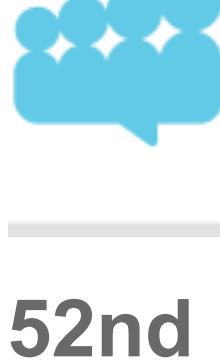


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SOCIAL INCLUSION AND POVERTY REDUCTION UNIT

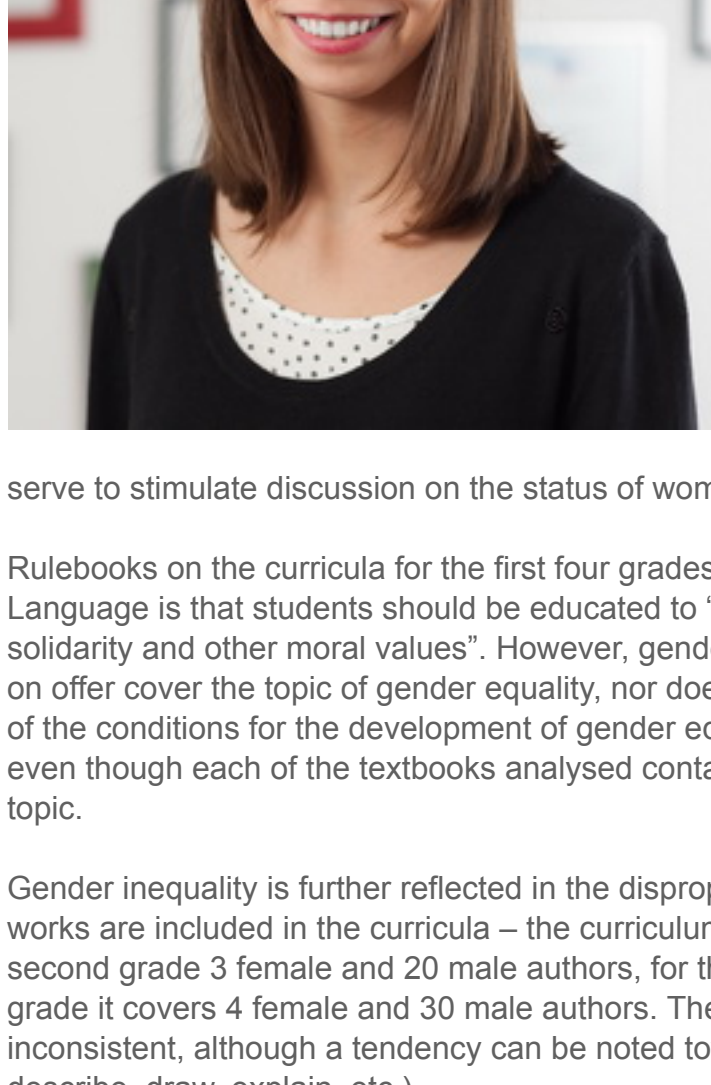


52nd NEWSLETTER

ON SOCIAL INCLUSION AND POVERTY REDUCTION

INTRODUCTION

Teacher, Queen, Servant



Written by: Jovana Đinđić, Gender Equality and Human Rights Coordinator, Social Inclusion and Poverty Reduction Unit

The Social Inclusion and Poverty Reduction Unit, in cooperation with the Coordination Body for Gender Equality of the Government of the Republic of Serbia, has implemented an analysis of the curricula and textbooks for the subject Serbian Language from I to IV grade of primary school, to examine the inclusion of a gender perspective in the teaching materials and documents used to programme classes.

The analysis was implemented during the period October 2017 – June 2018, encompassing curricula from I to IV grade and textbook sets from three textbook publishers with the highest share in schools in Serbia (Klett, Eduka, Novi Logos). The subject Serbian Language was chosen because it has the highest number of classes and covers topics related to various aspects of social and family life that can

serve to stimulate discussion on the status of women, gender roles and stereotypes.

Rulebooks on the curricula for the first four grades state that one of the tasks in teaching Serbian Language is that students should be educated to "live and work in the spirit of humanism, truthfulness, solidarity and other moral values". However, gender equality is not mentioned at all. None of the contents on offer cover the topic of gender equality, nor does the way the content is covered involve an explanation of the conditions for the development of gender equality or the sources of gender inequality in our society, even though each of the textbooks analysed contain multiple texts fit for stimulating discussion on this topic.

