud to have been chosen.
Pedagogy Scholarship Program in Czechia, Hungary, Romania and Slovakia

This project aims to increase the number of female early childhood and kindergarten teachers of Roma origin in Czechia, Hungary, Romania and Slovakia in order to contribute to the employment of Roma in kindergartens and nurseries.

Summer Camp

"I believe that a child, regardless of his age, assimilates the information better if given the opportunity to learn through real events/real experience, instead of only memorizing and reproducing it. My goal for when I become a teacher is to focus on teacher-student interactions by making my classes more interactive and creating a closer and trustworthy relationship with my pupils."

- Anamaria Constantin (Grade 11)

REF Midterm Project Evaluation Results:

Challenges for students

- **Low participation of Roma in Pedagogy**
- **Low aspirations**
  Project outreach activities assisted in building students’ and parents’ aspirations in attending pedagogy schools and pursuing careers in early childhood education.
- **Difficulties in school integration**
  The use of mentors was designed to assist students in their academic and social integration into the new school environment.
- **Difficulties in open expression of Roma identity / discrimination**
  Mentors were central in beneficiaries establishing confidence in their open expression of their identity, and working through experiences of prejudice.

- **Difficult curriculum**
  Often as a result of lower quality primary schooling and socioeconomic disadvantage
- **Social integration**
  Difficulties in adjusting to a new environment, establishing connections with peers and teachers, living in dorms, and being separated from family and community
- **Issues in open expression of Roma identity / discrimination**
  Responses connected to difficulty in integrating with peers and teachers often describe experiences of discrimination:
  "They have been often discriminated by their colleagues and even by the teachers. The reason for discrimination is related to the fact that they are Roma and that they are not equal to the majority."
  "Her background was the biggest barrier. She is coming from a very social disadvantaged environment and this is why she didn’t have enough self-confidence."

The program aims to:

- increase Roma children’s enrollment, attendance and success in kindergarten education
- increase Roma children’s primary school readiness
Shaping academic and employment skills for young Roma

<table>
<thead>
<tr>
<th></th>
<th>2018/2019</th>
<th>2019/2020</th>
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<tbody>
<tr>
<td>students</td>
<td>150</td>
<td>160</td>
</tr>
<tr>
<td>female</td>
<td>57%</td>
<td>55%</td>
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<tr>
<td>male</td>
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<td>45%</td>
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<tr>
<td>transition rate</td>
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</tr>
<tr>
<td>graduation rate</td>
<td>100%</td>
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</tr>
</tbody>
</table>

Soft Skills Training

Soft skills trainings were held in each country to equip young Roma students with skills and knowledge to boost self-confidence and contribute to their successful graduation and competitiveness in the labor market.

The trainings we received were very useful, I really enjoyed that while we were learning, we were also playing and challenging one another, and having to complete tasks together as a team. I’m very happy to have joined this community, I’ll never forget it, and I’m really excited to be able to attend the training sessions this year again.

- Erika Farkas (Grade 11)
**Improved Education and Integration Opportunities for Roma in Serbia, Employment Empowerment of Young Roma and Reintegration of Returnees**

**Education**

- Scholarships and project-based mentoring for vocational education in school year 2018/2019
  - 134 mentors
  - 310 students
  - 113 schools
  - 145 female
  - 165 male
  - 92% of all students successfully completed school year

**Employment**

- Increased employability through specialized trainings in school year 2018/2019
  - 131 young people successfully placed in internships
  - 284 young people completed vocational training
  - 69 female
  - 62 male
  - 131 female
  - 153 male

**Reintegration**

- Reintegration of Roma returnees in school year 2018/2019
  - 186 families
  - 5 municipalities

**Professional Development**

- Completed English and German language courses
  - 10 female
  - 12 male
  - 2 female
  - 4 male

- Completed category B driving license training
  - 36 girls
  - 39 boys
  - 88 girls
  - 81 boys

**This project is supported by:**

KFW

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"I received support from REF Serbia during my internship practice at a law company. I see myself as a person who continuously makes progress in her profession and can provide free legal aid to Roma community, as I have done so far during my internship.”

- Marija Banović Bogosavljević from Kruševac, 26 years old

"I was living in Germany for several years. When I returned to Serbia, I needed to find a job and provide for my family. I went to one of the workshops organized by REF, where I wrote my first CV. Soon after that, the REF Serbia team scheduled a job interview for me at the company Johnson Electric. The interview was a success. I am satisfied with this job. The most important thing is that I am now able to reside and work in my own city instead of going abroad.”

- Dragoljub Barčić from Niš, 25 years old
EU REGIONAL ACTION FOR ROMA:
Increasing Educational Opportunities for Roma in the Western Balkans and Turkey

Project Countries:
Albania
Bosnia and Herzegovina
Kosovo*
Montenegro
North Macedonia
Serbia
Turkey

* This designation is without prejudice to positions on status, and is in line with UNSCR 1244/1999 and the ICJ Opinion on the Kosovo declaration of independence.
Early childhood development

- In total, **419 children** were enrolled in kindergarten or preschool in school year 2018/2019.
- In total, **113 new children** were enrolled in kindergarten or preschool in school year 2018/2019.
- In total, **22 local enumerators** involved in IDELA assessment were recruited.
- **16 Roma facilitators** and **9 Roma mediators** were recruited.
- **6 Toy Libraries** established (in Bosnia and Herzegovina, Kosovo, North Macedonia and Turkey).
- **374 parents** were reached.
- **27 parental clubs** were opened.
- **2 renovated classrooms** in Kosovo were renovated.
- **10 ID cards** were issued to parents.
- **1,115 family (home) visits** were conducted by the school and project staff.
A total of 104 Roma primary school students receive after-school learning support. 6 schools in 5 target locations.

65 children enrolled in Grade 1 of primary school in year 2019/2020.

39 children enrolled in Grade 2 of primary school in year 2019/2020.

84 Roma families

5 Roma mediators contracted

193 household visits

5 Roma learning assistants contracted
423 Roma young people were awarded secondary education scholarships in academic year 2018/2019.

