



# ANNUAL REPORT

## 2018-2019





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The British Prime Minister, Harold Wilson, famously declared that a week is a long time in politics. If change in his 1960's seemed rapid, it appears to be at break-neck speed in 2019, and not just in the political world. At ETP we are faced with the need to adapt even quicker than ever to keep up with the challenges faced by our clients, especially those arising from reduced available funds to provide comprehensive services to our clients and the continuously changing requirements and increased bureaucracy, especially relating to EU programs.

The legislative protection and official strategies for minorities such as Roma, both at national and European Union levels has never been stronger but for Roma families who have faced abject poverty, abuse and discrimination for generations, it seems that they are now more vulnerable as ever. We are therefore constantly adapting to build on our successes and learn from our challenges and after 20 years of working on front line, ETP is convinced that:

1. Because the Roma population in Slovakia face different socio-economic, ethnic and institutional problems and cannot be regarded as a homogeneous group, projects implemented without knowledge of the distinct situation of each specific group or subgroup are therefore likely to fail.
2. Efforts aimed at addressing only one element of deprivation are futile and can even be counterproductive. Strategies to address housing, education, employment, financial inclusion, networks, health and anti-gypsyism are all required, but firmly in the knowledge that all these areas are interdependent must be addressed accordingly.
3. Families trapped in what we refer to as a benefits/dependency model are not only deprived of

self-esteem, but it is debilitating and discouraging for those working with them.

4. What we call "hit and run" projects, i.e. strictly time-limited interventions where work with the client has to be dropped on the day the project funding ends, can be heartless and do more harm than good.

## THE GOOD NEWS

During 2018 and 2019 at ETP Slovakia there have been some examples which we feel have been particularly effective:

### CRADLE TO CAREER

In order to disrupt the intergenerational effects of poverty in marginalized communities, our holistic intervention model for working with low-income, long-term unemployed Roma families uses what we call "from-cradle-to-career" approach. This model incorporates assessment, goal setting, mentoring, skills building and incentives for each member in the family, as well as for the family as a whole, to move individual members and the family forward.

### HOLISTIC SOCIAL MOBILITY PROGRAM

This Program consists of interconnected human services to increase the chances of Roma gaining and retaining employment, including financial education for young people, mediation of labour market integration, the mentoring program, social protection, social counselling and social care, asset building via financial savings and micro-lending programs, labour skills building, assisted self-help home construction, job creation and creating opportunities for volunteering. The beneficiaries of the program are themselves engaged





in the design, goal setting, and the sequencing of the process of upward social mobility.

### ENGAGEMENT WITH THE ENTIRE FAMILY

This starts with the systematic and careful preparation of young children for their schooling well before it starts, followed by an acceleration program, such as the Feuerstein Instrumental Enrichment, to improve the school performance. There is then a system of dedicated on-line and local mentors to provide coaching for young people over extended periods of their education. Long-term unemployed jobseekers should have access to a labour integration mediation service. Then there is a Savings scheme, where adults can also benefit from training relating to budgeting, debt management and financial planning and, as part of Self-Help home construction and renovation program, families can gain not only from transformed living conditions but also from construction coaching, skills enhancement and work discipline. A substantial majority of self-help construction beneficiaries have found and retained permanent jobs.

### CHANGING PERCEPTIONS

During 2019 we have been providing courses for those who work in the public sector, professionals from different institutions, so that they are able to provide their clients living in generationally poor communities with long-term quality support and clearly defined expectations, but can be discouraged from the use of stereotypes and prejudices against the poor.

### PARTNERSHIPS

Functioning partnerships with local Municipalities and Labour Offices, providing access to Activation Work, Trainee and Volunteering Service Programs are essential, as is patiently developed and genuine working with local churches, NGOs and employers. In 2018/19 we have entered into formal partnerships with the

Office of Labour, Social Issues and Families of the Slovak Republic, Regional Self-Governments in Košice and Prešov, vocational secondary schools, and several non-profits working in marginalized Roma communities in Slovakia, Ukraine, Hungary and Poland.

### PROJECT INTEGRA

In a project addressing another rather different minority group, ETP was a partner in the EU sponsored INTEGRA Project, with the aim of integrating so-called third-country nationals (foreigners living and working in Kosice) and promoting deeper mutual understanding between migrant communities and the host city.

### THE FUTURE

Our long-standing Executive Director for the last 20 years, Slávka Mačáková, will be changing her role at the end of 2019. Slávka has been not just the leader at ETP, but its creator, inspiration and powerhouse and all our successes, including being recognized with national awards, have been due to her untiring dedication and efforts. The clients, staff, partners and the Board owe Slávka an inestimable debt of gratitude. Likewise, Slávka also owes clients, employees, partners and members of the Executive and Supervisory Board for their guidance and coaching. Via this cooperative work we all have managed to transform the needs of the field into successful projects. Happily, Slávka will continue to be with ETP in a consultancy role, sharing her unrivaled expertise.

We are pleased to announce that Veronika Poklembová, currently working for ETP as a social pedagogue and project coordinator will take on the role of Director from January 1st 2020. Thus will we continue to adapt to meet the rapid changes faced by our society, including to search for funds to secure long-term support of our clients.

ETP Slovakia - Centre for Sustainable Development is a non-profit organization registered as a civic association. We have been operating in Slovakia since 1992 and since 2001 we have been working with disadvantaged groups, mainly from segregated Roma communities, and we have also focused our efforts on the education of professionals who provide services to the inhabitants of socially excluded communities.

Between 2009 and 2018, we provided services to refugees under protection of UNHCR. Since 2018 we have been helping the City of Košice to develop a strategy and innovative social work measures to integrate third-country nationals.

### OUR MISSION

Promoting regional development and developing the social, economic, educational and cultural potential of individuals, organizations and communities, with an emphasis on disadvantaged regions, socially disadvantaged groups and ethnic minorities.

### OUR ACTIVITIES

We provide comprehensive, holistic social services in five areas: housing, health and healthy lifestyles, financial inclusion, education, employment and careers, to our clients who live in inter-generationally poor communities.

### OUR PRINCIPLES

Our principles are: from cradle to career, comprehensive and individual approaches, applying innovative practices and conducting controlled experiments.

### OUR PRIORITIES:

HOUSING - HEALTH AND HEALTHY LIFESTYLE - FINANCIAL INCLUSION - EDUCATION - EMPLOYMENT AND CAREER

In addition to the inhabitants of poor communities, we also focus our efforts on representatives in the decision-making sphere, with whom we share our proven experiences in the field. We make every effort to ensure that our experience is applied in the everyday practice of social work in Slovakia. We take part in workshops, conferences, workshops, and especially in individual meetings with responsible staff at the levels of ministries, regions, cities and municipalities.