Gender inequality is further reflected in the disproportionate number of male and female authors whose works are included in the curricula – the curriculum for first grade lists 2 female and 19 male authors, for second grade 3 female and 20 male authors, for third grade 5 female and 27 male authors, while for fourth grade it covers 4 female and 30 male authors. The language of the textbooks is mainly gender-inconsistent, although a tendency can be noted towards the use of gender neutral language (e.g. describe, draw, explain, etc.).

Most of the male characters throughout all textbooks have a higher share of participation in texts and illustrations compared to female persons. A positive example can be noted in the significant presence of female-male pairs in illustrations. The main characters are mainly male, they are characterized by an incomparably broader range of occupations, characteristics, values and interests compared to female characters. For example, one first-grade textbook contains five times as many male characters than female, and the female characters are shown only as teachers, queens and servants. Likewise, the interests of female characters are mainly aimed at childcare and the family. The textbooks fail to create a balance between the roles of the mother and the father regarding childcare, showing instead a stereotypical attitude whereby the mother is the only one taking care of the children. Furthermore, a stereotypical division of spaces has been noticed in the text of the majority of textbooks – male characters are most frequently shown in public spaces, while female characters most frequently appear in a closed, private space.

This text presents just some of the findings of the analysis that will soon be made public and available for download from the website of the Social Inclusion and Poverty Reduction Unit and the Coordination Body for Gender Equality of the Government of the Republic of Serbia.

Family, school and the media have a very important role in the process of child socialization. The content of textbooks and the way teachers interpret them provide children with information on social values and desirable models of behaviour and thought. Explicit and implicit messages on desired behaviour among men and women contained in the teaching materials affect the formation of opinions among boys and girls and their models of behaviour. Therefore it is very important to consider whether educational materials contain gender stereotypes, to what degree are traditional gender roles being re-examined, and whether gender equality is being affirmed.

This analysis has shown that despite positive examples in textbooks and work sheets, such as the use of gender neutral or gender sensitive language, showing male-female pairs in non-stereotypical activities, the participation of both boys and girls in housework and showing girls in sports outfits and with medals around their necks, additional effort must clearly be invested to enrich the teaching materials with gender-relevant content that would stimulate discussion and encourage students to take a critical view of the structural foundations of gender relations in our society. In addition to the contents of the textbook, the views of teachers are of great importance for the development of critical thinking among children, therefore the priorities of the Social Inclusion and Poverty Reduction Unit will be to work on the improvement of the content of textbooks from the aspect of gender equality, and strengthening the capacities of teachers for the inclusion of gender perspectives in Serbian Language classes.

NEWS

Economic Development and Employment

- ▶ Subregional Conference Held on Progress in the Implementation of the 2030 Agenda
- ▶ Qualifications Agency to Be Established by the End of 2018
- ▶ EU Provides EUR 6.3 Million Support for Employment Measures

Social Welfare and Healthcare

- ▶ Conference on the EU Programme "Rights, Equality and Citizenship" Held
- ▶ Serbia Taking Particular Care of Children without Parental Care
- ▶ The New Mobile App "Hello Baby" and the Online Training Guide for Home Visiting Nurses

Education

- ▶ Additional 15 Schools have Joined the "21st Century Schools" Programme
- ▶ Starting from this Year, Migrant Children will be Included in the Preschool Education Programme
- ▶ Conference on the Challenges of the Digital Era for Higher Education Held

Vulnerable Groups and Human Rights

- ▶ Elections for National Councils of National Minorities will be Held on 4 November
- ▶ Pride Parade Held
- ▶ Social Inclusion of Roma Men and Women Important for Serbia's Accession to the EU

EU Integration

- ▶ Support to Serbia's EU membership 55 percent
- ▶ AGRINNO – assisting young people in Serbia-Hungary border area to engage in agriculture
- ▶ XBIT – investing in digital community development in Serbia and Croatia

EU News

- ▶ The Report on the State of Long-term Care in 35 European Countries Published
- ▶ Two Organisations from Serbia in the European Competition for the Best Idea in the Area of Social Entrepreneurship
- ▶ France Plans to Introduce Penalties for Non-recycled Plastic

ACTIVITIES OF THE SOCIAL INCLUSION UNIT

Belgrade Crowdfunding Convention 2018 – Take a Peek at the Future of Crowdfunding

The [Belgrade Crowdfunding Convention 2018](#) was a one-day conference held on 25 September 2018 in Belgrade, organized with the idea of gathering in one place crowdfunding experts and enthusiasts from across Europe and the region, to share their experiences and discuss the potential of crowdfunding, its trends and future.