36 female and 36 male Roma young people were secured with internship placements.
79 Roma students were awarded tertiary education scholarships in academic year 2018/2019.

35 Roma tertiary education students were secured with internship placements in private companies, national and international institutions in 2019.
Employment Cooperation Structural changes to make a difference

60 young Roma from the Western Balkans and Turkey were employed in public, corporate, international non-profit organizations thanks to the project facilitation.

REF signed 7 Memoranda of Understanding with ministries, employment agencies, municipalities and international organizations in the Western Balkans and Turkey, pursuant to REF Strategic Framework 2021–2030 on increasing educational performance and ensuring quality education for Roma children and youth.

Thanks to REF's policy effort in Bosnia and Herzegovina, the allocated maximum amount for an employer hiring a Roma university graduate has increased.

Following REF's policy event in Bosnia and Herzegovina in May 2019 and the ongoing discussion with the employment agencies in Zenica-Doboj Canton, the Federal Employment Service changed its Program for Co-financing Roma Employment in 2019.

Prior to REF's intervention, the Federal Employment Service had been allocating 6,000 BAM per person for Roma employment for a 12-month period. After REF's involvement, the Federal Employment Service increased the co-financing scheme:

- employers are supported for hiring a Roma with a university degree, registered as unemployed, with the amount of 8,000 BAM per person for 12 months.
National Projects

Slovakia: Mentoring and Tutoring Support for Young Roma

- 54 municipalities
- 68 integrated primary schools
- 57 mentors and tutors

The mentoring and tutoring program aims to:

- Help Roma pupils achieve the best possible learning outcomes in upper grades of primary education, as well as secondary school.
- Provide psycho-social support.
- Prevent early school leaving.
- Promote a smooth transition to secondary school.

Meet some of our mentors:

- Ceriova Bronislava
- Gyöngyi Trifontiova
- Miroslav Demeter
- Rastislav Zubaj

Projects' duration: December 2018 – November 2021

2019 / 2020

- 171 primary pupils: 44% male, 56% female
- 100% transition rate
- 34 students enrolled to secondary education
- 197 parents
- 95% attendance rate

The Mentorship and Tutorship Program does not include secondary school scholarships. REF has started negotiations to urge funding for secondary school scholarships and has prepared a manual for the government on how to set up the scholarship program.
Romania: Formal and Non-Formal Education for Sustainable Development in the Center Region

**Early Childhood Education and Care (ages 0-6)**

- **249 children** ready for 1st grade were enrolled in mainstream primary schools in 2019/2020 school year (39 boys and 36 girls)
- **75 children**

**Primary education - school-after-school**

- **317 students**
  - **47% male**
  - **53% female**
  - received tutoring and/or mentoring support
  - **100%** transitioned to the next grade in 2019/2020
  - **100%** successful completion among students in final year of primary school

**Secondary education - intensive educational support**

- **204 students**
  - **47% male**
  - **53% female**
  - received mentoring and/or tutoring support
  - **100%** transitioned to the next grade in 2019/2020
  - **93%** successful completion among students in final year of secondary school
Weekly educational activities, pedagogical assistance, tutoring, mentoring for children and parenting

Intercultural and inclusion workshops for children and parents

Fighting stereotypes and bullying through art alongside National Center for Roma Culture-Roman Kher

Early Childhood Education and Care

3 out of 3 children ready for 1st grade were enrolled in primary schools in 2019/2020 school year

Primary education

10 children and their parents received mentoring and/or tutoring support

100% completion rate of primary education

Secondary education

10 children and their parents received mentoring and/or tutoring support

100% transition rate to secondary education

Competence, Innovation, and Professionalism in Education

32,500 hours of teacher training

258 teachers

12 kindergartens and schools

Soft skills development and leadership trainings

Designing and implementation of prevention strategies for early school leaving

Connecting teachers and exchanging educational ideas through social media

Established support groups for Initiatives in Education
Advocacy workshops for REF grantees and partners
14 NGOs from 8 countries - pathways to sustainable interventions

Advocacy grants cross-country interventions
Building-up cross-country advocacy networks and regional knowledge exchange; gaining political and civic support for placing Roma educational challenges on political agendas

Roma Health Network Working Group
Positioning Roma health issues on EU level political agenda. REF brings the perspective of the interrelation of health and education, especially fighting against unlawful special schooling of Roma and misplacement to special education.

European Campaign on Early Childhood Development
Advocating to the European Commission to allocate funds for ECD and bring policy changes. REF put together two case studies on desegregation and ECD Toy Library interventions for the campaign.

Recommendation packages to the Ministry of Education in Bulgaria on the national program “Support to municipalities for implementation of activities for educational desegregation”
The recommendation package is based on REF’s desegregation model that has proven its impact in several European countries.

European Regional Forum on Education, Language and the Human Rights of Minorities
Speech on EU member states’ policies, the needs of Roma education, and the potential for successful models that lead to more inclusive educational policies in EU member states.

Post-2020 Roma Strategies
REF led the recommendations related to education for the proposal submitted to the European Commission.

Roma Health Network Working Group
Positioning Roma health issues on EU level political agenda. REF brings the perspective of the interrelation of health and education, especially fighting against unlawful special schooling of Roma and misplacement to special education.

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Post-2020 Roma Strategies
REF led the recommendations related to education for the proposal submitted to the European Commission.

Roma Mayors advocacy meetings in Slovakia
Emphasizing the proven results of REF’s Toy Library models as an efficient tool for ensuring the entrance of children to quality mainstream primary schools, and detailed scenarios of how Roma mayors could have a lead on the nationwide policy introduction of Toy Libraries.

Advocacy and employment meetings for the project Shaping Academic and Employment Skills for Young Roma (SHAPYR)
Visits with ministries, Chambers of Commerce, private employers and job centers to discuss increasing the number of Roma youth and young adults who graduate from vocational secondary education and successfully transition into the labor market.