For a socially excluded individual to get out of the ghetto with his or her family it is not enough just to engage in various active employment policy programs or to participate in second chance educational programs. As the problem of social exclusion and poverty is complex, inclusion in the middle class of the majority society is a comprehensive and complicated challenge.

The transformation of an individual from poverty to an employed middle-class person requires both the will of the individual, as well as social interventions, which are simultaneously targeted in several areas, but also an element of good luck.

Although increased level of education is a proven way of social inclusion of an individual, it is not enough to only educate poor people and an activation public

work program is not enough to get working habits. Nor is it enough for the municipality to build apartments of a basic standard for people currently living in shacks.

If an individual grows up in an environment of generational poverty, and has a life full of crises, traumas and hunger, where new problems are waiting „around the corner“, he or she gains experience in responding promptly to the stimulus, fighting endless problems, watching what they are told to do and they never plan too far ahead.

That is why we focus on five areas of comprehensive social work with the individuals from poverty and their families: ensuring decent living conditions; ensuring a healthy lifestyle; educating utilizing “from the cradle to career” model - through the development of cognitive and executive functions, emotionality; supporting the ability to plan and manage finances; and providing the support in finding and maintaining a job. All these areas are closely interrelated and overlapping.

### 3. OUR WORK IN SOCIALLY EXCLUDED COMMUNITIES



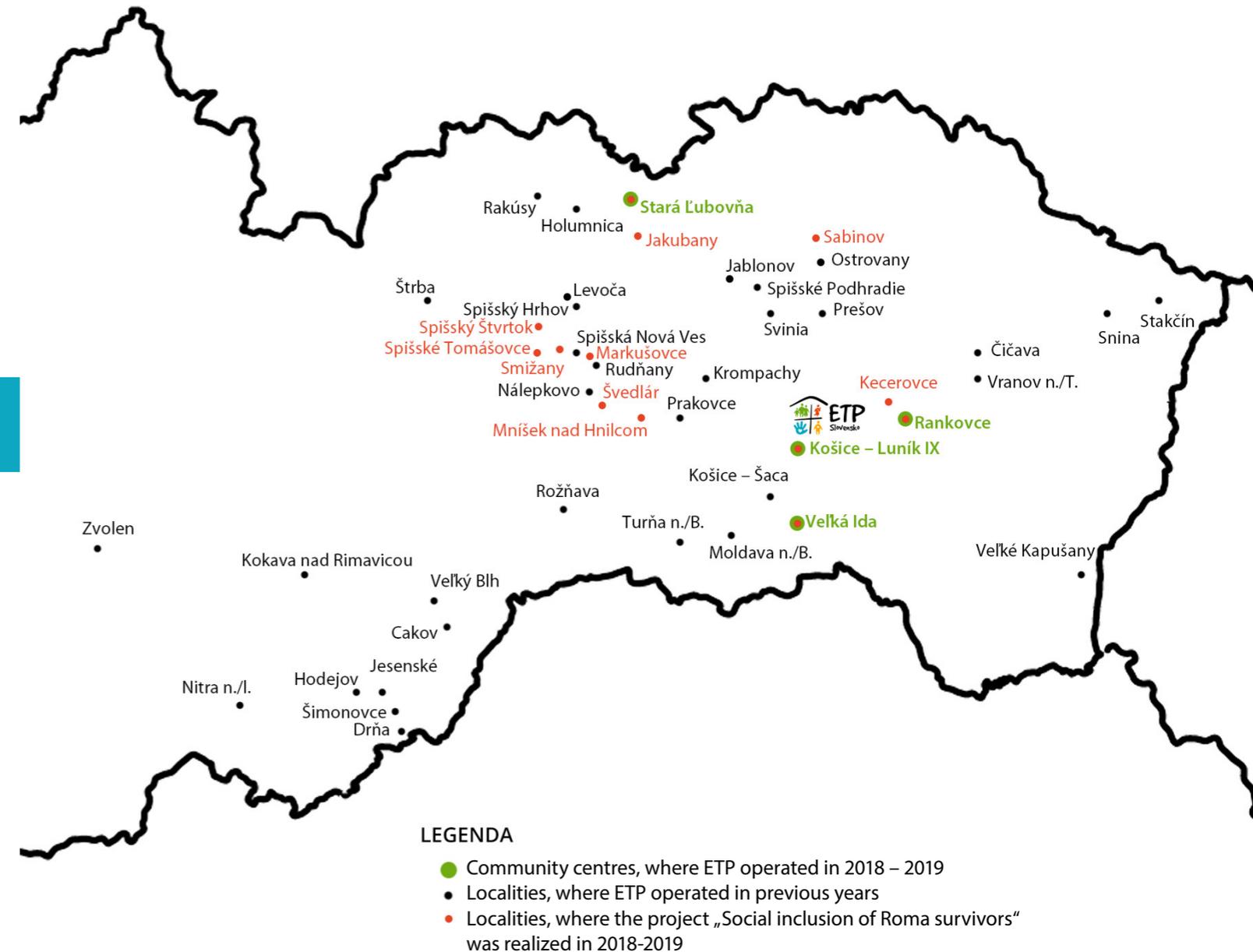
We have been working with disadvantaged groups of people, especially from segregated Roma communities, since 2001. We have worked in more than forty municipalities and towns in the Košice, Prešov and Banská Bystrica Regions.

At present, we carry out holistic human services in Košice in Luník IX, in Rankovce, in Stará Ľubovňa-Podsadek and in Veľká Ida.

In 2018 and 2019, taking into account the needs of our clients and based on our experience, we have focused on the following areas:

- HOUSING
- HEALTH AND HEALTHY LIFESTYLE
- FINANCIAL INCLUSION
- EDUCATION
- EMPLOYMENT AND CAREER

These priorities have been reflected in the implementation of thirteen projects in which we cooperate with schools and municipalities, city districts and towns, higher territorial units, non-profit organizations and other institutions from Slovakia and abroad.





## 4. OUR PROJECTS



### 4.1. INTEGRA

The INTEGRA project, which promotes mutual understanding between the communities of foreigners and the locals in five European countries (Bulgaria, Czech Republic, Croatia, Slovakia and Italy) is aiming to create a favourable environment for the integration of foreigners in participating cities and countries and help them to participate in the local social life. The project approach is holistic and based on human rights, justice, equal rights, duties and opportunities and on recognition of the diversity of people.

The project raises awareness of third-country nationals about the social, cultural, legal and institutional framework and values in Slovakia and at the same time it helps dispel fears, prejudices and stereotypes and contributes to mutual understanding and communication between foreigners and the domestic population.