The Convention aimed to use inspiring content and good practice examples from Serbia and the region to highlight the importance of crowdfunding for the development of entrepreneurship, small and medium enterprises, non-profit organizations and creative industries.

The Convention was organized by the German-Serbian Initiative for Sustainable Growth and Employment, the Social Inclusion and Poverty Reduction Unit of the Government of the Republic of Serbia (SIPRU), the Heinrich Böll Foundation and the Brodoto Agency.

Study Trip to Latvia regarding the Establishment of a Central Population Register

The Social Inclusion and Poverty Reduction Unit of the Government of the Republic of Serbia organized a study trip to Latvia for representatives of the Ministry of Public Administration and Local Self-Government and the Republic Secretariat for Legislation with the aim of exchanging experiences regarding the establishment and maintenance of population registries.

Since the Ministry of Public Administration and Local Self-Government is currently preparing a draft Law on the Population Register that would cover key data on citizens of Serbia in one place, it is very important to review the practices of other countries that have developed such registers. Therefore the delegation of Serbia met the representatives of the Ministry of the Interior of Latvia, i.e. the Office of Citizenship and Migration Affairs that has competence over the Population Register.

The Head of the European Affairs and International Cooperation Zane Rudzīte briefly presented the work of the Office of Citizenship and Migration Affairs, while Deputy Head of the Office Uldis Apstis held a presentation on the Latvian population registry, with the note that a Register of Natural Persons is currently being developed that will overcome some of the deficiencies of the Population Register and provide for centralized registration of foreigners in Latvia.

Educational Camp "When I Grow Up I Will Be a..." on Career Education in Serbia Held

The "Connecting" Association has initiated the educational programme "When I Grow Up I Will Be a...", focused on career education. The camp "When I Grow Up I Will Be a..." was opened as part of this project on Thursday, 9 August 2018, at Mokrin House. During the week ending on the 14th it provided 14 extremely motivated teenagers from South Banat, Niš, Kragujevac and Novi Sad with the opportunity to hang out, exchange experiences and prepare for independent and prudent decision making on starting their own business, continuing their career or education.

The central part of the educational programme "When I Grow Up I Will Be a..." covers a six-day camp where teenagers actively, with experts from various areas, take part in a such case process of professional orientation covering experiential learning, workshops and peer-networking, re-examination and acquisition of skills necessary for working in the 21st century. In addition to the camp, the project also covers workshops in secondary schools, "Edu Challenge" events, knowledge fairs and media conferences. The shooting of a documentary film "Education for the 4.0 Revolution" has been announced as a collaboration of mentors, selected participants, volunteers and partners.

The partners of this important and renowned project are the "Nikola Tesla" School of Electrical Engineering, the "23. maj" Technical School from Pančevo, the Youth Office of the City of Pančevo, the Centre for Socially Responsible Entrepreneurship, Mokrin House and Via Academica, with considerable support provided by the City of Pančevo, the Social Inclusion and Poverty Reduction Unit of the Government of the Republic of Serbia (SIPRU), the National Association of Practitioners of Youth Work (NAPOR), the Youth office of the City of Pančevo, EU projects, Youth Achievements, Infostud, Danijela Commerce d.o.o. and numerous media, institutions, enterprises and organizations from the territory of the City of Pančevo.