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Visits with ministries, Chambers of Commerce, private employers and job centers to discuss increasing the number of Roma youth and young adults who graduate from vocational secondary education and successfully transition into the labor market.
Research activities deliver powerful evidence-based background to inform and guide REF’s advocacy, scholarships, and grant giving activities.

**2019 Highlights**

**Analytical Report**

**Representation of Roma in European Curricula and Textbooks**

The report is a result of a joint project carried out between 2016 and 2019, focusing on national curricula and textbooks for history, civics and geography from 22 countries. A quantitative analysis, showing how often Roma are mentioned, and a qualitative overview on topics that engage with the ethnic minority were analyzed. REF hired and trained eight Roma research fellows to examine over 850 textbooks and evaluate their portrayal of Roma.

Joint project with The Council of Europe and Georg Eckert Institute

**Book Chapter**

**Path to Higher Education: Combating Antigypsyism by Building Roma Students’ Aspirations and Resilience**

Published in “Dimensions of Antigypsyism in Europe” European Network Against Racism, 2019. Book chapter co-authored by REF scholarship alumna, Simona Torotcoi, and REF Research Officer, Marko Pecak

**Roma Civil Monitor Synthesis Report**

**Roma civil monitor pilot project:**

A synthesis of civil society’s reports on the implementation of national Roma integration strategies in the European Union: Educational Chapter

- **Presentation of results, perspective for future educational policy, and counter distortion of the genocide of Roma**
  - August 2019: International Conference “Is ‘Auschwitz only sleeping?’ Sinti and Roma Narratives after the Holocaust” Krakow, Poland
  - December 2019: International Holocaust Remembrance Alliance Plenary, Luxembourg City, Luxembourg

- **Presentation of book chapter at “Critical Romani Studies Conference”**
  - May 2019: Critical Romani Studies Conference, Central European University, Budapest, Hungary

- **Presentation of synthesis report**
  - September 2019: Central European University
  - Facilitation of 3 workshops to build the capacities of the participating NGOs/authors on the topics of Antigypsyism in Public Policy, Universal vs Targets policies, and substance abuse.

**Outreach**

**Presentation of the results, perspective for future educational policy, and counter distortion of the genocide of Roma**

August 2019: International Conference “Is ‘Auschwitz only sleeping?’ Sinti and Roma Narratives after the Holocaust” Krakow, Poland

December 2019: International Holocaust Remembrance Alliance Plenary, Luxembourg City, Luxembourg

**Presentation of book chapter at “Critical Romani Studies Conference”**

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**Presentation of synthesis report**

September 2019: Central European University
Facilitation of 3 workshops to build the capacities of the participating NGOs/authors on the topics of Antigypsyism in Public Policy, Universal vs Targets policies, and substance abuse.
Communication and Visibility

REF Slovakia beneficiaries have breakfast with Slovak President

When I grow up I would like to be a rich woman

Photo and audio exhibit

NEW NETWORK NEWSLETTER

REF TURNS 15!

Celebrating 10 years of REF Romania with Romanian President

Toy Library installation at ISSA conference 2019

On June 19 2019, Roma Education Fund took part in the annual ISSA Conference in Leiden, Netherlands

Chairman's Message
Year in Review
Early Childhood Education and Care
Primary Education
Secondary Education
Tertiary Education
Adult Education
Pedagogy Scholarship Program
Shaping Academic and Employment Skills for Young Roma
Employment Empowerment of Young Roma
EU Regional Action for Roma
National projects
Advocacy
Research
Communication and Visibility
Finance and Administration
### Finance and Administration

#### Organization of Roma Education Fund

The network of Roma Education Fund consists of six entities (REF Entities) that have been established as legally separate foundations. The REF Entities, each with a separate board, cooperate based on a memorandum of understanding to achieve their shared primary objective to close the gap in educational outcomes between Roma and non-Roma. REF Entities include:

- Roma Education Fund Switzerland, established in 2005
- Roma Education Fund Hungary, established in 2006
- Roma Education Fund Romania, established in 2009
- Roma Education Fund Slovakia, established in 2014
- Roma Education Fund Serbia, established in 2019
- Roma Education Fund North Macedonia, established in 2019

Roma Education Fund Hungary opened branch offices in Serbia and in Montenegro in 2013, the figures of which are presented in the books of Roma Education Fund Hungary.

#### Summary of REF financials

In 2019 REF received €9.6 million in third party donor income to implement Roma education projects. 91% of the REF budget was spent on programs and on beneficiaries in 16 countries.*

---

*Roma Education Fund (REF) 2019 Annual Report includes reporting for REF foundations, offices and activities in Albania, Bosnia and Herzegovina, Bulgaria, Czechia, Kosovo*, Hungary, North Macedonia, Moldova, Montenegro, Romania, Russia, Serbia, Slovakia, Switzerland, Turkey and Ukraine.

*This designation is without prejudice to positions on status, and is in line with UNSCR 1244/1999 and the ICJ Opinion on the Kosovo Declaration of Independence.