In 2018 and 2019, we developed activities aimed at integrating foreigners in Košice through:

- An Integration Laboratory, which brought together experts from sectors key for the integration of foreigners (employment, education, social sciences, urban development, social work) with third-country nationals and other interested parties.
- Processing of the Foreigners Integration Evaluation Report in Košice.
- Development of the Concept of Integration of Foreigners in Košice.
- Organization of cultural and social meetings, events and other activities aimed at increasing awareness of the local population about foreigners in the city. They also participated in the activities themselves, which contributed to the interaction.
- The preparation of presentation and promotional

materials and activities that will help foreigners to better orientate themselves in the city of Košice and in the services provided by the public and state institutions to foreigners, including third-country nationals.

- Preparing and distributing presentation and promotional materials to the local population, providing more information about foreigners in Košice and their contribution to the development of the city.
- Establishing partnerships at the local level, linking local government and public authorities with third sector organizations, volunteers, activists and artists.
- Raising visibility of the topic of integration of foreigners at the local level and its importance because of the trend of increasing presence of foreigners in the city of Kosice.

The project implementation period is 24 months, from 1 January 2018 until 31 December 2019.

#### PROJECT PARTNERS:

- **Lead partner:** Sofia Development Association – Sofia, Bulgaria
- **Other partners:** Riskmonitor Foundation – Sofia, Bulgaria  
Integration Centre Prague – Prague, Czech Republic  
Research Centre on Security and Crime – Italy  
Centre for Peace, Nonviolence and human rights – Osijek, Croatia  
ETP-Slovakia – Centre for Sustainable Development, Kosice, Slovakia

The project was financially supported by the European Union Fund for Asylum, Migration and Integration.



## 4. 2. CARPATHIAN CIVIL SOCIETY PLATFORM

The aim is to create a regional and interregional network of organizations operating in rural areas in socially excluded communities with socially excluded individuals to enhance their cooperation and effectiveness. At the same time, the project helps developing the capacities of non-profit organizations and creates a platform to exchange experiences, knowledge and best practices.

The project is implemented in four countries of the Carpathian region - Hungary, Poland, Ukraine and Slovakia. Representatives of sixteen, proactive, non-profit organizations from all over Slovakia met on June 27, 2018 and agreed to create an open informal platform of non-profit organizations called Bridges of Generational Poverty. The meeting was organized by ETP. Participants in search of the essence of the undignified life of segregated citizens in Slovakia agreed that the key problem is generation poverty as a result of long-term neglect of the State and therefore want to change this situation. Three workshops were held in 2018 and 2019 to exchange experience and develop the capacities and skills of employees of these non-profit organizations. Six non-profit organizations received some financial support from the development project of the organization or its members.

In June 2019, eighty civil society representatives from the four project countries met in Eger, Hungary. Together they agreed on principles and rules of functioning of the newly created international network called the Carpathian Civil Society Platform. It has its own online platform that provides information and services its members, individuals and non-profit organizations and links them to each other in order to support and develop civil society resources (financial, strategic thinking, information tools, development of local integration and cooperation among sectors) that are needed

for effective measures to alleviate poverty and eliminate marginalization of those most in need.

The project implementation period is 26 March 2018 – 25 September, 2019 (18 months).

### PROJECT PARTNERS:

- Lead partner: Carpathian Foundation-Hungary
- Other partners:  
Carpathian Foundation Ukraine  
European Cooperation Centre (Poland)  
ETP Slovakia

The project was supported by the International Visegrad Fund ([www.visegradfund.org](http://www.visegradfund.org)), the Ministry of Foreign Affairs of the Kingdom of the Netherlands ([www.minbuza.nl](http://www.minbuza.nl)), the Robert Bosch Foundation, and by a grant from the Foundation Open Society Institute in cooperation with the OSIFE of the Open Society Foundations.



### 4. 3. SOCIAL INCLUSION OF ROMA SURVIVORS THROUGH PROVISION OF ADDITIONAL SOCIAL SERVICES AND MATERIAL ASSISTANCE

The main goal of the project *Social inclusion of Roma Survivors through Provision of Additional Social Services and Material Assistance* is to provide elderly Roma – seniors, born before the end of World War II (before 8 May 1945) supplementary social assistance and health assistance beyond health care guaranteed by the state. It also aims to create space for joint activities for seniors with children and young people from thirteen municipalities in eastern Slovakia in which the project is implemented, in cooperation with local schools and community centres or other institutions providing social or educational services on occasion of selected festive and memorial days.

In 2018 we provided health assistance and material help through local field workers. The material help was in the form of a hygienic package (washing powder, soaps, shampoo, pain ointment), sets: quilt & pillow etc. We have reimbursed two clients for supplies and for some we bought medical shoes and warm vests. In 2019 we provided health assistance and material help to 148 clients. The material help was in the form of: warming set (blanket and pillow), a sanitary package (washing powders, soaps, shampoos), towels, bath towels and tea towels.

Local field workers who visit clients at least twice a month monitor clients' health condition, measure blood pressure and provide them with general help and support.

As a part of the joint activities for Roma seniors and children and young people we invite clients (who are still

able) to come to community centres and schools. We have created a space for intergenerational dialogue, the presentation of life stories of the Roma seniors, and also for various celebrations on the occasions of selected festivals and memorial days

We have established cooperation with the film director of the *Steps on the Edge* – Mr. Viliam Bendík, who provided the film for screenings at schools and community centres. Together with Mr. Bendík we have developed a methodological material which we provide, together with the film, to schools and community centres.

Over the past two school years we have organized 9 workshops / storytelling stories for primary or secondary school students and 15 creative workshops in community centres. In 2019 we are preparing other workshops / story-telling sessions with the director Mr. Bendík and other activities in community centres associated with celebrating the Month of Respect for the Elderly. With clients who still remember the time of war, we record short videos about their life stories and experience including a message for young generation, which we plan to present to the general public and use in community centres and schools as mementos - memories of the war and the Roma Holocaust, to build mutual understanding and to prevent violence and extremism.

The project lasts 23 months, from 1 February 2018 until 31 December 2019.

The project has been financially supported by a German Foundation Remembrance, Responsibility and Future (EVZ).



#### 4. 4. PUBLIC ADMINISTRATION ACTIVELY SUPPORTING SECOND CHANCE EDUCATION

The aim of the project *Public Administration Actively Supporting Second Chance Education* is to improve the situation and opportunities of those who are interested in securing a better education through innovative second chance education programs. In this project we are also aiming to establish a new model of secondary education in cooperation with relevant actors public administration (self-governing regions, primary and secondary schools, community centres and municipalities). This innovative model is focusing on removing obstacles to engaging the unemployed and / or the low-skilled young people to persevere and complete their lower or full secondary education and to succeed at the labour market.

