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REF SERBIA ONLINE



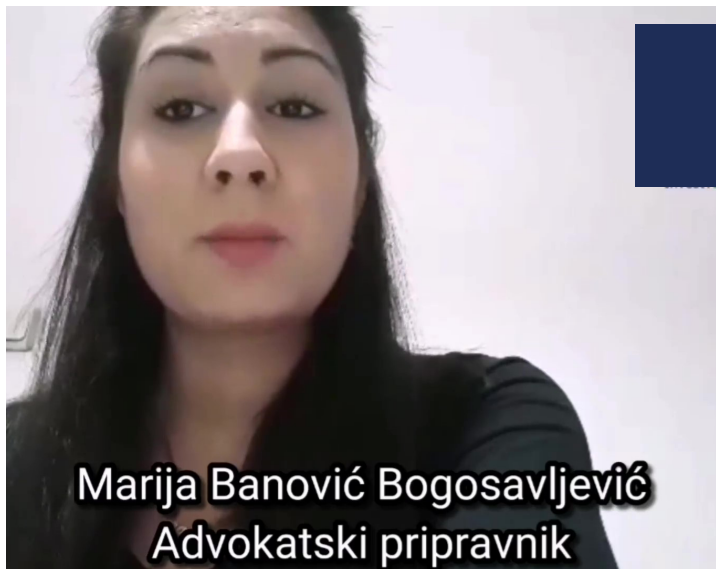
CORONAVIRUS

STATE OF EMERGENCY

Since the declaration of the state of emergency in the Republic of Serbia, due to the COVID-19 virus pandemic, several activities within the project "Employment Empowerment of Young Roma - Phase 2" have been carried out through online communication channels. Through cooperation with project beneficiaries, civil society organizations, the National Employment Service and Infostud Group, online meetings and workshops were organized. In this way, young people from the Roma community received the information they needed regarding their employability and employment opportunities.

Roma Education Fund Representative Office in Serbia is implementing the project "Employment Empowerment of Young Roma - Phase 2" with the support of the German Financial Cooperation Program implemented by the German Development Bank KfW on behalf of the Government of the Republic of Germany - Ministry of Economic Cooperation and Development

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ON THE STATE OF EMERGENCY

Marija Banović Bogosavljević is a law graduate who is doing her internship within the project "Employment Empowerment of Young Roma - Phase 2". From the moment the state of emergency was declared in Serbia, Marija explained to us which measures were prescribed by the Government of the Republic of Serbia, as well as what are the rights and obligations of citizens during the state of emergency.

COOPERATION WITH THE NATIONAL EMPLOYMENT SERVICE

In cooperation with the National Employment Service, on the project page REF Serbia - employment, measures of active employment policy, implemented by this institution, were presented. In addition, an online conference was organized, at which young Roma men and women interested in applying were explained in detail the measures of active employment policy that are implemented in order to improve employability in the territory of the Republic of Serbia. During the ensuing discussion, young Roma men and women showed interest and received answers to all questions regarding the way of applying for public calls and vacancies of the National Employment Service.



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Program

MOJA PRVA PLATA

PROGRAM „MOJA PRVA PLATA“ REALIZUJE NACIONALNA SLUŽBA ZA ZAPOŠLJAVANJE U SARADNJI SA VLADOM REPUBLIKE SRBIJE, KANCELARIJOM ZA IT I E-UPRAVU I PRIVREDNOM KOMOROM SRBIJE



- Poslodavci objavljuju pozicije do 25. septembra
- Od 1. do 15. oktobra, nezaposlena lica se mogu prijavljivati na objavljene pozicije putem sajta www.mojaprvaaplata.gov.rs
- Do 31. oktobra poslodavci vrše selekciju
- Do 7. novembra će biti dostupna lista odabranih lica na sajtu www.mojaprvaaplata.gov.rs
- Potpisivanje ugovora će se obaviti do 7. decembra

KRITERIJUMI ZA UČEŠĆE NEZAPOSLENIH LICA U PROGRAMU „MOJA PRVA PLATA“

- Prijava na evidenciji Nacionalne službe za zapošljavanje
- Do 30 godina starosti
- Završeno srednje ili visoko obrazovanje
- Iskustvo u oblasti rada za koju se prijavljuju ne duže od 9 meseci



The online presentation of the "My First Salary" program, implemented by the National Employment Service in cooperation with the Government of the Republic of Serbia, the Office for IT and eGovernment and the Serbian Chamber of Commerce, was organized in cooperation with the National Employment Service. Twenty young Roma men and women found out what the criteria are for participating in the "My First Salary" program, as well as how they can apply.