### Sources of funds and spending of REF

<table>
<thead>
<tr>
<th>DESCRIPTION</th>
<th>REF SWITZERLAND</th>
<th>REF HUNGARY</th>
<th>REF ROMANIA</th>
<th>REF SLOVAKIA</th>
<th>REF N. MACEDONIA</th>
<th>REF SERBIA</th>
</tr>
</thead>
<tbody>
<tr>
<td>Opening foundation capital</td>
<td>402,785</td>
<td>1,830,140</td>
<td>(642,173)</td>
<td>(67,484)</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Third party donor income</td>
<td>7,323,249</td>
<td>1,689,875</td>
<td>523,040</td>
<td>72,617</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Other income</td>
<td>74,542</td>
<td>59,005</td>
<td>32,411</td>
<td>1,684</td>
<td>0</td>
<td>(240)</td>
</tr>
<tr>
<td><strong>Total Sources</strong></td>
<td><strong>7,800,676</strong></td>
<td><strong>5,379,020</strong></td>
<td><strong>(86,722)</strong></td>
<td><strong>6,817</strong></td>
<td><strong>0</strong></td>
<td><strong>(240)</strong></td>
</tr>
<tr>
<td>Transfers within REF network</td>
<td>1,777,593</td>
<td>845,405</td>
<td>348,723</td>
<td>10,000</td>
<td>97,702</td>
<td></td>
</tr>
<tr>
<td>Write off REF CH loan at REF Romania</td>
<td>572,111</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>TOTAL SOURCES WITH TRANSFERS</strong></td>
<td><strong>7,800,676</strong></td>
<td><strong>5,356,613</strong></td>
<td><strong>1,330,793</strong></td>
<td><strong>355,539</strong></td>
<td><strong>10,000</strong></td>
<td><strong>97,462</strong></td>
</tr>
<tr>
<td>Grant program</td>
<td>1,066,057</td>
<td>0</td>
<td>0</td>
<td>110,583</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Release(-)/Building(+) of provisions for projects granted</td>
<td>(370,518)</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td></td>
</tr>
<tr>
<td>Tertiary scholarship Program</td>
<td>1,255,802</td>
<td>167,004</td>
<td>22,499</td>
<td>9,845</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Communications</td>
<td>44,398</td>
<td>87,171</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td></td>
</tr>
<tr>
<td>Own educational projects</td>
<td>0</td>
<td>3,585,390</td>
<td>1,604,417</td>
<td>289,516</td>
<td>0</td>
<td>53,778</td>
</tr>
<tr>
<td>Capacity building, Policy Development and communications</td>
<td>215,760</td>
<td>324,895</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Administrative expenses</td>
<td>181,168</td>
<td>541,543</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>3,540</td>
</tr>
<tr>
<td>Other expenses</td>
<td>28,056</td>
<td>36,267</td>
<td>26,321</td>
<td>0</td>
<td>0</td>
<td>188</td>
</tr>
<tr>
<td>Provision for future projects &amp; co-funding</td>
<td>1,517,549</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td></td>
</tr>
<tr>
<td>Accumulated capital</td>
<td>1,481,395</td>
<td>54,195</td>
<td>(309,284)</td>
<td>(54,404)</td>
<td>10,000</td>
<td>39,956</td>
</tr>
<tr>
<td><strong>Total Spending</strong></td>
<td><strong>5,419,667</strong></td>
<td><strong>4,796,464</strong></td>
<td><strong>1,343,952</strong></td>
<td><strong>385,540</strong></td>
<td><strong>10,000</strong></td>
<td><strong>97,462</strong></td>
</tr>
<tr>
<td>Transfers within REF network</td>
<td>2,380,909</td>
<td>537,695</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td><strong>TOTAL SPENDING WITH TRANSFERS</strong></td>
<td><strong>7,800,676</strong></td>
<td><strong>5,334,159</strong></td>
<td><strong>1,343,952</strong></td>
<td><strong>385,540</strong></td>
<td><strong>10,000</strong></td>
<td><strong>97,462</strong></td>
</tr>
</tbody>
</table>
From total overall available sources of funding (Total Sources) of €11.3 million, REF spent €972,309 on grants contracted in its grant program and €1.4 million on tertiary scholarship programs for Roma students. REF spending under these two programs in 2019 was allocated to the main educational models of REF as follows:

### Commitments of REF foundations in 2019 by educational model

<table>
<thead>
<tr>
<th>Model</th>
<th>Number of projects in 2019</th>
<th>Funds committed in 2019 (EUR)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Early Childhood Education</td>
<td>2</td>
<td>€145,314</td>
</tr>
<tr>
<td>Primary Education</td>
<td>9</td>
<td>€427,245</td>
</tr>
<tr>
<td>Secondary Education</td>
<td>1</td>
<td>€159,750</td>
</tr>
<tr>
<td>Tertiary Education - RomaVersitas grants</td>
<td>3</td>
<td>€240,000</td>
</tr>
<tr>
<td>Tertiary Education - Scholarship program</td>
<td>n.a</td>
<td>€1,402,876</td>
</tr>
<tr>
<td>Adult Education</td>
<td>0</td>
<td>-</td>
</tr>
<tr>
<td>Direct Project implementation - All educational levels</td>
<td>4</td>
<td>€5,526,455</td>
</tr>
<tr>
<td><strong>TOTAL</strong></td>
<td></td>
<td><strong>€7,901,639</strong></td>
</tr>
</tbody>
</table>

In 2019, REF developed and implemented four projects from funding provided by the European Commission, KfW German Development Bank and VELUX Foundations with a total spending of €5.5 million. A further €540,655 was spent on capacity building and advocacy, and €131,569 on communications. The total administrative expenses, €817,332, represent 9% of total spending.

### Spending by program:

- **Administrative** 9%: €817,332
- **Capacity Building, Policy Development** 6%: €540,655
- **Direct Project Implementation** 58%: €5,526,455
- **Communications** 1%: €131,569
- **Grant Program** 11%: €1,081,742
- **Tertiary Scholarship Program** 15%: €1,402,876

### Key events in REF network

REF network had foundations and branch offices in seven countries in 2019. Key developments are summarized as follows:

**REF Switzerland (REF CH)**

REF CH allocated €1.06 million for the grant program and €1.25 million for the tertiary scholarship program. Besides program costs, up to €260,158 of advocacy, capacity building and communication expenses were allocated.

The operations of the headquarters of the REF Network in Budapest, Hungary, provided capacity building and core support to the operations of REF Romania and secured funding again for the various programs implemented by REF Slovakia, REF Montenegro and REF Serbia.

In 2015, REF Switzerland provided a recoverable grant for REF Romania to finance the full implementation of ESF projects. The grant was further distributed to project partners and it was not possible for REF Romania to repay the full amount of this recoverable grant. Over the past years, provisions were created to fully reflect this risk. Based on the decision of the REF Board, the total amount of €607,991 was written off in 2019 in the books of REF Romania and REF Switzerland against the provision created over the years.