OPEN CALLS

- ▶ [The Embassy of the Czech Republic: Call for Project Proposals within the Transformation Cooperation Programme \(Deadline: 15/10/2018\)](#)

Cooperation Programme (Deadline: 15/10/2018)

- ▶ [Competition "We Learned it at a Seminar and Applied it in Practice 2018" \(Deadline: 15/10/2018\)](#)

- ▶ [Tender for the Programme of Support to the Civil Society in Serbia "For an Active Civil Society – Together \(ACT\)" \(Deadline: 26/10/2018\)](#)

- ▶ [Competition for the Improvement of the Status of Persons with Disabilities in the Republic of Serbia in 2018 \(Deadline: 23/11/2018\)](#)

You may follow the news on open calls regularly at: socijalnouljucivanje.gov.rs/en/tenders

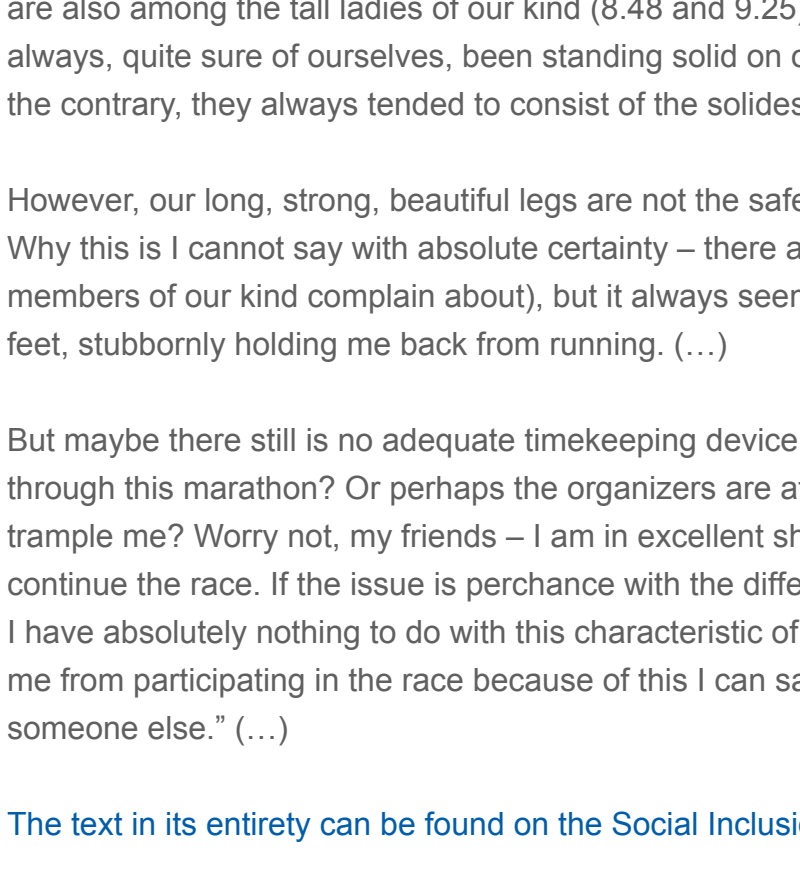
READ MORE...

- ▶ [Improved Human Resource Management in the Public Administration](#)
- ▶ [Philanthropy Council Established](#)
- ▶ [Assessment of E-Government at a Local Level as a Step Towards its Improvement](#)
- ▶ [Campaign for the Increased Participation of Citizens in Local Budget Management Launched](#)
- ▶ [LICEULICE: Subscribe and Support Ten Hard-to-Employ Women](#)
- ▶ [The European Rock Camps for Girls Conference Held in Belgrade for the First Time](#)

You may follow the news on social inclusion and poverty reduction regularly at: socijalnouljucivanje.gov.rs/en/

SOCIAL INCLUSION BLOG

BOJANA DIMITRIJEVIĆ: Diplomas And A Title Await The Call For A Race – Jobseeking Experiences Of A Person With Disabilities



"Dear reader, if you like running, I really believe you will understand me. I am over a year old, very energetic and ready to run the marathon, but there is no one to hear me out, so I keep sitting on a shelf with my older sisters.

We rarely leave the house, because nobody calls us to visit. Our owner took each us out once, to the toy shop, the municipality and the National Employment Service. They did give us a nice reception there.

They expressed their admiration, petted us gently, but we had to go back right away, into our cramped, dark boxes that decorate one of the shelves of our owner. We, of course, see the shelf as a temporary residence, eagerly waiting to move into a working organization and decorate the office wall of our owner.