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MEETING WITH ROMA ENTREPRENEURS

In cooperation with the National Employment Service, on the project page REF Serbia - employment, measures of active employment policy, implemented by this institution, were presented. In addition, an online conference was organized, at which young Roma men and women interested in applying were explained in detail the measures of active employment policy that are implemented in order to improve employability in the territory of the Republic of Serbia. During the ensuing discussion, young Roma men and women showed interest and received answers to all questions regarding the way of applying for public calls and vacancies of the National Employment Service.



EMPLOYMENT PROGRAM - PUBLIC WORKS

Željko Kaldaraš, a law graduate, completed his internship within the project "Employment Empowerment of Young Roma in Serbia".



EDUCATION AND TRAINING PROGRAM - PROFESSIONAL PRACTICE

Marija Banović Bogosavljević, an intern in a law office within the project "Employment Empowerment of Young Roma" describes her experience in applying and points out the opportunities offered through the Education and Training Program of the National Employment Service.





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HOW TO WRITE A CV?

The hiring process begins with the creation of a CV, as a basic way to better represent yourself with the desired employer. For that reason, in cooperation with the company Infostud group, an online workshop "How to write a CV?" was organized. More than 25 young Roma men and women from all over Serbia applied to participate through the REF Serbia - Employment Facebook page, and then participated in this workshop through the Zoom application.

Some of the most important instructions that young people received at this workshop are that CVs should be adjusted in accordance with the competition they are applying for, that it is good to briefly describe every work experience they had and to be honest in their work biography.



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DEFICITARNA ZANIMANJA NA TRŽIŠTU RADA

Prema podacima iz 2019. godine, najviše oglasa za posao na sajtu poslovi.infostud.com bilo je:

U OBLASTIMA



Trgovina i prodaja



Informacione tehnologije (IT sektor)



Uslužne delatnosti



Mašinstvo i elektrotehnika

ZA POZICIJE

- | | | |
|------------------|-----------------------|---------------------------|
| • Prodavac | • Telefonski operater | • Stolar |
| • Komercijalista | • Magacioner | • Pekar |
| • Vozač | • Frizer | • IT junior/medior/senior |
| • Zavarivač | • Mesar | • Farbar |
| • Kuvar | • Metalostrugar | |



ONLINE MEETING "DEFICIENT OCCUPATIONS ON THE LABOR MARKET"

In cooperation with the company Infostud group, i.e. the site Jobs Infostud with the largest database of employment advertisements, an online meeting "Deficient occupations on the labor market" was held. At this meeting, more than 20 young Roma men and women from all over Serbia received information on the areas in which the most job vacancies were advertised, in order to direct their education and professional development towards those areas.

ONLINE WORKSHOP "INTERVIEW WITH EMPLOYERS"

Also, in cooperation with the company Infostud group, a workshop "Interview with employers" was organized. 20 young Roma men and women participated in the workshop and through a simulation of an interview with an employer, they learned what you need to pay attention to in order for the interview to be as successful as possible. Participants received answers to the following questions:

- In what ways do you get to know the employer before the interview?
- How to leave a good impression if there is no previous work experience?
- How to answer the question regarding the motivation to apply for that particular job advertisement?
- How to answer the question about the expected salary?



ONLAJN RADIONICA
"Intervju sa poslodavcima"