Based on practical experience, the project suggests new models, sets up functioning processes and provides relevant recommendations for public administrators to be effective in promoting second chance education., This needs to take into account the financial, material, cultural, psychological and other barriers that prevent people from excluded communities remaining in the educational process and complete their primary education and vocational certificate, or graduate from secondary school with the school-leaving exam.

In the school year 2018/2019 a total of 47 students (our project clients) studied at secondary vocational schools in Košice and Kežmarok (including branch schools in Rozhanovce, Veľká Ida, Košice - Luník IX and Stará Ľubovňa. Guided by four social pedagogues and four tutors they were facing and overcoming financial, psychological or cultural barriers. 16 participants completed their lower secondary education. In the school year 2019/2020 37students are continuing studying at secondary schools.

The findings of the project, especially in the form of innovative second chance education models, including the necessary support for students, will be communicated to the public administrators through a workshop, a round table discussion and a publication with recommendations that will be released in 2020.

ETP Slovakia implemented the project for 14 months, from 1 July 2018 until 31 August 2019.

#### PROJECT PARTNERS:

- Lead partner: Slovak Governance Institute, Bratislava
- Other partners:  
ETP Slovakia - Center for Sustainable Development  
VÚC Košice  
VÚC Prešov  
Secondary Technical School, Košice  
Secondary School of Agriculture, Košice  
Private Pedagogical and Social Academy, Košice  
Elementary School in Stará Ľubovňa - Podsadek

The project was financially supported by the European Social Fund and the Effective Public Administration Operational Program.



#### 4. 5. CHANGING DISCOURSES – CHANGING PRACTICES: RARE – THE ROMA AS HUMAN RESOURCES ENTERING THE SLOVAK LABOUR MARKET

An international project called *Changing Discourse, Changing Practices: RARE - Roma as Human Resources (RARE)* has opened new topics aimed at changing the discourse in the topic employment of Roma. The main aim of the project was to increase the number of Roma employed, as well as the number employers willing to employ Roma. The project was implemented in six European countries (Slovakia, Czech Republic, Hungary, Romania, Serbia and Bulgaria).

In 2018 and 2019, ETP implemented two pilot projects within the project, aiming at mainstreaming Roma into the labour market.

The first pilot is the *Holistic Social Mobility Program*. It is focused on creating a complex model of social work and education in socially excluded communities. Innovative, long-term social work and educational tools are focused on five main areas (housing and family stability, health and healthy lifestyle, financial stability, education, employment and career). It aims to give clients better prospects for long-term and legal participation in the labour market. We trained field workers and we released a manual for field workers called the *Holistic Social Mobility Program*, describing thirty-two social services. Selected services from the document are pictured in the videos we released as a part of the project.

The second pilot project entitled *Bridges from Poverty - From Poverty to Self-sufficiency* focused on building capacities and the skills of professionals from institutions and companies who are in regular contact with the Roma from socially excluded communities. We trained 120 experts, especially from labour offices (Ko-

šice and Kežmarok), but also employees of the municipality of Košice and non-profit organizations that operate in marginalized Roma communities. We have created a publication called *From Poverty to Self-sufficiency* and have also made a documentary about the pilot program in cooperation with the Centre of Social Sciences SAS.

The RARE project was implemented from 1 January 2017 to 30 August 2019.

#### PROJECT PARTNERS:

- Lead partner: Hungarian Charity Service of the Order of Malta, Hungary
- Other partners:  
ETP Slovakia - Centre for Sustainable Development  
Amalipe, Centre for Interethnic Dialogue and Tolerance, Bulgaria  
Centre of Social and Psychological Sciences of the Slovak Academy of Sciences, Slovakia  
City of Pécs, Urban Development Company, Hungary  
Department for Interethnic Relations, Romania  
Impruena Agency for Community Development Foundation, Romania  
Institute of Social Innovations, Czech Republic  
League of Roma, Serbia  
Municipality of Sfantu Gheorghe, Romania  
Roma Inclusion Office, Serbia

The project was financially supported by the Interreg Danube Transnational Programme of the European Union.



## 4. 6. SAVING AND MICROLOAN PROGRAM

The aim of the *Saving and Microloan Program* which we have run continuously since 2007, is to pass on our experience to those responsible for decision on appropriate social work tools focused on the overall integration of the socially excluded inhabitants of Slovakia.

Interest free microloans of up to 8000 euros are provided to improve the quality of housing, for reconstructing a house or an apartment, or building or buying a house or apartment. Loans are given to clients who have attended our financial education course, and are ready to build or repair their own house or apartment by themselves.

Since the beginning of our project 555 disadvantaged families or individuals from 18 East Slovakia and Central Slovakia cities and towns (Stará Ľubovňa, Číž, Veľký Blh, Nálepkovo, Humenné, Cakov, Šimonovce, Ostrovany, Jesenské, Hodejov, Moldava nad Bodvou, Drňa, Spišské Podhradie, Nitra nad Ipľom, Rudňany, Rankovce, Veľké Kapušany and Dobšiná) improved the quality of their housing.

We provide micro-loans to people who are not eligible to receive mortgage or loan from a commercial bank and is their last chance to raise funds to improve the of quality of their housing, other than turning to usurers or non-bank entities. Clients of the Microloan program are predominantly people who live on minimal wages, social benefits or occasional work. The local contact person plays a key role in the success of the program, they suggest clients to the program and help to collect the monthly repayments. If the local contact person, often the mayor or field worker, made a responsible choice of clients, taking into account the financial the client's discipline and the regularity of his / her income, this is reflected in the total amount of money repaid.

Since the beginning of the program in 2007, up to the end of August 2019 microloans have been provided to 555 clients totalling EUR 792 349, of which EUR 611 368 (77%) have already been repaid by clients.

The returned microloans constitute a revolving fund from which we lend to other clients whose reliability we verify through their involvement in financial education.

The project has been implemented since 2007 and is still ongoing.

The Saving and Microloan Program has been supported by the US charity Habitat for Humanity and Slovak company Hollen, Ltd.



## 4. 7. BUILDING HOPE – IMPROVING LIFE IN ROMA GHETTOS

The main objective of the project *Building Hope – Improving Life in Roma Ghettos* is to improve the social inclusion of children born in poor Roma communities and to increase the number of students from marginalized Roma communities attending high school and therefore improve their employability and quality of life.

The project is being implemented in four locations - Rankovce, Stará Ľubovňa - Podsadek, Veľká Ida and in Košice - Luník IX.

Through well trained social workers and special educators in our community centers we offer complex set of services, focused mainly on the education of children and young people in the spirit of our motto *from cradle to career*.