The move, unfortunately, is going very slowly. If you ask me why I am in a crumple, the answer is quite simple – so I can spring into a run more easily, as soon as they call on me for the labour market marathon. And I am sure that in the race I could tell them many interesting things, that my talk would not diminish my results, just as the disability of my owner did not prevent me from coming into this world. (...)

The lines you have just read are the story of a diploma – a certificate on the completion of doctoral studies, its own currently looking for work. This story might not even exist if the owner was not a person with disability who (what a coincidence) chose "Obstacles to the employment of Persons with Physical Disabilities in Serbia" as her doctoral thesis. As she often says herself, "everyday encounters with the obstacles she wrote about in her thesis are the best evidence that "everyone falls into their own trap".

But let us get back to the story of the diploma.

As the youngest of three sisters, this diploma is highly valued in our society, since it was created as the product of the highest degree of education. (...)

"As a diploma, I am a real modelling kind – my legs are 9.5 long (of a possible 10), although my sisters are also among the tall ladies of their type (8.48 and 9.25). I can proudly say that all three of us have always, quite sure of ourselves, been standing solid on our own feet. They were never made of glass. On the contrary, they always tended to consist of the solidest possible material.

However, our long, strong, beautiful legs are not the safest guarantee for winning the labour market race. Why this I cannot say with absolute certainty – there are many factors that interfere (that around my members of our kind complain about), but it always seems to me as if there are invisible rocks among my feet, stubbornly holding me back from running. (...)

But maybe there still is no adequate timekeeping device that would keep up with the tempo I would run through this marathon? Or perhaps the organizers are afraid someone could (by accident, I guess) trample me? Worry not, my friends – I am in excellent shape, so even if I fall I will quickly get up and continue the race. If the issue is perchance with the differences of my owner, I hold no competence there. I have absolutely nothing to do with this characteristic of hers, and thus to all those who try to disqualify me from participating in the race because of this I can say that they have me seriously confused with someone else." (...)

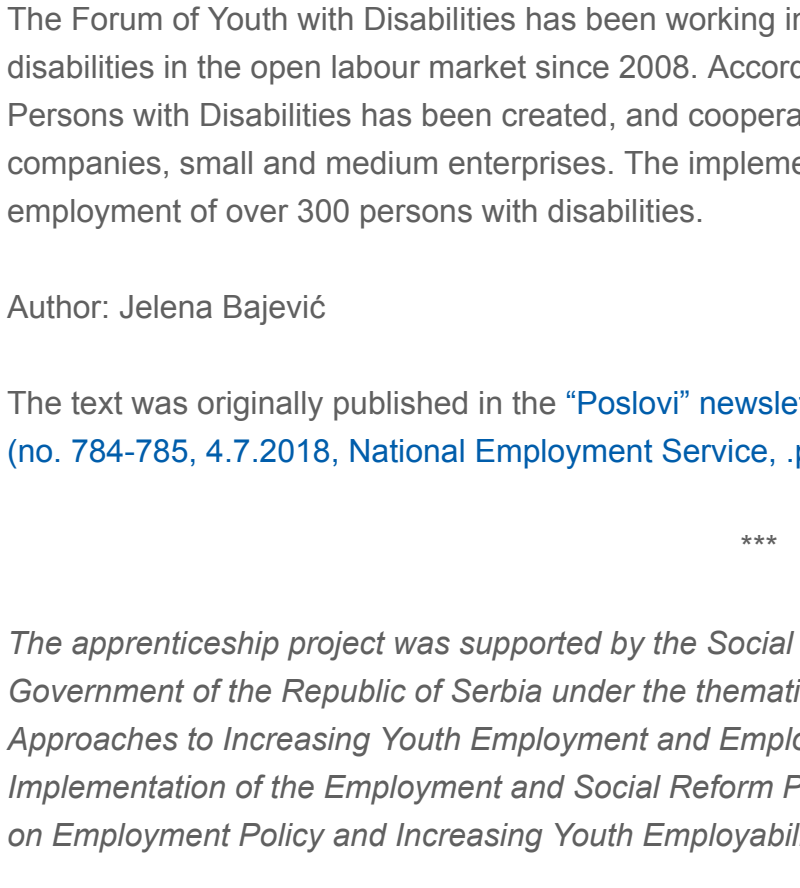
The text in its entirety can be found on the [Social Inclusion Blog](#).

