



**FOUNDATION PEXIM SKOPJE  
&  
PEXIM FOUNDATION SERBIA**

**ANNUAL REPORT**

**PERIOD:**

**1 JANUARY 2012 THROUGH 31 DECEMBER 2012**

**Submitted March 2013**

**TABLE OF CONTENT:**

1. INTRODUCTION – QUICK OVERVIEW OF 2012 .....	2
2. SECOND GENERATION OF PEXIM SCHOLARS (ACADEMIC 2011/2012).....	4
2.1. GRADUATION .....	4
2.2. EMPLOYMENT .....	4
2.3. EXAMPLE OF THE MISSION ACCOMPLISHED .....	5
3. THIRD GENERATION OF PEXIM SCHOLARS (ACADEMIC 2012/2013) .....	7
3.1. PEXIM CAMBRIDGE SCHOLARS FROM SERBIA .....	7
3.2. PEXIM CAMBRIDGE SCHOLARS FROM MACEDONIA .....	7
4. ADMINISTRATIVE ISSUES .....	9
5. PARTNERSHIPS AND VISIBILITY .....	11
6. LESSONS LEARNED .....	16
7. ALUMNI NETWORK .....	17
8. BUDGET .....	19
7.1. COMMITMENT IN 2012 .....	19
7.2. ACTUAL SPENDING IN 2012.....	19
ANNEX I – EXAM RESULTS OF THE SECOND GENERATION OF SCHOLARS .....	20
ANNEX II – EXAM RESULTS OF THE THIRD GENERATION OF SCHOLARS .....	22
ANNEX III – REVIEW OF THE FOREIGN DEGREES NOSTRIFICATION PROCESS .....	23

## **1. INTRODUCTION – QUICK OVERVIEW OF 2012**

The activities and focus of the PEXIM Foundation to date can be summarized as follows: 2010 was the year when the Foundation was established; 2011 was the first full year of the PEXIM Foundation's operations; and 2012 was the year when the Foundation started building its Alumni network.

The second generation of PEXIM scholars returned to Serbia and Macedonia by October 2012 and the first couple of months upon their arrival were focused on securing employment and starting their professional careers. The second half of 2012 was almost entirely about building Alumni network. As of November 2012, the PEXIM Foundation scholars from Serbia have been organizing regular meetings to discuss ways in which PEXIM Foundation can become more visible and more socially engaged on a range of issues which are close to its mission – such as the recognition of foreign degrees in Serbia, preparation for studying abroad, support to students coming back to the country, and similar. By early 2013, the Alumni network from Serbia reached out to the Alumni network from Macedonia to improve cooperation amongst each other.

As a particularly interesting occurrence, the PEXIM Foundation Alumni network started receiving “adopted” members, i.e. scholars from Cambridge who were not financially supported by PEXIM but wanted to join the group because of the Foundation's activities.

The major achievements of the Foundation in 2012 can be summarized as follows:

- Start of the PEXIM Foundation Alumni network.
- The Foundation became member of the British-Serbian Chamber of Commerce (BSCC) and developed close partnership with them. The Chairman of the BSCC, Sir Paul Judge, himself a Cambridge graduate (Trinity College) and principal beneficiary of the Judge Business School which many of our scholars attended is deeply committed to working with the PEXIM Foundation to advance our goals.
- The Foundation assisted the second generation of scholars to secure employment. Perhaps even more significant is the fact that the Foundation's mission is exceptionally implemented in Macedonia – from the point of view of employment. So far, two of PEXIM Alumni are working in the cabinet of the Deputy Prime Minister Vlado Pesevski and one of the Alumni, Aleksandar Mitov became the Advisor for environmental and health issues of the President of Macedonia.
- The first PEXIM Cambridge dinner was organized on 2<sup>nd</sup> of May 2012 by the PEXIM Foundation and Sir Paul Judge. The dinner gathered together about 30 Serbian

students in Cambridge and, in addition to Sir Paul Judge and Mihail Petreski, the dinner was attended by Michael Davenport, UK Ambassador to Serbia, Dr Dejan Popovic, Serbian Ambassador to UK, and Michael O'Sullivan, Director of the Cambridge Overseas Trust (COT).