In 2017 REF management introduced a comprehensive risk management framework, reviewed and improved its donor reporting practices and key financial processes, and started strengthening and restructuring the operations and cooperation of REF Network entities. This initiative continued through 2019 to further strengthen REF operations and mitigate risk.
REF Hungary (REF HU)

Besides managing the core programs of REF and being the headquarters of the REF network, REF Hungary has been active in the direct implementation of several educational projects financed by various donors through its offices in Hungary, Serbia and Montenegro. These actions included:

- Implementation of a KfW funded project to improve the education, employment and integration opportunities for Roma in Serbia. The first phase of the project was closed in 2019 and the second phase started in the framework of a 32-month long project with a total budget of €4 million.
- The implementation of the third phase of an early childhood education project at Konik Camp, Montenegro in partnership with HELP was closed in 2019.
- The second phases of the VELUX Foundations scholarship project for Roma young women studying in pedagogy faculties in Czechia, Hungary, Romania and Slovakia was contracted in 2018 with a total budget of €1.3 million for 5 years.
- Continuing the implementation of the VELUX Foundations supported project started in 2018, which aims to increase the number of Roma graduating from at least vocational secondary education and successfully transitioning into the labor market in Hungary, Romania and Slovakia.
- Continuing the implementation of EC funded project, €3.8 million for 3 years of implementation, aiming to increase Roma students’ participation in and completion of quality education, improve transition to employment, and promote durable systemic change and desegregation within education systems in Albania, Bosnia and Herzegovina, Kosovo, Montenegro, North Macedonia, Serbia and Turkey.

REF Serbia (REF SER)

REF Serbia as an independent foundation was established in 2019. Based on the decision of the REF Board to move the HQ functions to Belgrade, REF management signed a ten year lease in 2019 and commenced renovations of the new premises in Belgrade. The move of the staff and assets is taking place gradually in 2020. Projects implemented by REF Hungary will be also moved to REF Serbia based on the agreements with the donors.

REF Romania (REF RO)

For Roma Education Fund Romania, 2019 was a landmark year. In October, the foundation celebrated its 10th anniversary, and the special guest for this event was the President of Romania, His Excellency Klaus Iohannis. The foundation also kicked off new projects, such as Roma Leadership Summer Camp, and started new partnerships and cooperation with three companies: Asset Portfolio Servicing Romania, Ascendis Training Group and OTP Bank.

The foundation carried on its partnership with Educated Romania, a program initiated by the Romanian Presidency. REF Romania participated as a full member in Roma Sounding Board, a work group initiated by the World Bank, and came up with new plans aimed at increasing access to proper education for children belonging to disadvantaged communities, as part of the Coalition for Education. REF Romania was also active with the Romanian Diversity Charter, a project initiated by the British Council.

REF Romania also continued to implement three crucial projects financed through the POCU Operational Program, reaching almost 1,000 beneficiaries.

REF Slovakia (REF SVK)

In 2019 REF Slovakia continued implementation of three projects supported by European Structural Funds, OP Human Resources launched in December 2018. The goal of the three projects is the provision of mentoring support to pupils in the final years of primary school with the aim to help them graduate and continue their studies at a higher level. REF Slovakia supports 60 mentors who provide mentoring to 180 pupils in three Self-Governing Regions in Slovakia.

In addition, REF Slovakia implements two projects supported by VELUX Foundations and REF, Shaping Employment Skills of Young Roma and the Pedagogy Scholarship Program, with REF Slovakia supporting students financially but also providing mentoring, tutoring and training sessions for the beneficiaries and mentors.

REF Slovakia has fully equipped premises for future RomaVersitas Slovakia and organizes activities for Roma students focused on strengthening their activism and leadership and gaining necessary skills for their future employment.
## Donations received by REF Entities in EUR, 2015-2019

<table>
<thead>
<tr>
<th>DONORS</th>
<th>2015</th>
<th>2016</th>
<th>2017</th>
<th>2018</th>
<th>2019</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>RECEIVED BY REF SWITZERLAND</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>CEU</td>
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<td></td>
<td></td>
<td>8,663</td>
</tr>
<tr>
<td>Bill Cook Foundation</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>4,673</td>
</tr>
<tr>
<td>DFID United Kingdom</td>
<td>50,000</td>
<td></td>
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<td></td>
<td></td>
<td>50,000</td>
</tr>
<tr>
<td>EPTISA Regional Office for Southeast Europe</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>7,155</td>
</tr>
<tr>
<td>EVZ - Erinnerung</td>
<td>234,000</td>
<td>262,000</td>
<td>260,000</td>
<td>260,000</td>
<td>336,700</td>
<td>1,352,700</td>
</tr>
<tr>
<td>HH Management</td>
<td>181,159</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>181,159</td>
</tr>
<tr>
<td>Individuals</td>
<td>5</td>
<td>197</td>
<td>752</td>
<td>335</td>
<td>4,021</td>
<td>5,310</td>
</tr>
<tr>
<td>Mirabaud Pierre</td>
<td>1,000</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>1,000</td>
</tr>
<tr>
<td>Morgan Stanley</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>0</td>
</tr>
<tr>
<td>Network of European Foundation</td>
<td>119,600</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>119,600</td>
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<tr>
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<td>6,629,721</td>
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<td>2018</td>
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<tr>
<td>RECEIVED BY REF HUNGARY</td>
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<td>HELP HILFE</td>
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<td>312,558</td>
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<td>31,126</td>
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<td>1,474,041</td>
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<td>40,622</td>
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<td>40,622</td>
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<tr>
<td>Other donors, Individuals</td>
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<td>9,632</td>
<td>1,484</td>
<td>6,402</td>
<td>3,723</td>
<td>28,359</td>
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<tr>
<td><strong>Total received by REF Hungary</strong></td>
<td><strong>580,252</strong></td>
<td><strong>1,118,018</strong></td>
<td><strong>1,423,000</strong></td>
<td><strong>3,399,444</strong></td>
<td><strong>1,689,875</strong></td>
<td><strong>8,210,589</strong></td>
</tr>
</tbody>
</table>

