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I'm coming from Serbia and I'm one of 25 Young People participating in OSCE/ODIHR project **Best Practices for Roma Integration** implemented in Western Balkan countries.

This projects is a learning opportunities for us young Roma from Western Balkan and prepares us to become competent professionals for work in state institutions.

In the past 15 years lots of efforts are given to education of Roma and this is an area where initiatives like Roma Decade showed most success. These days Roma reached point where they can offer considerable number of young competent university educated people to work for the governments.

Nevertheless, these young people stay unemployed and Roma people are the most underrepresented minority in state institutions. For example: in Serbia, where I'm coming from, Roma participate with 2% in total population according to census, while from total number of people employed in state institutions Roma participate with 0,04 %. Majority of other ethnic minorities participate in total number of civil servants with even more percentage then they participate in total population.

Often, in the past, the excuse for not having Roma in state institutions has been lack of qualified human resources among Roma. Today as explanation we receive from Western Balkan governments that they are pressed by International Monetary Fund, World Bank and EU to reduce the number of civil servant and that they can't employ new people.

This might be true, but here we must raise the following question: Do we have institution just to offer services in accordance with demands for effective governance, or institutions enables different people and groups in society to take participation in making decisions, And what is effective governance if people are not represented in them. Roma certainly should be excluded from this policy of reducing number of state employees.

We Roma worked hard, we educated our self and tried to integrate our self in your societies. Now it is up to governments to act, we did our part!