Photo: [Rupa Panda](#)

Other texts by our bloggers can be found at: www.socijalnouljucivanje.gov.rs/blog/

SUCCESS STORY

No Prejudice



(...) What apprenticeships mean for youth and companies, and proposals and suggestions for further work in this field, were just some of the topics of the conference "Apprenticeships for Youth with Disabilities". Apprenticeships increase their employability, while employment gives them the chance for individual life and economic independence.

The word "equality" is often used when speaking of persons with disabilities, even though practice indicates that in many areas they do not have equal conditions for living and working, from mobility, education, healthcare, to labour.

Employment, as one of the basic human rights of everyone, and particularly persons with disabilities, means better quality life, independence and a feeling of security and inclusion in the community.

Aware that this is one of the key issues faced by youth with disabilities, the Forum of Youth with Disabilities has organized, through cooperation with employers, three-month apprenticeships providing them an opportunity to gain the necessary working experience, with the help of mentors, that will make it easier for them to find a job. At the same time, in order to bring about the positive effects of the apprenticeship, a lot of effort is being invested into the promotion of inclusion and accessibility standards, and awareness raising about the importance of adapting jobs and workplaces to the abilities of individuals.

The apprenticeship programme thus contributed to bringing together employers and PWDs, establishing a dialogue and a relationship of trust, and initiating the topic of creating conditions that will suit both youth with disabilities, as well as employers who need quality workers. (...)

Young people who have completed their apprenticeships told us this was a precious experience for them, since they gained new skills, worked habits, met new people and enriched their working resumes.

Lazar Bulatović, a graduate sociologists, worked as an intern on developing an e-learning platform through the transcription of video materials, along with translations of declarations from English and German. He notes that the company where he spent his internship invested maximum effort to ensure all working conditions in regards to the adaptation of the workplace, travel to and from work, and securing the necessary equipment for work.

"The most important thing for me was that I acquired working habits and felt the working atmosphere of a company. I think that is the greatest value of my internship", says Lazar, noting that immediately after his internship he found a job.

Nevena Jević is also extremely satisfied with the company where she interned in the human resources department.

"I had great mentors, excellent working conditions and flexible working hours, particularly important because of my exams at the university. I met some great people, I got to know the work of an HR department of a large company, and this experience will mean a lot for my further career", she says, satisfied.

The Forum of Youth with Disabilities notes that the programme would not have been as successful without good cooperation with employers, but also institutions that supported this idea in their own ways – the National Employment Service and the Serbian Association of Employers. (...)

The companies providing apprenticeships are: Delta holding, Delta motors, Elektroprivreda Srbije, Ernst&Young, Nestle, Delhaize, Serbia Cargo, Wurht, Societe Generale Serbia, Zaštitna radionica d.o.o.

The Forum of Youth with Disabilities has been working intensively on the employment of persons with disabilities in the open labour market since 2008. Accordingly, a Programme for the Employment of Persons with Disabilities has been created, and cooperation has been achieved with around 50 companies, small and medium enterprises. The implementation of the programme has provided for the employment of over 300 persons with disabilities.

Author: Jelena Bajević

The text was originally published in the "Poslovi" newsletter – a free of charge publication on employment (no. 784-785, 4.7.2018, National Employment Service, pdf).

The apprenticeship project was supported by the Social Inclusion and Poverty Reduction Unit of the Government of the Republic of Serbia under the thematic grant scheme "Support to Innovative Approaches to Increasing Youth Employment and Employability", part of the project "Support to the Implementation of the Employment and Social Reform Programme in the Republic of Serbia with a Focus on Employment Policy and Increasing Youth Employability" ("Youth Employment Initiative").

The Youth Employment Initiative is a part of the programme "From Education to Employment (E2E)", financially supported by the (Swiss Cooperation Office in Serbia – SCO), and implemented by the Social Inclusion and Poverty Reduction Unit of the Government of the Republic of Serbia. Learn more about the project at www.socijalnouljucivanje.gov.rs/VEI and [znanjemdoposla.rs](http://www.znanjemdoposla.rs)

More success stories can be found at socijalnouljucivanje.gov.rs

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