Such comprehensive educational services have been offered daily in four community centers from 2014 to 2018, attended by 572 clients (Rankovce 153, Stará Ľubovňa 93, Veľká Ida 186, Košice - Luník IX 140).

Pre-school prep classes were held in our community centers and in June 2018 with 66 children attending regularly (Rankovce 18, Stará Ľubovňa 24, Veľká Ida 24). Sixteen children have signed up for zero grade (Rankovce 6, Stará Ľubovňa 4, Veľká Ida 6) and ten children have signed up for first grade (Rankovce 1 a Stará Ľubovňa 9).

In June 2018 49 students (Rankovce 7, Stará Ľubovňa 18, Veľká Ida 24) completed compulsory school attendance. Six students from Stará Ľubovňa finished grade 9 – three of them had mentors. 35 students are continuing their studies by attending high school in 2019 / 2020.

Fifty students finished high school in June 2018 – 48 of them studied 2-years specialization and 2 students finished high school with *maturita* exam, both having found a job in field of their specialization.

We also organize regular meetings for the parents of our students and also organize many interesting trips, cultural visits or sport activities for the children. Children have visited Spiš Castle, the Andy Warhol Modern Art Museum in Medzilaborce, the City of Jobs in Košice and have participated in events on Roma Day.

In addition, we organized a conference called *Building Hope* in Bratislava on May 29th, 2018, attended by approximately hundred participants from all over Slovakia. Nine speakers from the Ministry of Education, EduRoma, Teach for Slovakia, Equity civic association, the Elementary School in Moldava nad Bodvou and ETP shared their experiences. We have handed over our proposals on education improvements for children from segregated communities to the Ministry of Education and also introduced our new publication *Andal o Dživipen 3*.

Thanks to good project results (especially good school attendance of children involved in community center activities) the donor for *Building Hope in Roma Ghettos* - the Velux Foundations - has decided to extend its support for one more year. The activities will, therefore, continue through the 2019/2020 school year.

Since September 2019 we have organized pre-school preparation clubs for children older than three years in two localities – Veľká Ida and Stará Ľubovňa – Podsadek.

Educational activities such as New horizons or mentoring activities are being held in all these four localities, as well as extracurricular activities (computers lab, reading, singing and dramatic club, sports, arts and crafts, photo club) for students older than 10 years.

Social and special educators help students with their homework.

Our drop-in clubs in our community centers offer a safe space for educational games and fun for children from socially disadvantaged backgrounds.

We keep testing the Feuerstein Instrumental Enrichment innovative educating method all our communities. Thanks to its first outcomes, ETP Slovakia became a finalist in the Generation 3.0 Awards in May 2018.

We find local and online mentors for children attending our activities. These mentors dedicate their time to helping children succeed at school, they talk to them about the importance of education and together they spend time doing some extra activities near the places where they live.

There are now 54 children and 20 local mentors engaged in our *Capable Children Mentoring Program*.

Duration of the project: August 2014 – July 2018, September 2019 – June 2020.

The project has been financially supported by the Velux Foundations.

THE VELUX FOUNDATIONS  
VILLUM FONDEN × VELUX FONDEN



## 4. 8. CAPABLE CHILDREN – MENTORING PROGRAM

The main goal of the Capable Children – Mentoring Program is to systematically continue the long-term support of the 54 students from four marginalized Roma communities (MRCs). It is important to ETP Slovakia that students from these MRCs finish their elementary school and that they can have a chance to continue their studies at high school. Their ability to be successful in their life, therefore increases.

Participants of the project *Capable Children – Mentoring Program* are students from Elementary and High Schools in Rankovce, Stará Ľubovňa, Veľká Ida and Košice – Luník IX. Twenty mentors support the 54 students by spending 8 hours per month helping them to achieve better school results and encouraging them in personal responsibility and to planning a better future.

Meetings with mentors mainly take place in our community centers and during various field trips. Mentors also regularly meet with students' parents and teachers.

While facilitating project the Capable Children – Mentoring Program, we:

- connect people from the majority with children from the MRCs
- help to break barriers and, through participant's engagement in online mentoring, we broaden their social connections with people from the majority middle class
- organize weekend/holiday educational camps
- monitor evidence of the results of help and its results
- inform the public about project activities and children's successes through our website, social networks, conferences, workshops, news articles and personal interviews.

Our mentees, being direct participants in the program without their determination and efforts no success would be possible. We try to maintain all mentor – mentee relationships so long-term friendships will be developed and the relationships will be maintained after the end of the program support.

We are delighted that people are interested in mentoring Roma children and that more people wish to help children emerge from their hard situations.

Duration of the project: April 2019 – March 2022

This project is financially supported from European Social Fund, European Regional Development Fund as a part of Operational Programme Human Resources and from the Orange Foundation.



#### 4. 9. NINE LIVES! YOUTH IN ACTION

The *Nine lives! Youth in Action* project follows on from the long term activities led by ETP Slovakia in Košice – Luník IX. It especially follows the *Nine lives!* project, realized in 2018 during which art statues were created and installed in Luník IX. These statues were made by children from Luník IX under the supervision of ETP staff and of Oto Hudec (more about him in part 4.10). The project activities are part of the Strategy of Urban Neighbourhood Development for Luník IX, a between ETP Slovakia, the City of Košice and the City Ward of Luník IX.

The project is focused on supporting youth and young adults (aged 14-25) in achieving better education, acquiring the necessary skills to be successful in the labor market and in their lives generally. It also supports the artistic and creative activities of young people from Luník IX and gives them the possibility to experience different fields while sharing positive experiences.

The group of young people (most of them had attended ETP's project of completing elementary education) gained through attending these activities to improve living conditions and the overall atmosphere of the whole community. The young people attend regular meetings, learn new things through innovative workshops, plan and organize activities such as journalist club or a community coffee house. They attend different events like a Palikerav Concert or Project Caravan. We prepared some larger events for the public, not only from Luník IX, and we plan to open a local library. We also plan to publish local newspapers (4 times per year), where articles will be written by children and young people from the local community (supervised by professionals). The project *Nine lives! Youth in Action* also has its own Instagram account [https://www.instagram.com/deviatka\\_zije/](https://www.instagram.com/deviatka_zije/). Through these activities

young people from Luník IX improve their reading literacy, their ability to speak about their ideas, critical thinking and all the other competencies necessary for labor market and for real life. Young adults participating in the project are also being responsible for planning and realization of their own smaller projects.

The project creates space for people from disadvantaged localities to learn responsibility, planning, teamwork, communication skills, problem-solving and other competencies.

Duration of the project:  
July 1st, 2018 – December 31st, 2020.

