

Case name: SIPRU - Technical Assistance for Roma Inclusion (TARI), National level – June 2013/June 2016

1. Subject/issue	Socio-economic development in Serbia based on higher levels of employment, a more educated and employable labour force among Roma citizens and regulatory preparations for improvement of housing conditions.
2. Sector, Country	Social Development; Human Resources Development – Republic of Serbia
3. Background, antecedent	<p>Although efforts to improve the status of Roma have been made and basic policies and legal reforms for their inclusion put into place, the Roma community remains one of the most vulnerable in Serbia. In the face of social and economic discrimination, this vulnerability is manifested by extreme poverty and limited access to employment, education, healthcare and social services and adequate housing. In coordination with the Office for Human and Minority Rights, the TARI project addresses these most persistent aspects of Roma exclusion.¹</p> <p>EC Analytical Report 2011², related to employment, education and social inclusion, states that there are serious medium-term challenges regarding employment, education, poverty and social inclusion. The report states that the economy suffers from a shortage of skilled labor due to a major mismatch of qualifications and skills, low labor market participation and low employment rates. Further reforms of the education and training system are advocated, in particular to make the VET system more responsive to labor market demand. The report also pinpoints the high drop-out rates registered at all educational levels and in particular in the three-year VET programme.</p>
4. Objectives	<ul style="list-style-type: none"> • To support the implementation of the Strategy for Improvement of the Status of Roma in the Republic of Serbia in the areas of access to basic rights and civic participation, labour market, education, health, social welfare, adequate housing and job creation, following the recommendations of the on-

¹ http://europa.rs/images/publikacije/01-TARI_Factsheet.pdf

² The EC Analytical Report 2011 accompanying Commission Opinion on Serbia's application for membership of EU

	<p>going pilot actions of the City of Belgrade and EU Framework for National Roma Integration Strategies up to 2020.</p> <ul style="list-style-type: none"> • To increase the effectiveness of Serbian employment policy in line with labor market needs.
5. Current Status	<p><u>Drop-out Prevention Program for Roma Children Rolled Out to all Parts of the Country</u> – The network of Pedagogical assistants has been straightened by engagement of additional 25 Pedagogical assistants. Capacity building was provided to 181 professionals of this profile and mentorship program as additional support for Roma students has been promoted. The certification of 191 pedagogical assistants and 208 mentors is also among project activities. Close to 1,000 students from approximately 200 secondary schools applied for the call announced by the Ministry of Education for scholarships.</p> <p><u>Enterprises with Potential for Offering Sustainable Employment Opportunities for Roma Supported</u> – During the mapping of best practices for employment of Roma, organized in partnership with Group for initiative for development SeConS, 249 companies showed interest to participate. Among them, 175 fulfilled basic conditions for participation and 44 conducted their business plans. At the end of selection process, 18 companies (out of which 14 are owned by Roma community members) are provided equipment, mentoring and training, so as to employ around 62 Roma.</p> <p><u>Regulatory Preparations in Place for Infrastructural Improvement of Housing Conditions</u> – Technical documentation for 15 infrastructure projects is being prepared in 14 municipalities. Urban plans have been developed for 13 substandard settlements in 11 municipalities. Together with municipalities, details of 13 models for improving Roma housing conditions have been developed. Support to the Ministry of Construction, Transport and Infrastructure includes the mapping of 583 sub-standard Roma settlements in Serbia and the establishment of GIS information system to enable monitoring and improvement of housing conditions.</p>
6. Key-Stakeholders and their Roles / Responsibilities	<p>Project is funded by EU and implemented by OSCE Mission to Serbia in cooperation with Office for human and minority rights, as the main state institution in charge of the National Strategy for Roma inclusion. During project realization, Serbian European Integration Office (SEIO) was monitoring its correlation with IPA programing. Individual components of the program are implemented by relevant Ministries and governmental bodies: Ministry of Labour, Employment and Social Policy, National Employment Service, Ministry of Education, Science and Technological Development, Ministry of Health, Office for Human and Minority Rights. Social Inclusion and Poverty Reduction Unit (SIPRU) has an advisory and consultative role and will contribute to straitening of multi-sectoral coordination with state institutions.</p> <p>The Project Steering Committee (PSC) is established for the control and supervision of the project</p>

	<p>activities/outputs. The PSC is composed of the representatives of following beneficiaries and stakeholders: The Serbian European Integration Office (SEIO), the Office for Human and Minority Rights, the Ministry of Education, Science and Technological Development, the Ministry of Labour, Employment and Social Policy, the Ministry of Health, the Ministry of Construction and Urbanism, the National Employment Service.</p> <p>Civil society organizations and other stakeholders (such as National Council of Roma Minority and the League for Roma Decade) have been engaged in the different partner consultations organized by the SEIO in designing the measures. The active involvement of civil society is encouraged through the opportunity for social partners and NGOs to participate as individual grant applicants in delivery of the community-based social services but also as providers of the training and re-training programs. Civil society actors will also benefit from improved cooperation between the Government and socio-economic partners and civil society organizations, to support strategic planning and future programming including partner consultation.</p>
<p>7. Capacity building and Sustainability</p>	<p>The Ministry of Education, Science and Technological Development has introduced a series of affirmative measures to boost the number of children enrolled, improve the quality of their education, decrease the drop-out rate and thus improve their social and economic status and employability. One of the measures is also a government scholarship program for secondary school students within the Ministry of Education, Science and Technological Development. When it comes to the sustainability of results under this measure related to drop-out prevention interventions, the Roma scholarships and mentoring program is already one of the priorities of the soon to be Action Plan for the Implementation of the National Roma Strategy. Additionally, the Ministry of Education, Science and Technological Development opened a specific budget line for scholarships after the completion of the project.</p> <p>Development of social dialogue can lead to the advancement of better labour standards including the promotion of industrial relations, employment flexibility and work performance, innovations at the workplace, participation and involvement of workers and partnership in the creation of better working conditions and equal access to enhanced workplaces. Through the training program and study visits that are foreseen, this measure will aim to build the institutional capacity of the national and local level SECs, empowering these bodies to become the main instrument for reaching social consensus and collective agreement between the government, trade unions and employers' associations, assuring that the interests of all three sides are taken into consideration in overall economic and social reforms.</p> <p>Regulatory Preparations in Place for Infrastructural Improvement of Housing Conditions was based on prepared plans of urbanization. Level of ownership over the plans on local level was insured through consultative processes with LSGs, habitants of settlements and CSOs and this supported the</p>