| RECEIVED BY REF ROMANIA |        |        |        |        |        |         |
| ADECO - ECD Ready Set Go |        | 17,109 | 2       |        |        | 17,111  |
| European Voluntary Service for All |        | 3,159  |        |        |        | 3,159   |
| Romanian Management Authority - as partner | (133,382) | 139,714 | 513,719 |        |        | 520,051 |
| Romanian Management Authority - as lead entity | 3,052,751 | 1,659,208 |        |        |        | 4,711,959 |
| Norway Grants | 1,030,186 | 643,380 |        |        |        | 1,673,566 |
| Other donors, Individuals | 2,858  | 6,168  | 171    | 52     |        | 9,249   |
| **Total received by REF Romania** | **3,052,751** | **2,692,252** | **536,433** | **139,885** | **513,773** | **6,935,094** |

| RECEIVED BY REF SLOVAKIA |        |        |        |        |        |         |
| Ministry of Interior, Slovakia | 12,000 | 20,000 | 96,388 | 72,617 |        | 201,005 |
| **Total received by REF Slovakia** | 0 | 12,000 | 20,000 | 96,388 | 72,617 | 201,005 |

| TOTAL DONATIONS RECEIVED | 10,211,201 | 10,463,399 | 8,609,154 | 11,057,215 | 9,599,514 | 49,940,483 |
1. Bookkeeping and reporting requirements

The business and reporting period of REF Entities are defined annually, starting on January 1 and ending December 31.

REF entities maintain double-entry bookkeeping and is maintained in local currency. The audit is made by PwC Switzerland for REF Switzerland, by Moore Stephens Hezicomp Ltd. for REF Hungary, Finans Audit Services Srl for REF Romania and BDR, spol. s r.o for REF Slovakia.

Financial statements are prepared according to REF Accounting Policy (including the statement of income and expenditure, the balance sheet and the notes), presented in EUR (additionally in local currency where necessary), issued in English (including the audit reports) and published on REF website.

2. Main accounting principles

The books of the REF Entities are maintained in local currency as legally required, with the exception of REF Switzerland where the books are maintained in EUR since its functional currency is EUR. Most of the financial transactions of REF Entities are denominated in Euro (EUR). For better comparability, financial statements in the annual report are presented in EUR.

Donation income is recognized at nominal value when received and presented on a cash basis, while promised donation income is not recorded for prudence reasons.

The program and grant expenses paid are recognized at nominal value. Already known costs are accrued. Grants awarded by the Project Support (Grant) and Tertiary Scholarship Programs are presented on total contractual value in the year they are awarded. Other program related expenses are recognized in the period to which they are related.

Administrative expenses include cost of operations, purchases, cost of contractors, salaries of administrative staff and their travel expenditures not directly related to the programs. Administrative expenses are recognized at nominal value, already known costs are accrued.

In case of projects implemented in partnerships and REF is the main project implementer responsible for reporting the entire cost of the project to the donor, all expenses related to partners are presented as REF expenditure in the financial statement.

Tangible and intangible assets are carried at their costs less depreciation and any accumulated impairment loss. The useful life of property rights, intellectual products, the qualification and classification of fixed assets are determined according to the applicable national rules by each REF entity. The depreciable amount of a depreciable asset is allocated on a systematic basis using straight line method to each accounting period during the useful life of the asset. The fixed assets above a certain value, defined by the applicable national rule of each REF entity, is accounted as depreciation in lump sum when put in use. REF Entities have to apply extraordinary depreciation by devaluation when the asset’s usability is permanently reduced, or if it has become redundant and/or damaged. The foundations do not use the revaluation model of assets.

Receivables are recorded at nominal value less any accumulated impairment loss.
<table>
<thead>
<tr>
<th>REF Entities: Statement of Expenditure over Income, 2019 and 2018</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>INCOME</strong></td>
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<tr>
<td><strong>INCOME</strong></td>
</tr>
<tr>
<td>Donations received from third parties</td>
</tr>
<tr>
<td>Donations received from REF Switzerland</td>
</tr>
<tr>
<td>Donations received from REF Hungary</td>
</tr>
<tr>
<td>Project Support and other Program Refund</td>
</tr>
<tr>
<td>Other income</td>
</tr>
<tr>
<td>Write off REF CH loan</td>
</tr>
<tr>
<td><strong>Total Income</strong></td>
</tr>
<tr>
<td><strong>EXPENDITURE</strong></td>
</tr>
<tr>
<td>Project Support Program (Grants)</td>
</tr>
<tr>
<td>Release / (Building) (-) of provisions for projects granted</td>
</tr>
<tr>
<td>Tertiary Scholarship Program</td>
</tr>
<tr>
<td>Communications</td>
</tr>
<tr>
<td>Policy development and capacity building</td>
</tr>
<tr>
<td>A Good Start and complimentary projects</td>
</tr>
<tr>
<td>REF Romania - ESF projects</td>
</tr>
<tr>
<td>REF Romania-Esraeca ECR - European Cooperation for Roma Inclusion</td>
</tr>
<tr>
<td>REF Romania - VW - Misrecognizing Minorities in Europe</td>
</tr>
<tr>
<td>REF Romania - Ready- Set, Go</td>
</tr>
<tr>
<td>REF Romania and its partners capacity building</td>
</tr>
<tr>
<td>Progress project in Slovakia</td>
</tr>
<tr>
<td>Konik Camp project in Montenegro</td>
</tr>
<tr>
<td>TV library</td>
</tr>
<tr>
<td>Value project</td>
</tr>
<tr>
<td>Setup of new HQ in Belgrade</td>
</tr>
<tr>
<td>OSCIE-TARI project</td>
</tr>
<tr>
<td><strong>Total Programs and Grants</strong></td>
</tr>
<tr>
<td>Administrative expenses</td>
</tr>
<tr>
<td>Provisions to cover risks in loans and receivables</td>
</tr>
<tr>
<td><strong>Net operating results</strong></td>
</tr>
<tr>
<td>Interest Income</td>
</tr>
<tr>
<td>Interest cost</td>
</tr>
<tr>
<td>Gain on Foreign Exchange</td>
</tr>
<tr>
<td>Losses on foreign exchange</td>
</tr>
<tr>
<td>Write/off 2017 balances</td>
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<tr>
<td><strong>Net financial results</strong></td>
</tr>
<tr>
<td><strong>EXCESS OF EXPENDITURE OVER INCOME</strong></td>
</tr>
<tr>
<td></td>
</tr>
<tr>
<td>--------------------------</td>
</tr>
<tr>
<td>Cash at banks</td>
</tr>
<tr>
<td>Receivables</td>
</tr>
<tr>
<td>Loan to REF Entities</td>
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<td>Inventories</td>
</tr>
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<td>Other current assets</td>
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<tr>
<td>Total current assets</td>
</tr>
<tr>
<td>Recoverable Grants</td>
</tr>
<tr>
<td>Long term loan to REF Romania</td>
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<td>Accrued income</td>
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<tr>
<td>Intangible assets</td>
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<td>Tangible assets</td>
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<td>Total long term assets</td>
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<tr>
<td>Liabilities</td>
</tr>
<tr>
<td>Accrued expenses</td>
</tr>
<tr>
<td>Provisions for projects granted</td>
</tr>
<tr>
<td>Provisions for future projects</td>
</tr>
<tr>
<td>Accounts payable to partners</td>
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<tr>
<td>Loan from CoEB and REF Switzerland</td>
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<td>Funds unused</td>
</tr>
<tr>
<td>Other short-term liabilities to related parties (3SP)</td>
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<tr>
<td>Other provision</td>
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<td>Total liabilities and provisions</td>
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<td>Foundation capital as of January 1</td>
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<tr>
<td>Restatement of Foundation capital</td>
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<td>Excess of expenditure over income</td>
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<tr>
<td>Year-end translation difference</td>
</tr>
<tr>
<td>Foundation capital as of December 31</td>
</tr>
<tr>
<td>TOTAL LIABILITIES AND CAPITAL</td>
</tr>
</tbody>
</table>