This project is financially supported by the Active Citizens Fund (ACF), which is part of financial aid of Iceland, Lichtenstein and Norway to the 15 states of the European Union. ACF in Slovakia is administrated by the Ekopolis Foundation, in partnership with the Open Society Foundation and the Carpathian Foundation.



## 4. 10. BUILDING HOPE IN LUNÍK IX – CHAPTER 2

The project *Building Hope in Luník IX – Chapter 2* continued cultural and educational activities which started in 2017.

As a part of regular meetings of adult clients (residents of the housing estate), workshops for financial literacy and educational workshops were have been organized. Together with the City of Košice, the City Ward Luník IX and the architectural studio Plural, we have been continuing to plan the self-help construction of family houses. The future builders have been familiarized themselves with specific projects, designed especially for Luník IX with the focus on functionality and realizability. The selected families are continuing in the saving program, with the long-term goal of being able to obtain a interest-free microloan.

We used social networks, different media and personal meetings to inform the public about the project activities. Young people from Luník IX have personally visited some of important high schools in Košice and through moderated discussions they shared real life stories from Luník IX with more than 100 students from the majority.

In October 2018, young people from Luník IX participated in an educational program corePurpose led by American author and presenter Victoria Jeffs. 12 participants finished the course, including 2 from Luník IX. They have learnt techniques that will enable them to establish their purpose and to make better sense of their life.

In 2018, we organized several art workshops for children and young people, led by artists Mgr. Karin Andrášiková, Mgr. Igor Kupec and Mgr. art. Oto Hudec.

Children, young people and volunteers from Luník IX participated in creating a sculpture monument located in a public space next to the children's playground in Luník IX. It improves this living area and offers a good place to spend free time.

A documentary film *Children of Nine* was made about this project and it premiered in December 2018 in the Cinema Úsmev in Košice. Those artistic activities were featured under the heading of *Nine lives!* and *Nine revives*.

Through different events, people from all age groups met together, for example the oldest members of community spoke about their memories from World War II, we celebrated different holidays and we had a Halloween party, a St. Nicolas party and a Christmas party. Children regularly participated in cultural events in the city center. We also participated in a charity collection for „Hour for Children“ in Košice.

Through the project 14 children were mentored twice a week. The mentors helped their mentees to improve their school results and they also functioned as real life models. Two tutors worked with group of musically talented children 4 time per month – In addition they played sports, and sang and learnt English together. We organized mentor-children-parent meetings which helped to improve relationships between mentors and the parents of mentored children.

Nine children from Luník IX were involved in on-line mentoring in 2018. Communication through Skype and other social media networks has a motivational effect on children, it helps to develop the skills of those children that have no computer at home. They learn how to accept Skype calls, how to use Word and PowerPoint and they learn to work with social networks.

During the summer holidays children who attend our activities in the community center had a chance to par-

ticipate in two different projects: the Summer Drama Academy in Drienica (5 days) and the Summer Academy in Luník IX (5 days).

Since October 2018, a group of 12 children have participated in an afternoon Feuerstein School Club sponsored by Slovak Children Foundation and Hollen, Ltd. The club itself serves as support in learning, problem-solving and systematic thinking.

In September we organized a 2-days workshop with professionals - employees of Institutions offering different services in Luník IX. Through teambuilding activities we strengthened our connections. More than 35 people from 18 different organizations participated.

Duration of the project: February 1st, 2018 – December 31st, 2018

The project was supported by Ministry of Justice, SR, from a fund for advocacy, the support and protection of human rights and freedoms and for the prevention of all form of discrimination, racism, xenophobia, anti-semitism and all other demonstrations of intolerance.

Art activities of *Nine lives!* and *Nine revives* were supported by the Department of Government Deputy for Roma communities and the grant program from the City of Košice K13.



#### 4. 11. BUILDING HOPE IN LUNÍK IX – CHAPTER 3

The project *Building Hope in Luník IX – Chapter 3* follows the activities of ETP Slovakia on Luník IX in Košice and is part of the Strategy of Complex Solution of Luník IX. prepared by group consisting of 65 professionals from 25 different organizations situated in Košice.

As a part of this project, a 5-day Summer academy was organized and, in the first semester of 2019/2020, excursions and educational trips for children and young people from Luník IX have been prepared. We are continuing to organize moderated discussions, where young people from Luník IX share their experiences with high school students.

Afterschool activities and FIE clubs are continuing – students and young adults therefore get chance to learn the FIE method. Regular meetings with adult clients are arranged and they continue with their preparation for self-help construction of family houses.

Through blogs, , articles and interviews we will inform the wider community about happenings in Luník IX. Our interest is to keep providing our activities with clients and to have a stable team of staff as this allows us to develop deeper relationships with our clients and therefore trust us more easily. We connect activities from this project with other projects supported by The Velux Foundations, so it gives our social educators, assistants and tutors the ability to support our clients through the school year.

Duration of the project:  
June 1st, 2019 – December 31st, 2019

The project was supported by the Ministry of Justice, SR, from a fund for advocacy, support and protection of human rights and freedoms and for prevention of all form of discrimination, racism, xenophobia, anti-semitism and all other demonstrations of intolerance.



## 4. 12. BRIDGES FOR LUNÍK IX – ESCAPE ROOM

The project *Bridges for Luník IX* completes the long-term activities of ETP Slovakia on Luník IX in Košice and works together with the Strategy for Comprehensive Solution of Luník IX situation.

Main goal of project is to change public opinion relating to Luník IX in Košice. Various activities contributed to balanced information about Luník IX, but mostly to changing majority's view about the minority living in that housing settlement.

Another goal is to eliminate discrimination from the majority (inhabitants of Košice) towards minority (Roma living in Luník IX) through specific education and personal experience.

The goal of the project will be fulfilled by realization of various activities in Košice:

1. The workshop *Bridges from Poverty* for employees of public administration opens a new view on discrimination and on social and economic exclusion of the minority living in generational poverty.

2. Facilitated discussion of young Roma people with students from high schools and universities focused on the forming opinions of young people. Discussions support the development of critical thinking, , ability to lead discussions and respecting different view.
3. New interactive activities in Escape Room. Their goal is to show real everyday life in Luník IX, to let participants think about the problems of its inhabitants and to help them think about possible professional solutions.

Duration of the project:

September 7th, 2019 – September 6th, 2023

The project is supported by the Ministry of Labour, Social Affairs and Family SR, Implementation Agency Of Slovak Ministry of Employment, Social Affairs and Family. The project is co-funded from European Social Fund.



#### 4. 13. SCHOOL FIE CLUBS – LEARNING TO LEARN (FEUERSTEIN INSTRUMENTAL ENRICHMENT)

The main goal of project *Learning to Learn* is to persuade responsible officials that systematic change in the education of students from low-income families is vital. We are currently gathering data on 48 students whom we are helping to finish elementary school and to continue their education in good high schools.