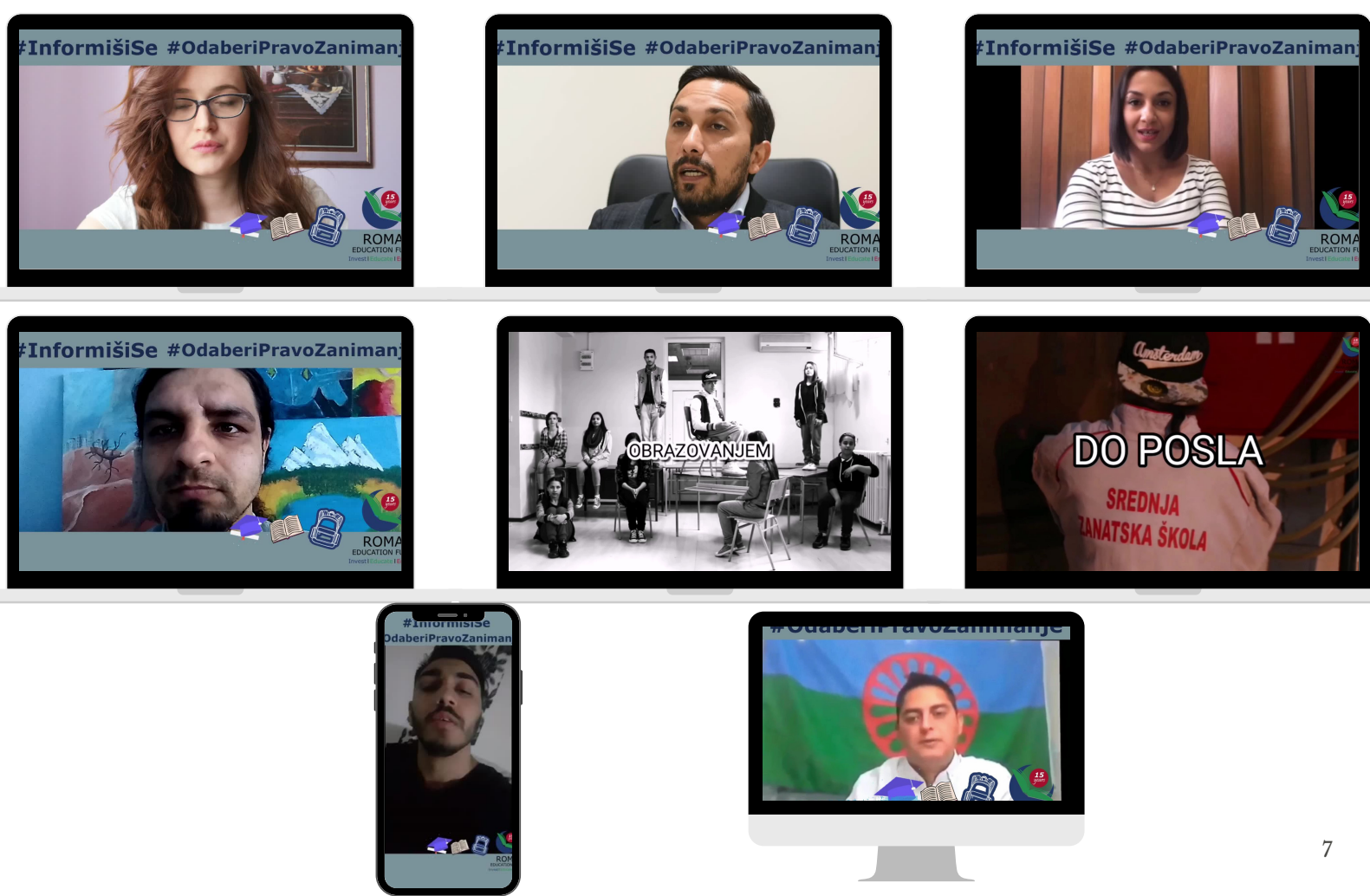



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THROUGH EDUCATION TO WORK

In cooperation with project beneficiaries, nongovernmental organizations, mentors and the Roma community, Roma Education Fund Representative Office conducted two online campaigns. One of them, entitled "Through Education to Work", is dedicated to informing young Roma men and women about the opportunities available to them when enrolling in high schools and colleges. At the same time, young people were advised to choose a high school/college in accordance with their interests, because it mainly depends on what they will do in life. Young people were also introduced to the occupations in demand on the labor market, so that after graduating from high school/college they could get a job in the profession.

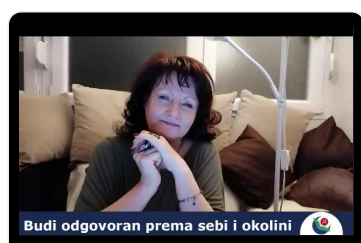
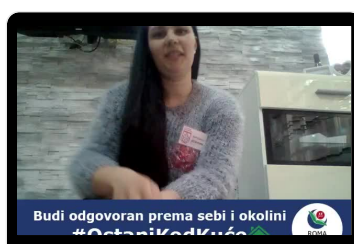
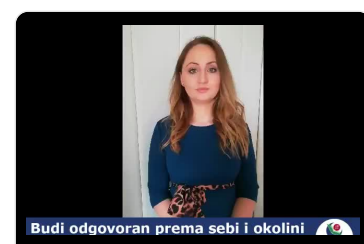


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Budi odgovoran prema sebi i okolini
#OstaniKodKuće 🏠

The second online campaign called "Be Responsible to Yourself and the Environment" aimed to motivate the Roma community, give ideas and suggestions for activities that can be undertaken during work engagement in an emergency situation, as well as those that can fill free time. In this way, a positive atmosphere and mutual support was maintained within the Roma community in overcoming the difficulties arising from the declaration of a state of emergency in the Republic of Serbia, which affected the health, social, economic and educational segment of social life of members of the Roma national minority.