REF Entities: Balance Sheet, December 31, 2019 and December 31, 2018
Notes to the financial statements

1. Project Support Program (Grants)
REF Entities provide grants to a consortia of civil society and public institutions to implement education reform projects at all education levels in the Decade of Roma Inclusion countries.

2. Release (-) / Building (+) of provisions for projects granted
Based on REF Accounting Policy over the current year the grant commitments are expensed in the full amount of the contracted grant. In order to secure the payments of the grant commitments REF is creating provisions. The provisions are released when the grant installments are transferred.

3. Tertiary Scholarships
The target of this project is to provide scholarships for tertiary level Roma students. The Program consists of five components:
- Roma Memorial University Scholarship Program (RMUSP)
- Law and Humanities Program (LHP)
- Roma Health Scholarship Program (RHSP)
- Roma International Scholarship Program (RISP)

4. Communication
REF’s Communications promotes the exchange of knowledge and experiences, and communicating information on policies and programs that support Roma inclusion in education systems through conferences, workshops, and publications. This position contains the accumulated costs of this year.

5. Policy Development and Capacity Building
The target of this project is to support studies, technical assistance, strategy development, and learning activities to strengthen dialogue with governments and civil society on education reform and Roma inclusion. This position contains the accumulated costs of this year.

6. A Good Start and complementary projects
The target of this project is to ensure that Roma and other poor and excluded children have access to quality Early Childhood Education and Care services in North Macedonia, Hungary, Romania, and Slovakia.

7. REF Romania - ESF projects
The objective of the project is the development of skills and abilities of Roma people to facilitate their entry into the labor market, reduce school dropout and ensure equal access to education. The project ran until December 2015. This position contains accumulated costs of the year.

8. REF Romania-Erasmus ECRI - European Cooperation for Roma Inclusion
The project aims to create innovative tools in the field of ROMS inclusion. These tools are built by and with people from ROMS communities. This project is aimed at people from Roma communities who wish to develop an economic, cultural, educational activity.

9. REF Romania - VW - Misrecognizing Minorities in Europe
The project aims to understand the experiences which give rise to the sense of misrecognition and more particularly, the role that surveillance plays in this. Research takes place in four countries where Muslim communities are targeted (Germany, United Kingdom, France and the Netherlands), and three countries (Hungary, Serbia and Romania) where Roma population is targeted.

10. REF Romania - Ready, Set, Go
The project targets early childhood development outcomes for some 1,400 Roma children residing in six of Romania's most disadvantaged counties with the highest absolute number and highest share of Roma population of preschool-age. The project is supported by a grant from Norway through the Norwegian Financial Mechanism 2009-2014, in the framework of the RO 25 Poverty Alleviation Program in Romania.
17. OSCE-TARI project
The objective is to decrease dropout rate among Roma secondary school students at risk of dropping out in three main regions of Serbia. The first phase of the program was completed by the end of 2015–16 academic year and continued from funding provided by KfW.

18. HEIM - EC Research Executive Agency
The research/innovation project with focus on how principles of equity and inclusion can be applied to internationalization strategies and programs in higher education and on developing research and innovation capacity in this field. The project is implemented in a partnership between three universities (Sussex, Umeå and Seville) and REF.

19. IPA Macedonia-Fostering Social Inclusion
The project, Improving Roma Employment through Education and Training, is implemented at five locations in North Macedonia together with two implementation partners with the aim to increase the long-term employability of marginalized Roma communities through adult education and training, literacy programs, and increased access to early childhood education and care. The project is financed the Ministry of Finance of North Macedonia as contracting authority through IPA- Human Resource Development budget in the framework of external actions of the European Union.

