



**Inclusion of Roma and Migrants in Schools**  
Trainings, Open Discussions  
and Youth Volunteering Activities

<https://romigsc.eu>



Co-funded by the  
Erasmus+ Programme  
of the European Union

**Report on WP3-Training for Volunteers  
held on February 19, 2019,  
Skopje, Republic of North Macedonia**

**February 2019**



## **1. Aim of the Training for Volunteers**

- To give participants an opportunity to develop knowledge, skills and attitude to assess volunteering needs and develop a programme for volunteering activity.
- To prepare volunteers for engagement in volunteering in the period from February to June/July 2019.

### Objectives

- Participants will be introduced to the project general objectives and specifically to two related working packages namely, WP training for volunteers and the volunteering activity
- Participants will be able to understand and gain knowledge on volunteerism
- Through the training they will be able to identify challenges in volunteering
- Participants will learn about volunteering activities from international case studies and experience of actual volunteers and provide fresh ideas what can be done more or better.
- Be able to anticipate difficult situations in volunteering setting such as participant's low motivation, resistance in groups...etc.
- Participants will understand the issue of integration of Roma and migrants in their national schools and be able to compare domestic situation with international practice.
- The participants will also create and share new ideas about supporting schools in integration of Roma and migrant children in schools.
- To understand the process of implementation of volunteering activity such as, preparation phase, recording of daily activity, and writing a short report after completion of the activity.
- Develop training programme based on findings from the research project mainly focusing on identifying target group, needs analysis, and training goal setting.
- Explore evaluation practice as an instrument for further development of the training
- Introduction to e-classroom/e-platform materials

## **2. Preparation phase of the training**

### **2.1 Development of the program**

- Program was prepared in January 2019, in accordance with the guidelines for WP3.

- The detailed structure and schedule of the event can be seen from the invitation - programme.

[ANNEX A Programme to the seminars volunteers, 2019.pdf](#)

## **2.2 Speakers**

- Representatives from Skopje with the expertise and experiences in the field (representatives from SUMNAL-Association for Development of the Roma Community in North Macedonia, representatives of Romalitico NGO, representative of Peace Corps, North Macedonia that work in the area of Roma and/or volunteering).

## **2.3 Invited participants**

- For this purpose volunteers (students, high school and primary school pupils) were invited to attend the training. The training for volunteers was planned as one-day face-to-face event.
- Participants were recruited through e-mail and by phone. The event was also advertised through Facebook.
- Participants registered for the event through attendance list.

## **2.4 E-classroom (open access)**

- Materials for delivery are available in e-classroom  
<https://elearning.romigsc.eu/courses/macedonian/>

## **3. Training delivery**

*Date/Location:* Tuesday, February 19, 2019; Skopje, North Macedonia

*No of speakers:* 3

*No of participants:* 24

*Training facilitated by:* Veli Kreci, Merita Zulfiu Alili and Besa Kadriu.

Participants registered for the event and promotion materials were distributed.

The content of the training for volunteers was structured in the following 5 parts:

- 1) Overview of project activities and introduction to e-classroom/e-platform materials
- 2) Volunteering and its meaning
- 3) Areas of Volunteering
- 4) Volunteering in practice
- 5) Thematic discussions and conclusions

The training for volunteers was delivered as it was planned – in 4 parts:

- 1) In the **first part** of the training, welcome addresses were given by the coordinator of the project in North Macedonia, Veli Kreci. He also introduced the role and activities of the SEEU, North Macedonia RoMigSc Project Team, namely Merita Zulfiu Alili and Besa Kadriu. The opening session continued with the presentation of participants who were teachers, students, 4<sup>th</sup> year high school pupils and 9<sup>th</sup> grade elementary school pupils. The coordinator of the project, Veli Kreci presented the aim of the project and the role of the volunteer in the project. The presentation was focused on the WP3 and WP4 on volunteering activities such as, preparation phase, recording of daily activities, the role of the mentor and writing a short report after completion of the activity. In order to identify challenges in volunteerism, a discussion was opened where examples of different events and ways of inclusion of Roma children in schools and raising awareness of volunteerism were presented. The participants were motivated to become volunteers by indicating that besides the gained knowledge, skills and certificate of attendance they are eligible for 6 ECTS after completing 120 hours in volunteer work. In addition, the aim of e-classroom was presented and the materials available in this electronic system.
- 2) In the **second part** of the training, Sibel Bajram (SUMNAL-Association for Development of the Roma Community in North Macedonia) presented the concept of volunteering. Different examples on what is volunteering during communication were used which encouraged fruitful discussion among participants. Some of the questions raised were: What is the word volunteering meaning for you? Have you ever volunteered? If so, where and when? The presentation emphasized that many people do not have enough free time, even though they want to volunteer. However, volunteering with charities can benefit you, your family, and the entire community. You can learn new skills or improve your physical and mental health. Volunteering is one of the fastest and most effective ways you can positively affect your community / environment. Unpaid volunteer engagements can help the community grow and develop better. However, this volunteer work can also be beneficial to both the volunteer and (charity) organization. In addition, a group work was organised with the questions: Think of a situation in which you choose where you will act / volunteer, which sphere will be that, and what would you help there? Participants had 10 minutes to discuss and write the answers. Afterwards, a group leader presented the answers. Among the volunteering activities of the participants were: help for endangered families; fundraising for a sick child; red cross volunteering helping children in schools; motivating Roma pupils to attend school; help taking the state Matura exam; etc.