MARCH 2020 - SEPTEMBER 2020

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Online meeting "Vocational Educators on the Labor Market"

In cooperation with the National Employment Service, an online meeting "Vocational Educators on the Labor Market" was organized. Twenty-two educators, students of the final year of the Colleges of Vocational Studies for Educators, received information about open competitions for employment in their profession. In addition, educators had the opportunity to ask questions regarding the implementation of professional practice within the measures of active employment policy implemented by the National Employment Service, as well as to obtain information on opportunities to start their own business, or open a private kindergarten.

Online meeting "Occupations in Demand on the Labor Market"

In cooperation with the company Infostud group, i.e. the site Jobs Infostud, with the largest database of job advertisements, an online meeting "Occupations in Demand on the Labor Market" was held. Thirteen participants received information on which jobs are currently most advertised, and these are jobs in the following areas: trade, administration, information technology (IT), catering, beauty care, call centers and transport. Also, participants were instructed on ways in which they can strengthen their skills and increase their chances in the labor market. The meeting was also attended by the director of the company "LESTE", which specializes in online learning. At this meeting, the director of that company encouraged and motivated young Roma men and women with advices and recommendations to work on themselves and improve their skills.



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COOPERATION WITH THE COMPANY "LESTE"



STRENGTHENING OF PROFESSIONAL SKILLS

Roma Education Fund Representative Office, within the project "Employment Empowerment of Young Roma - Phase 2", provides support to young people in strengthening their competencies and improving their competitiveness in the labor market. In order for this support to be comprehensive, the needs of young Roma men and women were taken into account, as well as the needs of the employers themselves, i.e. the labor market.

Having in mind the great interest of young people in improving the skills of writing a resume, cover letter and preparing for a job interview, Roma Education Fund Representative Office in Serbia in cooperation with LESTE began creating an online learning platform that will include online training to improve employability, strengthening of competencies and competitiveness in the labor market.

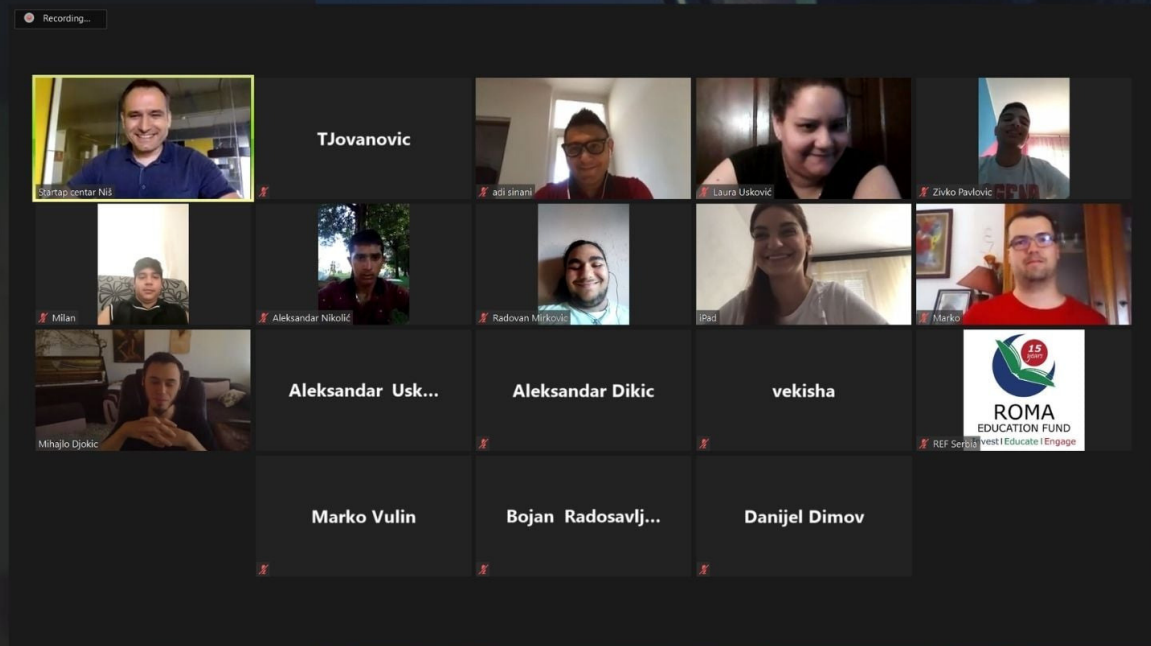
The online learning platform is an innovative method for motivating young people to participate and complete training from their homes, which is interactive, created based on the needs and experiences of young Roma men and women and includes young representatives of the Roma community.