20. KfW - Improved education and Integration Serbia
In the framework of the project, Improved Education and Integration Opportunities for Roma in Serbia KfW supports REF to improve access to education and employment opportunities for Roma in the Republic of Serbia. This project is composed of three components: (i) the promotion of secondary school education for Roma youth, (ii) the promotion of employability of graduates of the REF secondary school program and (iii) the promotion of the re-integration of migrants returning to Serbia from Germany.
21. CEI Project
The project, Professional intergovernmental knowhow exchange on the implementation of large scale Secondary School Scholarship and Mentoring Program for Roma Students, aims to strengthen the capacities of the relevant Ministries in Albania, Bosnia and Herzegovina, North Macedonia, Montenegro and Serbia which partner with REF on the project management of the secondary scholarship and mentorship program for Roma students in these countries.

22. Ministry of interior of Slovakia
The project aims to invest in early childhood by promoting innovation and social integration of Roma in Slovakia. REF has an advocacy role in order to share its experience and knowledge on early childhood development.

23. RARE (DG-Near)-Increased education opportunities for Roma students in Western Balkans and Turkey
The project, Increased Education Opportunities for Roma Students and Roma Youth in Western Balkans and Turkey, aims to increase Roma students’ participation in and completion of quality education, improve transition to employment, and promote durable systemic change and desegregation within education systems in Albania, Bosnia and Herzegovina, Kosovo, Montenegro, North Macedonia, Serbia and Turkey. The project is funded by European Union and co-funded by OSI.

24. Release (-) / Building (+) for future projects and co-funding
REF is creating provisions in order to secure the funds for future projects and co-funding of the own educational projects.

Grants to Roma Education Fund entities
Roma Education Fund Switzerland as the founder of REF entities is providing funds to:
- Roma Education Fund Hungary
- Roma Education Fund Romania
- Roma Education Fund Slovakia
- Roma Education Fund Serbia
- Roma Education Fund North Macedonia

The grant is entitled to cover core activities and operation costs. The funds are provided by the following donors:
- Swedish International Development Agency funds which cover core activities performed in the ODA countries.
- Swiss Agency for Development and Cooperation which covers core activities performed in the Western Balkan region.
- Open Society Foundation which covers core activities in Central Eastern Europe and the Western Balkans.

Under core activities REF is including costs related to: Grant Program, Tertiary Scholarship Program, Direct project implementation, Capacity building, Policy Development, Communications, Administrative expenses and Other expenses related to REF public benefit activity. The costs covered by different donors are separated in the REF books in line with the generally accepted accounting rules. The base of the separation of the expenditures is determined by the requirement of the donor contracts. The salary costs covered by the core donors are separated through regular allocation on different donor codes. Foreign exchange gains/losses are disclosed as a separate item in the financial statement and they are disclosed in accordance with what is stipulated in generally accepted accounting principles.
<table>
<thead>
<tr>
<th>Abbreviation</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>CEI</td>
<td>Central European Initiative</td>
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<td>CEU</td>
<td>Central European University</td>
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<tr>
<td>CFO</td>
<td>Chief Financial Officer</td>
</tr>
<tr>
<td>CoE</td>
<td>Council of Europe</td>
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<tr>
<td>CSO</td>
<td>Civil Society Organization</td>
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<tr>
<td>DG NEAR</td>
<td>Directorate-General for Neighbourhood and Enlargement Negotiations</td>
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<td>EC</td>
<td>European Commission</td>
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<tr>
<td>ECD</td>
<td>Early childhood development</td>
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<td>ECEC</td>
<td>Early childhood education and care</td>
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<td>ESL</td>
<td>Early school leaving</td>
</tr>
<tr>
<td>EU</td>
<td>European Union</td>
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<tr>
<td>EVZ</td>
<td>Foundation Remembrance, Responsibility and Future</td>
</tr>
<tr>
<td>F/M</td>
<td>Female / Male</td>
</tr>
<tr>
<td>GEI</td>
<td>Georg Eckert Institute</td>
</tr>
<tr>
<td>GPA</td>
<td>Grade point average</td>
</tr>
<tr>
<td>KfW</td>
<td>German Development Bank (in original - Kreditanstalt für Wiederaufbau)</td>
</tr>
<tr>
<td>LHP</td>
<td>Law and Humanities Program</td>
</tr>
<tr>
<td>NGO</td>
<td>Non-Governmental Organization</td>
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<td>OSF RIO</td>
<td>Roma Initiatives Office at the Open Society Foundations</td>
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<tr>
<td>PDF</td>
<td>Professional Development Fund</td>
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<td>RARE</td>
<td>Regional Action for Roma</td>
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<td>REF HQ</td>
<td>Roma Education Fund Headquarters</td>
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<td>REF</td>
<td>Roma Education Fund</td>
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<td>RGPP</td>
<td>Roma Graduate Preparatory Program</td>
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<tr>
<td>RHSP</td>
<td>Roma Health Scholar Program</td>
</tr>
<tr>
<td>RISP</td>
<td>Roma International Scholar Program</td>
</tr>
<tr>
<td>RMUSP</td>
<td>Roma Memorial University Scholarship Program</td>
</tr>
<tr>
<td>SEC</td>
<td>Secondary education</td>
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<tr>
<td>SHAPYR</td>
<td>“Shaping Academic and Employment Skills for Young Roma” project</td>
</tr>
<tr>
<td>SRT</td>
<td>Sigrid Rausing Trust</td>
</tr>
<tr>
<td>SSMP</td>
<td>Secondary School Scholarship and Mentoring Program</td>
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<tr>
<td>TER</td>
<td>Tertiary education</td>
</tr>
<tr>
<td>VET</td>
<td>Vocational Education and Training</td>
</tr>
</tbody>
</table>
Thank You
2019 Donors

YOUR SUPPORT MEANS THE WORLD TO US
We are happy to have you in our community...
investing in, educating and engaging Roma
children, youth and families.

Council of Europe Development Bank
European Commission
EVZ – Erinnerung Foundation “Remembrance, Responsibility and Future”
HELP HILFE
KfW Development Bank
Ministry of Interior, Slovakia
Open Society Institute
Romanian Management Authority (as partner)
Swedish International Development Agency
Swiss Agency for Development and Cooperation
World Bank Community Connections Fund
CEI Cooperation Fund
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