- 3) The session on Areas of Volunteering in the **third part** of the training was delivered by Deniz Selmani (Romalítico Skopje-Program Manager and Researcher). The presentation identified the following areas of volunteering: state and local institutions; civic organizations; business community; media; universities and faculties; research centres. Different possibilities of volunteering programmes were presented such as short-term and long-term volunteering programs; recruitment and mediation programs; help/emergency programs.
- 4) Nina Boe (Peace Corps, North Macedonia) presented volunteering in practice in the **fourth part**. She is volunteering in the primary school 'Braka Hamid i Ramiz', kindergarden, high school 'Saip Jusuf'. She shared her experience in volunteering by describing activities and achievements as a result of voluntary work as well as benefits for both society and personal development. Volunteering activities included: helping schools organising different activities, helping children in class, helping pupils for homework and learning lectures, etc.
- 5) In the **fifth part** of the training thematic discussion and concluding remarks were given by Veli Kreci. Participants were asked to provide feedback through evaluation questionnaires and were informed that will be contacted through e-mail and phone about future volunteering activities and their decision to become a volunteer in this project. At the end of the training the certificates of attendance were delivered.

Breaks and lunch times were also used for informal discussion and creating networks among participants.

## **4. Evaluation of the training and policy recommendation**

### **4.1 Letter of thanks and evaluation questionnaire**

A week after the training we sent to the speakers and all the participants the Letter of thanks, for their contribution and participation and informed that we will contact them about other activities in the future.

### **4.2 Evaluation analysis**

– Questionnaire prepared in national languages were hand delivered after the training with instructions that the questionnaire is anonymous and that they should take enough time to

provide as much feedback as possible. All participants (24) filled-out the questionnaire and based on the responses below analysis is provided.

Figures 1, 2, 3, 4 and 5 are giving summary of training evaluation.

- In Fig. 1, we can see that the majority of them were students (42%) and male (54%).
- Fig. 2 shows that 29% of respondents had experience with Roma population and 21% have been involved in volunteering work. About 4% had experience with migrant children; however, the majority of respondents (46%) were not involved in none of these activities.
- As Fig. 3 indicates, the respondents were quite satisfied with the training. It indicates that they were especially satisfied with the discussions about the integration of Roma children in schools.
- Fig. 4 suggests that participants were mostly satisfied with the opportunities to express their suggestions and opinions during the event as well as with perception of obtaining new knowledge (88% vs. 83%).

Fig 1: Structure of participants:

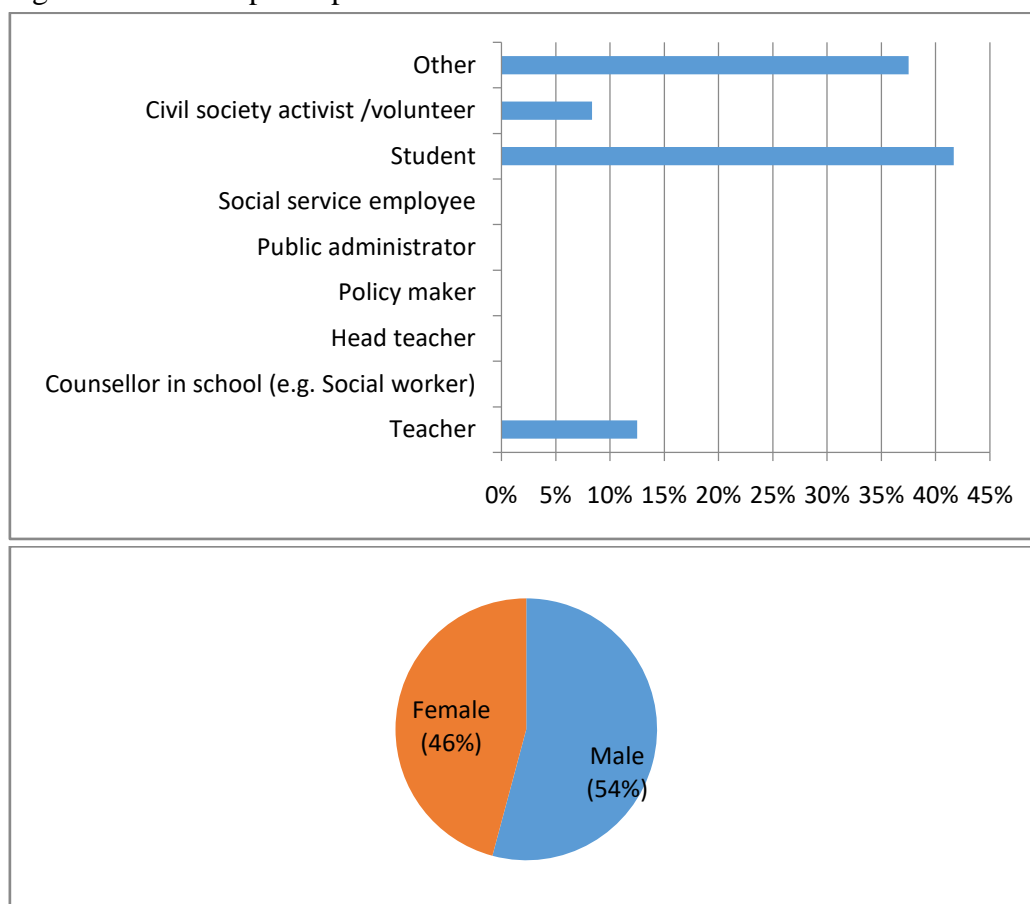
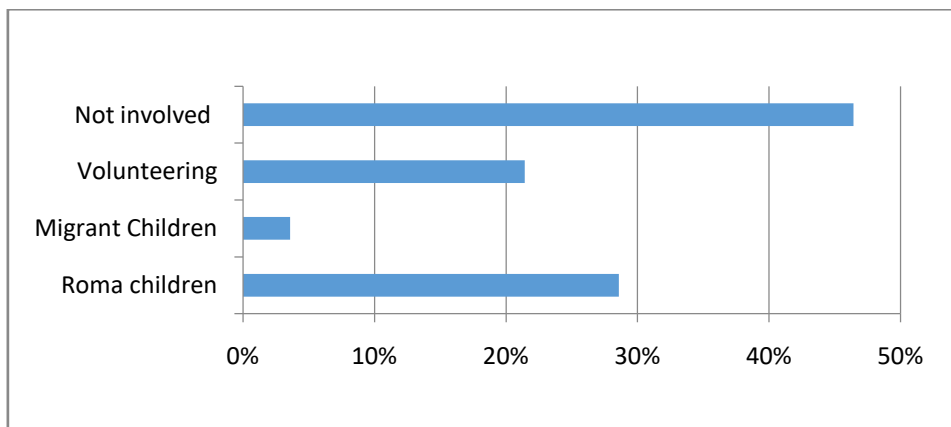


Fig 2: Experience of participants:

a.) *professionally, involved in the areas of activities related to*



b.) *previous experience with specific methods to integrate Roma and migrant children into learning environment*

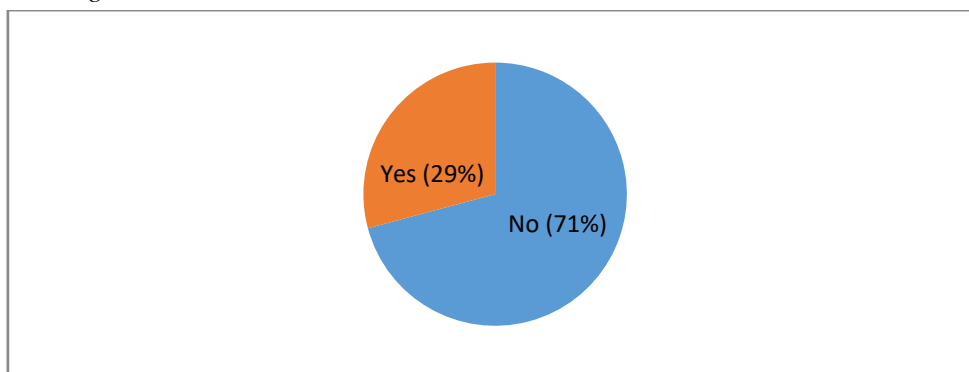


Fig 3: Assessment of content and methodology of presentations (grades from 1 to 4):