## **2. SECOND GENERATION OF PEXIM SCHOLARS (ACADEMIC 2011/2012)**

### **2.1. GRADUATION**

Over the summer of 2012, the 2011/2012 generation of PEXIM scholars: Tijana Gajic, Milena Milicevic, Una Savic, and Dusan Kanazir (from Serbia) and Leana Ugrinovska and Majda Josevska (from Macedonia) graduated from Cambridge with their Master Degrees. They are the second generation of PEXIM Foundation's Alumni.

The only PEXIM Cambridge undergraduate scholar selected in 2010, Damjan Denkovski, successfully completed the second year of his graduate (BA) studies in Politics, Psychology and Sociology and continued, in October 2012, with his final, third year. In communication with the PEXIM Foundation Executive Director, Damjan confirmed that he will continue to do his Master degree (fourth year) without the support of the PEXIM Foundation.

Enclosed in this report as Annex I are the exam results of the second generation of scholars.

### **2.2. EMPLOYMENT**

The PEXIM Foundation started contacting companies and organizations which might be potentially interested in employing our scholars at the start of their second semester. Therefore, some interviews were held even before they graduated from Cambridge. As a result of these interviews, PEXIM scholars started receiving job offers as of April 2012.

- Tijana Gajic graduated from Judge Business School, University of Cambridge, with Master degree in Innovation, Strategy and Organization. She holds BSc degree from the Faculty of Economics, University of Belgrade (major: Finance, Banking and Insurance). Upon graduation, Tijana returned to Serbia and is currently working for the Continental Wind Serbia (CWS).
- Milena Milicevic graduated from Murray Edwards College, University of Cambridge, with Master degree in Management. She obtained her first Master's degree in English Language and Literature from the Faculty of Philology, University of Belgrade, Serbia. Upon graduation, Milena worked as an intern in 2012 London Olympic Games and then returned to Serbia where she now works for the Faculty of Industrial Management, private Union University in Belgrade.
- Una Savic graduated from Sidney Sussex College (Judge Business School), University of Cambridge, with MPhil in Finance. She holds an undergraduate degree in

Economics and Quantitative Finance and has been awarded as the best student in her generation by the Faculty of Economics, University of Belgrade, Serbia. Unfortunately, Una decided to continue with her PhD studies in UK and did not come back to Serbia after graduation. However, she did sign the contract with the PEXIM Foundation for reimbursement of her PEXIM Cambridge scholarship (as of 1 February 2013).

- Dusan Kanazir graduated from Hughes Hall, University of Cambridge, with LL.M. Prior to graduating law at the top of his class at Union University in Belgrade, Serbia, Dusan interned and worked in the International Criminal Tribunal for the former Yugoslavia (ICTY) in the Hague. Dusan also decided to continue with his PhD studies in the US and did not come back to Serbia after graduation. Dusan informed the Foundation that he is currently unable to reimburse the Foundation for his scholarship and the Foundation is now searching for ways to deal with this issue.
- Leana Ugrinovska graduated from Corpus Christi College, University of Cambridge, with Master degree in Development Studies. She holds Bachelor degree from the Faculty of Economics (Finance), University of Montenegro in Podgorica, as a valedictorian. Upon graduating from Cambridge, Leana returned to Macedonia and is currently working as Senior Associate in the Cabinet of the Deputy Prime Minister for Economic Affairs. In that capacity, Leana works on issues such as public-private partnerships, investments, competitiveness, innovations and new technologies, and tourism.
- Majda Josevska graduated from Wolfson College, University of Cambridge, with MPhil in Education, specifically in Educational Research. She has a BA in Psychology from the State University "St. Kiril and Metodij", Skopje, graduating with a research on Gender Stereotypes in Macedonian Films. Majda received several job offers and is currently deciding on which way her career should go.

### **2.3. EXAMPLE OF THE MISSION ACCOMPLISHED**

One of the PEXIM Foundation's exceptional scholars is certainly Tijana Gajic. While still in Cambridge, she won the second place in the Cambridge Contest in Quantitative Methods. "The committee was impressed with the group's work that ranked 2nd in their cohort. The prize is only awarded for exceptional quantitative work: Robin and Tijana's projects are exemplars. The Cambridge Contest is a university-wide tournament that consists of a series of empirical problem sets to be solved using statistical software packages", stated Thilo Klein, Lecturer in Econometrics, Judge Business School.