ROMA
EDUCATION FUND
Invest | Educate | Engage



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Onlajn radionica „Ja, gejmer?“



ONLINE WORKSHOP "ME, GAMER?"

THE WORKSHOP WAS ATTENDED BY 11 YOUNG GAMERS

Participants were able to decide whether they wanted to play games or create games.

The topics of the workshop were:

- Can I start coding in 3 months?
- Can I make money playing games?
- How to make a game for 10 million people?

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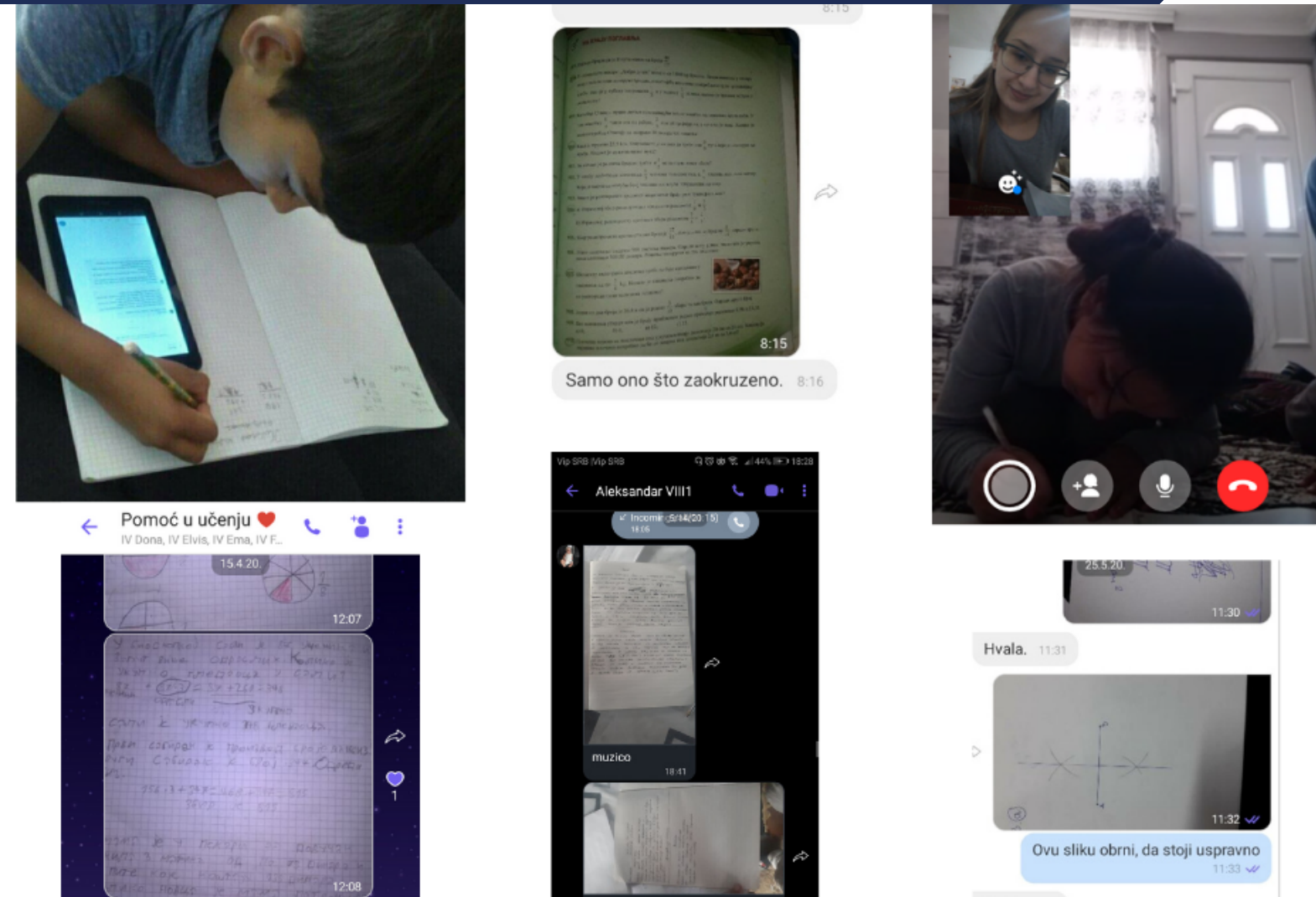