*Learning to Learn* is a long-term project implementing the special-education concepts of Feuerstein Instrumental Enrichment. We organize four FIE afterschool clubs in the Roma communities of Luník IX-Košice, Veľká Ida, Rankovce and Stará Ľubovňa – Podsadek.

The effectiveness of FIE is being tested with good results so far. The method helps to develop internal motivation and cognitive skills. Students have (compared to their classmates not attending FIE clubs) better school results and almost no unexcused absences.

48 students from the four localities are involved in the FIE clubs on a long term basis. The clubs are led by lecturers in the FIE method and work with students every day for approximately 2 hours. The students work with different FIE worksheets and also engage in some supportive activities, role-play different situations, use cubes and interactive boards or play educational games on tablets.

The end of year results show that most of FIE students continue their studies with no need to retake the same grade.

Working with same children over the long-term allows us to better prepare them for transferring from elementary to high school.

As part of the FIE clubs, we offer different trips and afterschool activities. The older students are usually matched with local mentors who help them to fully use their potential and to have quality free time. The mentors help children to better understand how people in majority live. We also organize regular meetings with the parents of our students.

The FIE club students are offered lunch and afternoon snack.

The duration of the project: is long-term from 2013 and is still ongoing.

The project has been financially supported by the Velux Foundations, the Carpathian Foundation, the VÚB Foundation, the Children of Slovakia Foundation, Hollen, Ltd., the Erasmus+ Program, People to People and individual donors.



### ANDALO O DŽIVIPEN 3<sup>1</sup>

ETP's third book in the Andal o Dživipen series, offers almost one hundred pages of stories of our clients from four locations - Luník IX, Rankovce, Stará Ľubovňa-Podsadek and Veľká Ľda and makes recommendations to public bodies based on our field experience and was published in May 2018.

In the General Recommendations section, we deal with the following topics: *Comprehensiveness* – a necessity when we are providing support to people “from poverty to self-sufficiency”, Long-term work in the same locality, Locality - inclusive approach to community management and its inhabitants, “from-cradle-to-career” approach, Mediation at work integration, Improving the quality of housing, family stability and Education of public administration and social services staff.

In making the Recommendations, we justify, in particular, the need to provide comprehensive services in community centres, the importance of the Feuerstein Instrumental Enrichment Method and the provision of mentoring and tutoring support to children from excluded communities.

The stories of our twelve clients illustrate the importance and effect of our interventions and projects.

The book includes pictures of our young clients from Stará Ľubovňa-Podsadek and, internationally, of the renowned Polish-American photographer Olga Sokol.

The book was published with the support of the Velux Foundations.

### FROM POVERTY TO SELF-SUFFICIENCY - SECOND EXTENDED EDITION

This publication contains our unique holistic human services methodology intended for those who work with socially disadvantaged citizens. It is based on the theoretical background and field practice described in the books *Bridges from Poverty*, *Getting Ahead* and is in line with the concept of *Bridges to Self-Sufficiency*.

It explains the phenomenon of poverty with a focus on poverty of the Roma in Slovakia, social stratification and highlights the possibilities of non-profit and self-government in its alleviation and elimination. Through a payroll calculator, it breaks down the myths that Roma receive more financial support from the state than others. It reveals hidden rules of social classes and the role of individual's personal resources in escaping poverty. An important idea of the book is that a person who grew up and lives in generational poverty will not get out of this situation without outside help.

The 150-page publication includes a selection of texts in Slovak print media and excerpts from fiction books, thematically related to the topic of poverty.

The publication was produced with the support of the Danube Transnational Program of the European Union, the Friedrich Ebert Stiftung Foundation and the Slovak Research and Development Agency.

### METHODOLOGICAL GUIDE FOR EVALUATION OF THE CITY STRATEGY ON THE FOREIGN INTEGRATION

What procedures can cities put in place to support the integration of third-country nationals? What practices can minimize the risk of alienation from local communities and radicalization? What policies are paving the way for a cohesive and inclusive society? The guide answers these questions.

It is the work of an international team and was created

within the INTEGRA project. It contains several different tools for self-assessment of the city and for recording progress.

At ETP we prepared a translation of the guide and published it online in September 2018.

### KOŠICE CITY AUDIT REPORT ON INTEGRATION OF FOREIGNERS

In the multicultural city of Košice, minorities have always been an integral part of city society but third countries nationals (TNCs) and migrants account for only two percent of the total population. They live across the whole city, there are no segregated communities of TCN, and therefore no problems with their safety and/or that of the majority populations. The Audit has identified the main successes, as well as current and future challenges, of TCN's integration in the City of Košice. The Audit Report was followed by the Strategy of the Integration of Foreigners in the City of Košice.

The Audit Report is one of the results of the INTEGRA international project and is available online.

### STRATEGY OF INTEGRATION OF FOREIGNERS IN KOŠICE

The Strategy of Integration of Foreigners in the City of Košice describes the benefits that foreigners bring to the city and suggests measures that will help their successful integration and avoid potential problems in the future. The strategy presents current statistics on the foreigners and also describes three scenarios for the near future. If the city and its partners from the public administration and non-profit organizations prepare well, Košice can be a city where everyone feels at home. The strategy communicates the main idea of the Košice towards foreign-

ers “we know about you and we are here also for you”. The strategy has its aim of introducing the topic of integration of foreigners to the representatives of the City of Košice, so that they can work with these new challenges more intensively. We made it available online in February 2019.

### MAP – BON APETIT, NEIGHBOUR

The map presents the citizens of Košice, who were not born in there, but moved from other cities and countries and currently live there. In Košice's stalls, cafes, bistros, pubs, restaurants, pastry shops and other places, they offer the local population and visitors an opportunity to taste new flavours and savours. Thanks to them, the city of Košice is more diverse, more open and richer. We introduced the map and made it available online in August 2019.