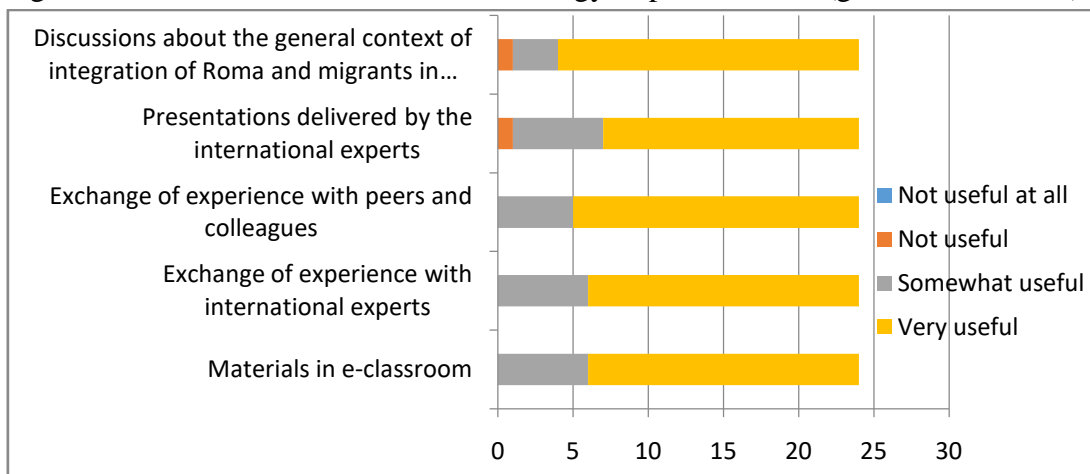
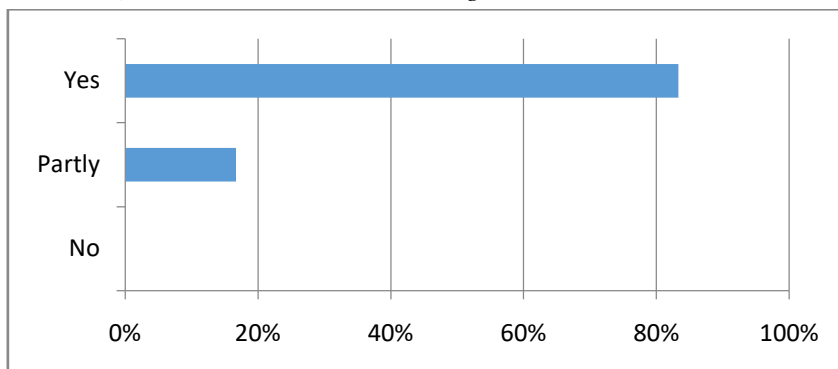
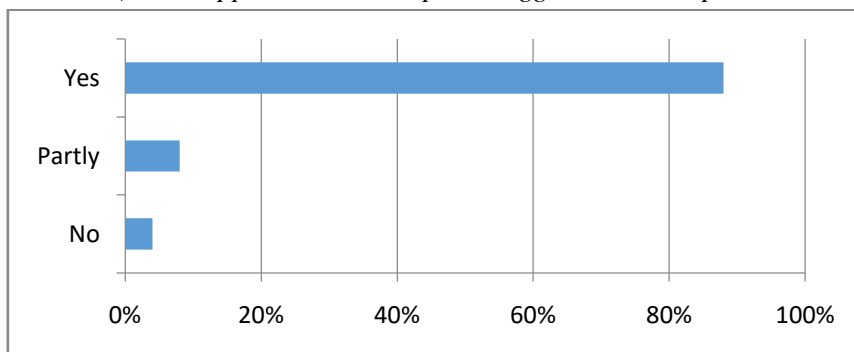


Fig 4: Learning and discussion (frequency in %):

a.) *Had obtained new knowledge in the event*



b.) *Had opportunities to express suggestions and opinions*



### 4.3 Lessons learned at the seminar

We also asked the participants about the most valuable »lessons« they »learned« during the seminars. Here are the examples stated in the survey:

- what is volunteering and experiences of volunteers
- a pleasure to help society through volunteer activities
- volunteering is important for our society and our self-development
- not to give up and continue helping
- how to volunteer and where
- motivation of participants/students to get involved in volunteering activities
- encouragement and motivation about volunteering

### 4.4 Policy recommendations

From the evaluations given by the participants, we can extract the following (policy) recommendations:

- Discrimination and language barriers might be obstacles for activities in multicultural environment.