ACCREDITED TRAININGS FOR MENTORS APPROVED BY THE MINISTER OF EDUCATION

As part of the high school scholarship and mentoring program, Roma Education Fund Representative Office in Serbia continues with mentoring trainings for high school teachers with the aim of reducing the dropout rate, improving academic achievement and the number of Roma high school graduates. Student mentors are professors, pedagogues, psychologists who are employed in the schools that the scholarship beneficiaries attend and who are appointed by the school principal to work with students. Professors become mentors after completing trainings for mentors called Mentoring support for Roma high school students in successful completion of school. Trainings for mentors consist of three modules, accredited by the Institute for the Advancement of Education - the first module is called Introduction to the role of mentor, the second module Mentoring practice with students and the third module Mentoring support for Roma high school students for acquiring competencies for the 21st century.



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IMPROVING THE REINTEGRATION OF ROMA RETURNEES IN SERBIA

In cooperation with four partner organizations, REF Serbia is implementing the project "Improving the Reintegration of Roma Returnees in Serbia", with a focus on improving the inclusion and school readiness of children aged 5.5-14 from Roma returnee families in regular primary schools in Serbia, facilitating and expanding access to primary schools and improving the skills and knowledge of children and their parents. Due to the state of emergency, project activities have been adjusted, and partner organizations have devised various methods to motivate and provide tutoring support to children through the network.

Four partner organizations:

- 1) Roma Educational Center (Subotica)
- 2) Citizens Association "Hands of Friendship" (Kraljevo)
- 3) "Group for children and youth - Indigo" (Nis)
- 4) "Association of Roma Intellectuals" (Vladičin Han and Surdulica)

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PERSONAL STORIES OF BENEFICIARIES OF THE PROJECT "EMPLOYMENT EMPOWERMENT OF YOUNG ROMA - PHASE 2"



MILICA ŠAJN

Milica did an internship in the kindergarten "Rainbow" within the project "Employment Empowerment of Young Roma - Phase 2".

"I always wanted to study, work on myself, be better and among the best. I didn't want to embarrass myself or my family. I wanted to finish a good school."

Marija is doing an internship in a law office and at the same time preparing for the bar exam.

"My mother did her best to help me achieve the best possible results, enroll in college and finish it. She only finished primary school, so from her personal experience she gave her best for me not to follow in her footsteps."



MARIJA BANOVIĆ BOGOSAVLJEVIĆ

ROBERT KASUMOVIĆ

Robert is doing an internship in a pharmacy, within the project "Employment Empowerment of Young Roma - Phase 2".

"Education is very important. I don't think that an education person will certainly live a better life, but will certainly have the opportunity for a better life."



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PERSONAL STORIES OF BENEFICIARIES OF THE PROJECT "EMPLOYMENT EMPOWERMENT OF YOUNG ROMA - PHASE 2"

ZORANA STANOJEVIĆ

Zorana completed an internship within the project "Employment Empowerment of Young Roma - Phase 2".

"When you love something, nothing is difficult or impossible for you. Everything can be harmonized. I mostly studied at night. From a young age, I have heard how education is important especially for us Roma. We must stand out with our education and believe in ourselves - show ourselves first that we can achieve more, and then others who have prejudices about us. If we do our best, the result is inevitable."



ŽELJKO KALDARAŠ

Željko completed an internship in a law office within the project "Employment Empowerment of Young Roma - Phase 2".

"Young people should think carefully when choosing their profession, so that tomorrow they would have a better opportunity to find employment in Serbia, but also abroad. That diploma is important for employment, but it is not the most important. You have to keep working on yourself. You have to learn some additional things, such as working on a computer and the like. It is good to be educated, Roma should be educated, but a degree alone does not mean that you should not constantly advance and acquire additional skills."