<sup>1</sup> <https://bit.ly/2S8IGc0>

<sup>2</sup> <https://bit.ly/2UJY7bX>

<sup>3</sup> <https://bit.ly/2BoHkTu>

<sup>4</sup> <https://bit.ly/2S4Cz8v>

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- Private Pedagogical and Social Academy Košice
- Teach for Slovakia
- Office of Labor, Social Affairs and Family Košice
- Office of Labor, Social Affairs and Family Kežmarok
- Office of Labor, Social Affairs and Family Stará Ľubovňa
- Office of the Government Plenipotentiary for Roma Communities
- Office of the Government of the Slovak Republic
- Central Office of Labor, Social Affairs and Family of the Slovak Republic
- Elementary School Košice - Luník IX
- Primary School Veľká Ida
- Primary School Stará Ľubovňa - Podsadek
- Primary School Herľany



PROFIT AND LOSS STATEMENT	2018		
	Activities not subject to taxation	Activities subject to taxation	Total
<b>Revenues</b>			
Revenues from Provided Services	3 000,00 €	0,00 €	3 000,00
Grants	378 466,00 €	0,00 €	378 466,00
Contributions from Individuals	1 364,39 €	0,00 €	1 364,39
2% Tax Assignment	1 909,73 €	0,00 €	1 909,73
Other Gifts	133 898,52 €	0,00 €	133 898,52
<b>Total</b>	<b>518 638,64 €</b>	<b>0,00 €</b>	<b>518 638,64</b>
<b>Expenses</b>			
Material and Energy Consumption	2 464,81 €	0,00 €	2 464,81
Services (Travel Cost)	11 519,61 €	0,00 €	11 519,61
Other Services	42 800,63 €	0,00 €	42 800,63
Staff Costs	387 032,25 €	0,00 €	387 032,25
Taxes and Fees	57,00 €	0,00 €	57,00
Depreciations	1 820,00 €	0,00 €	1 820,00
Credits	0,00 €	0,00 €	0,00
Other Expenses	79 465,65 €	0,00 €	79 465,65
Representation Expenses	59,60 €	0,00 €	59,60
Contribution to Individuals	0,00 €	0,00 €	0,00
<b>Total</b>	<b>525 219,55 €</b>	<b>0,00 €</b>	<b>525 219,55 €</b>
<b>Financial Result</b>	<b>-6 580,91 €</b>	<b>0,00 €</b>	<b>-6 580,91 €</b>

## BALANCE SHEET

Balance sheet	2018
<b>Assets</b>	
Tangible Fixed Assets	
Financial Assets Cash	3,42 €
Financial Assets Bank Accounts	229 569,26 €
Long-term Receivables	99 341,61 €
Short-term Receivables	121 443,65 €
<b>Total</b>	<b>450 357,94 €</b>
<b>Liabilities</b>	
Registered Capital	33 493,00 €
Profit or Loss of Previous Years	289 620,82 €
Profit or Loss of Current Accounting Period	-6 580,91 €
Short-term Reserves	8 000,00 €
Short-term Trade Payables	764,46 €
Obligations towards Employees	5 054,60 €
Tax Liabilities	1 064,23 €
Settlement with the Social Insurance Company and the Health Insurance Companies	4 393,91 €
Deferred Income	112 000,00 €
Accrued Revenues	460,00 €
Other Funds	2 087,83 €
<b>Total</b>	<b>450 357,94 €</b>

Microloans disbursed to clients in 2018	1 200,00 €
Microloans paid in 2018	19 075,72 €

## GRANTS AND DONATIONS

<b>GRANTS AND DONATIONS 2018</b>			
<b>Grants</b>	<b>Total</b>	<b>Other contributions</b>	<b>Total</b>
Ministry of Interior - Effective Public Administration (EU Funds)	34 700,00 €	2%	1 909,73 €
The VELUX Foundations	187 238,00 €	People to People	2 421,00 €
Ministry of Justice SR	46 323,65 €		
Ministry of Interior - Office of the Plenipotentiary for Roma Communities	5 000,00 €	Contributions of Legal Persons	
Foundation Remembrance, Responsibility and Future	33 833,50 €	U.S.Steel Košice	300,00 €
Foundation for Children Slovakia	3 200,00 €	ECAV	1 500,00 €
Carpathian Foundation (project 2018)	9 100,00 €	LDS Charities	3 135,06 €
Friedrich Ebert Stiftung	3 361,94 €	Hollen, Ltd.	100 000,00 €
Danube Transnational Cooperation (EU Funds)	52 050,90 €	EFTA - FMO	4 000,00 €
Orange Foundation	5 000,00 €	UK Faculty of Management	3 000,00 €
Foundation U.S. Steel Košice (Christmas stall)	284,45 €	Other legal persons	22,17 €
Foundation K13 City of Košice	2 000,00 €		
Carpathian Foundation Hungary (Bosch, OSI, IVF)	7 637,80 €		
AMIF Fund (EU Funds)	34 115,83 €	Contribution of Individuals	1 364,39 €
Erasmus Plus (EU Funds)	8 125,82 €		
<b>Total</b>		<b>549 624,24 €</b>	



### INDEPENDENT AUDITOR'S REPORT

To the Founders and Statutory Board of association ETP Slovakia – Centre for Sustainable Development

#### REPORT ON THE FINANCIAL STATEMENTS

##### Opinion

We have audited the financial statements of association ETP Slovakia – Centre for Sustainable Development (the "Association"), which comprise the balance sheet as at 31 December 2018, and the income statement for the year then ended, and notes to the financial statements, including a summary of significant accounting policies.

In our opinion, the accompanying financial statements give a true and fair view of the financial position of the Association as at 31 December 2018, and its financial performance for the year then ended in accordance with the Act on Accounting No. 431/2002 Coll. as amended (the "Act on Accounting").

##### Basis for Opinion

We conducted our audit in accordance with International Standards on Auditing. Our responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Financial Statements* section of our report. We are independent of the Association in accordance with the provisions of Act No. 423/2015 Coll. on Statutory Audit and on Amendment to and Supplementation of Act No. 431/2002 Coll. on Accounting, as amended (hereinafter the "Act on Statutory Audit") related to ethical requirements, including the Code of Ethics for Auditors that are relevant to our audit of the financial statements, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

##### Responsibilities of Management

Management is responsible for the preparation of the financial statements to give a true and fair view in accordance with the Act on Accounting, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is responsible for assessing the Association's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting, unless management either intends to liquidate the Association or to cease operations, or has no realistic alternative but to do so.

##### Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with International Standards on Auditing will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with International Standards on Auditing, we exercise professional judgment and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Association's internal control.

and related disclosures made by management.

- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Association's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Association to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

Košice, Popradská 64, 23. septembra 2019

Audítorská spoločnosť  
AUDITCON SLOVAKIA s.r.o.  
Licencia UDVA č. 398

  
Zodpovedný audítor  
Ing. Eva Gazdová  
Licencia SKAU č. 628



Imagine a person from a marginalized Roma community who decides he would like to live as his non-Roma neighbours in the closest suburb, or a more distanced housing estate. However, he does not know hidden rules of the middle class, he has no friends in the other neighbourhoods, nor does he know any local employers, in order to master skills other than are those that help him succeed at school, to persist at work, etc....  
Any of us can change this by engaging in the ETP Mentoring Programme:

[www.schopnedeti.sk](http://www.schopnedeti.sk)



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