- Prejudices, stereotypes, not enough understanding of the diversities in the society are considered also as an obstacle for inclusion of Roma children in schools.
- There is a need for inclusion of more volunteers, debates, trainings for the integration of Roma children in schools.
- More promotion (seminars like this, through education system and NGOs) on volunteering activities among pupils and students.

## PHOTOS FROM THE EVENT





**Inclusion of Roma and Migrants in Schools**  
Trainings, Open Discussions  
and Youth Volunteering Activities

<https://romigsc.eu>



Co-funded by the  
Erasmus+ Programme  
of the European Union





**Inclusion of Roma and Migrants in Schools**  
Trainings, Open Discussions  
and Youth Volunteering Activities

<https://romigsc.eu>



Co-funded by the  
Erasmus+ Programme  
of the European Union



## ATTENDANCE LIST

Title of the Project:	Inclusion of Roma and Migrants in Schools: Trainings, Open Discussions and Youth Volunteering Activities (RoMigSc)
Project. Ref. No.:	580228-EPP-1-2016-1-SI-EPPKA3-IPI-SOC-IN
Title of event(s):	Training for Volunteers
Date of event:	19.02.2019
Country/city and of event:	South East European University, Tetovo, Macedonia.

#	Name and Surname	Organization/School	Function / Title/Status	e-mail	Signature
1.	Ѓинсера Кужиназ	ОУ „Браќа Рамизови“		@gjullsefo.gjull@gmail.com	JK
2.	Мукадес Курџини	ОУ „Браќа Рамизови“		mukades_k@gmail.com	MB
3.	Аме Ѓоѓран	ОУ „Браќа Рамизови“		El.kaditja@gmail.com	JK
4.	Шезо Зекур	ОУ „Браќа Рамизови“			MB
5.	Ѓинсера Курџини	ОУ „Браќа Рамизови“			JK
6.	Самет Софтиџ	СГРС „Ванџа Ѓуџџџ“		Samet_Plogajalive.de	MB
7.	Сенат Ѓеџуџџ	СГРС „Ванџа Ѓуџџџ“		senat.165@gmail.com	JK
8.	Ѓинсера Курџини				JK
9.	Ѓинох Аџаџ			Elnohabaz2@gmail.com	JK
10.	Ѓеџина Кужиназ				JK





#	Name and Surname	Organization	Function / Title	e-mail	Signature
✓ 11.	Tabruena Mexueg				J. M.
✓ 12.	Jyuka Mangg			mamulgulka66@gmail.com	J. Mangg
✓ 13.	Hevrije Myrtafa				H. Myrtafa
✓ 14.	Hevrije Myrtafa	ЦУК "Вашо Јуџт" Скопје	Координатор	m.kolovska28@yahoo.com	H. Myrtafa
✓ 15.	Зехра Трајковска Грпп	—  —  —	Нпош	vesnatzejkovska78@gmail.com	Z. Trajkovska
✓ 16.	Nina Boe	Peace Corps MK			N. Boe
✓ 17.	Алвин Салимовски	ОУ "Зоран Панов - Кочув"	Супервизор	alvin.salimovski@yahoo.com	A. Salimovski
✓ 18.	Супхат Усеин			sirhanwseing49@gmail.com	S. Usein
✓ 19.	Гедон Узенински	Слабјански универзитет	Студент	gedonuzenski@gmail.com	G. Uzenski
✓ 20.	Абден Бајрам	Сумнал	Надзорник	baqram-sibel@yahoo.com	A. Baqram
✓ 21.	Свџан Манџал	Сумнал	Студент	e.mamuric@yahoo.com	S. Manchal
✓ 22.	Nadir Usein	Sumnal	student	nadicusein@gmail.com	N. Usein
✓ 23.	Брендон Бренсевич	Sumnal	Студент	brondensuejmonse60@gmail.com	B. Bransевич
✓ 24.	Делуз Селмани	ROMALITICO	RESEARCHER	d.selmani@romalitico.org	D. Selmani



#	Name and Surname	Organization	Function / Title	e-mail	Signature
25.	Beau Kreyu	SEEU	project staff	v.kreyu@seeu.edu.mk	11/6
26.	Merita Zupri Auli	SEEU	project staff	m.zupri@seeu.edu.mk	11/6
27.	Besa Kodru	SEEU	project staff	beso.kodru@seeu.edu.mk	11/6
28.					
29.					
30.					
31.					
32.					
33.					
34.					
35.					