	importance and sustainability of implemented activities.
8. Institutionalization (if any)	<ul style="list-style-type: none"> • Memorandum of understanding between Ministry of labour, employment and social politics and OSCE Mission in Serbia has been signed, and some of the TARI practices should be incorporated into the work of the National Employment Service. • Advisory board was established (with members from Ministry of labour, employment and social politics, National employment agency, National council for Roma minority, OSCE etc.) in order to give recommendations on mapping of best practices in employment and follow up on provided support. • In partnership with the Ministry of Education systematization of scope of work for Educational (Pedagogical) Assistants is in progress, almost finished. Continuous capacity building will take place. • Drop-out prevention scheme through distribution of scholarships for Roma high school students has been introduced and should be continued by the Ministry of Education • GIS for substandard Roma settlements is taken over by the Ministry of Construction, Transport and Infrastructure and will be used in following years as a tool for mapping and planning future assistance on improving Roma settlements in Serbia.
9. Interfaces / Need for coordination with other key issues	<p>Active participation of Roma as individuals, as well as Roma CSO in Roma inclusion was one of the key components that demanded coordination with activities in all other priority area (legal assistance, health care, education assistance, social protection, housing and employment). This provided additional importance, quality and effectiveness in project implementation.</p> <p>Gender equality and mainstreaming is a key issue involved in all components of this project. Affirmative measures for girls and women from Roma community are available in order to bridge the gap between them and male members of Roma community, as well as with general public.</p>
10. Recommendations	<p>In supporting Roma inclusion it is important to design interventions, adjust criteria of implementation and allocation of funds based on situation analysis of particular regions (to have in mind socio-economic conditions, as well as priority needs of target group in each region). Also, legal preconditions for design and implementation of each intervention are crucial.</p> <p>Efforts, basic policies and legal reforms have been made to improve position of Roma. Therefore it is highly recommended to build up on already achieved and further develop positive practices towards contribution to strategic aims.</p>

	<p>Wide network of partners on different levels highly contributes to quality and effectiveness of planned interventions. Also, straitening of inter-sectoral cooperation trough working groups that are functional is very important for sustainable solutions.</p> <p>As the issues in matter are complex and the context rapidly changes, it is highly recommended to design interventions that are flexible for adjustments and changes during project implementation.</p>
<p>11. Why is this a good practice? Reflection and learning</p>	<p>This is a good practice because it represents early prevention of drop-out and enables continuity in qualitative education for Roma children and youth. Pedagogical Assistants are link between children from Roma community and their families with educational institutions. In addition to contributing to Roma children, they are also important support to children with individual needs and school environment in general. Scholarships and mentoring program contribute to motivation for education and are influencing causes for drop-out based on socio-economic conditions.</p> <p>The component related to employment broth an innovative approach by focusing on positive examples in employment of Roma. It raised interest for this topic and motivated large group of companies/agencies to think about ways to contribute to employment of Roma trough business plans creation. This approach enables active participation of Roma in improvement of their own community position and perspective, influencing in this way positively the image that Roma are part of the solution and not part of the problem. Also, wide network of involved institutions and organization contribute to addressing social inclusion as a priority on local and national level.</p> <p>TARI project (IPA 2012) results and outputs create necessary preconditions that lead directly to the following steps in improving housing solutions for Roma population. TARI project made urban plans in selected municipalities and developed complicated technical/infrastructure projects that municipalities can use immediately and apply for funds that will result in building and improving living conditions in Roma settlements. At the same time, TARI project introduced GIS for substandard Roma settlements that will be used by the Ministry for assessment, mapping and planning future assistance in existing Roma settlements.</p>
<p>12. Contact and website/link</p>	<p><u><i>Drop-out Prevention Program for Roma Children Rolled Out to all Parts of the Country</i></u></p> <p>http://europa.rs/eng/thanks-to-eu-scholarships-young-roma-continue-education-in-nis/</p> <p>http://socijalnoukljucivanje.gov.rs/en/competition-for-scholarships-for-roma-secondary-school-students-for-201516-school-year-deadline-15102015/</p>

<http://europa.rs/eng/roma-high-school-students-awarded-scholarships-as-support-to-staying-in-education/>

Enterprises with Potential for Offering Sustainable Employment Opportunities for Roma Supported

<http://europa.rs/eng/eu-support-for-roma-employment-2/>