Tijana has also been selected amongst 3,000 candidates, as one of the 50 students from the leading world universities, to compete in the "Energy Battle Competition"

([www.nrgbattle.nl](http://www.nrgbattle.nl)) which was held in Kuala Lumpur, Malaysia. She worked on the project "Floating Liquid Natural Gas vs. On shore LNG" for Shell. The competition was organized by "The Talent Agency" ([www.tta-world.com](http://www.tta-world.com)) and was held during the World Gas Conference ([www.wgc2012.com](http://www.wgc2012.com)).



Tijana Gajic with her team

“It was an interesting experience which helped me gain a wider picture of the global energy sector”, said Tijana.

In April 2012 Tijana was interviewed in London by the US firm Continental Wind Partners (CWP). CWP moved its European headquarters from London to Belgrade in September 2012 and hired Tijana to join their team immediately upon her graduation and arrival to Serbia. In CWP, as one of the

leading independent companies in renewable energy sector, Tijana has a chance to implement all of her knowledge in finance and organization, as well as skills from her “Energy Battle Competition”.

### **3. THIRD GENERATION OF PEXIM SCHOLARS (ACADEMIC 2012/2013)**

In July 2012, the Management Board of PEXIM Foundation interviewed seven candidates (five from Serbia and two from Macedonia) who received conditional offers from the University of Cambridge.

When interviewing this generation of students, several general observations have been made by the Management Board. Firstly, the selection of candidates in 2012 was not up to last year's standards. The reasons for this can, amongst others, be found in the fact that, this year, the candidates from Serbia and Macedonia got more scholarships either directly from Colleges they applied for, or from the Open Society Fund (OSF), where the obligations imposed on the scholarship candidates are somewhat more relaxed. We would like to believe that the activities performed by the PEXIM Foundation in the past helped improve the situation for Serbian and Macedonian students this year. Secondly, the Management Board members concluded that the PEXIM Foundation should award less scholarships this year compared to last year – one or two, depending on whether the top candidates will be awarded scholarships from other institutions.

In summary, in 2012, the Board decided to award only one full scholarship to Ms Nevena Krstic (LLM) from Serbia.

#### **3.1. PEXIM CAMBRIDGE SCHOLARS FROM SERBIA**

**Nevena Krstic** – Nevena was accepted by Cambridge to do Master of Law (LLM). She graduated from the University of Belgrade, Faculty of Law (Department of International Law, with GPA 9.81). In the past, she was awarded two scholarships -- one from Belgrade City Council (as the Most Talented Student of Belgrade) and one from the Ministry of Youth and Sports (Fund for Young Talents). Nevena is employed as Legal Administration Manager at the International Probiotics Association (IPA). Total cost of her LLM studies is 28,774 GBP.

In addition to Nevena, the Board agreed that one of the strongest candidates for scholarship was Ms Tijana Vladislavjevic who was also offered a place in Cambridge to do LLM. However, Tijana's condition in terms of GPA was changed by her College which caused her to lose conditional offer. As a very strong candidate for PEXIM Cambridge scholarship, the Board recommended to Tijana to try again next year.

#### **3.2. PEXIM CAMBRIDGE SCHOLARS FROM MACEDONIA**

The Board agreed that Natasa Janceva is extremely strong candidate. Natasa was accepted at Trinity Hall to do MPhil in Education (Thematic Route - Politics, Development and Democratic Education). She graduated on the Faculty of Philology, Bachelor's Degree

in Interpretation – Conference interpreter (English and French) from the State University “St. Cyril and Methodius”-Skopje (GPA 9.75). Natasa works as Network Coordinator for Youth NGO – Mladinfo supporting activities that raise awareness about the importance of the young people in the development of democratic society. From 2011-2013 she was elected as a “Youth Peace Ambassador for RM” by the Council of Europe. Although the Foundation was ready to offer her full PEXIM Cambridge scholarship, we were informed that she was awarded the scholarship from the Ministry of Education and Science of Republic of Macedonia.

Besides Natasa, the Management Board concluded that Aleksandar Stefanovski is an extremely strong candidate. However, the PEXIM Foundation was not able to get in touch with this candidate and he was not interviewed, which is why he was not considered for the scholarship, albeit his impressive biography. The Management Board is of the opinion that without being interviewed we cannot judge on the intention of the candidate to return to his homeland following the completion of his studies to fulfil his duty to work for two years in the country.

#### 4. ADMINISTRATIVE ISSUES

In everyday activities of PEXIM Foundation, there have been several administrative issues which need to be emphasized in this report. These are namely:

- **Marko Jevremovic started reimbursing his scholarship.** Marko Jevremovic (PEXIM Alumni, generation 2010/2011) signed the agreement with the PEXIM Foundation on reimbursement of his scholarship because he took up employment in the UBS bank in London. His PEXIM Cambridge scholarship (20,772 GBP) needs to be paid back over the next 30 months, starting from 1 January 2012. The COT agreed that, even though they covered 50% of scholarship, their contribution also needs to be returned directly to the PEXIM Foundation. Marko Jevremovic started repaying his scholarship to PEXIM Foundation in monthly instalments of 692 GBP. This money will be used to provide scholarships for future generations of PEXIM Cambridge scholars.
- **Registration of PEXIM Foundation in Serbia and change in the Management Board** – Although the PEXIM Foundation was officially registered in Serbia in February 2011, we needed to re-registered with the Business Registry Agency (APR) in accordance with the new Law on Foundations. The Foundations were previously registered within the Ministry of Culture. Ana Brnabic no longer member of the Management Board of PEXIM Foundation in Serbia as the new Law prevents Executive Director to also be a member of the Management Board. The Foundation in Serbia now has four Management Board members instead of five.
- **PEXIM Foundation Management Board meetings** – During 2012, the Foundation held two Management Board meetings, both in Belgrade. The first meeting was held on 20 May 2012 to discuss the following: (1) adoption of the PEXIM Foundation Annual Report for 2011; (2) adoption of the PEXIM Foundation Financial Report for 2011; (3) discussion about PEXIM scholars who expressed reservations about coming back to Serbia and agreement on the next steps; (4) information about re-registration of PEXIM Foundation in Serbia and change in the Serbian Management Board; and (5) future activities. The second board meeting was held on 14 July 2012, to interview and select candidates for PEXIM Cambridge Scholarship for 2012/2013. The Executive Office of the Foundation maintained communication with the Supervisory Board members by sending them Annual Report for review, and by informing them of the selection of the second generation of PEXIM Cambridge scholars.
- **Membership in the British-Serbian Chamber of Commerce** – As of 1 January 2012, after excellent cooperation initiated in 2011, the Foundation became fully fledged member of the British Serbian Chamber of Commerce – BSCC

([www.britserbcham.eu](http://www.britserbcham.eu)). The Chamber is established as an English private limited company, the main object of which is to encourage and facilitate trade between the two countries. The Foundation is looking forward to working with the excellent team of the BSCC to contribute to stronger cooperation between Britain and Serbia, and solve a range of outstanding issues such as recognition of UK degrees, employment of scholars coming back from the UK, etc. Ana Brnabic, Executive Director of the PEXIM Foundation, regularly participates in the BSCC Board meetings.

## 5. PARTNERSHIPS AND VISIBILITY

During 2012, the PEXIM Foundation continued its work on strengthening partnerships established during 2010 and 2011. In particular, the Executive Office of the Foundation, Vanja Mirkovski and Ana Brnabic, work closely with the Open Society Fund (OSF) and British Council to coordinate the scholarship selection process. Nevertheless, by far the strongest partnership and the one with the most significant visibility is with the BSCC thanks to which the Foundation and its Alumni network initiated many important activities.

- **Annual PEXIM Cambridge dinner** – On 2 May 2012, the PEXIM Alumni and Sir Paul Judge organized the first ever PEXIM Cambridge dinner as joint initiative of PEXIM Cambridge scholars who attend Judge Business School and Sir Paul Judge as the principal benefactor of the Judge Business School and Chairman of British Serbian Chamber of Commerce. The students' idea behind the organization of such an event was to show enthusiasm and readiness to change economic landscape of Serbia and build firm ties with the UK on both academic and business level. The dinner also created networking opportunities among Cambridge students and business professionals and officials who want to help Serbia in reforms toward a prosperous country.



Besides Serbian students and professors currently at Cambridge University, the dinner included distinguished guests amongst whom were Sir Paul Judge, President of BSCC, Dr Dejan Popovic, Serbian Ambassador to the UK, Michael Davenport, UK Ambassador to Serbia, Michael O'Sullivan, Director of Cambridge Overseas Trust (COT), and Jelena Krzanicki, Director of the Serbian City Club based in London, and Director of the BSCC.

In his speech, Sir Paul Judge mentioned a wonderful Mathematical high-school in Belgrade from which dozens of students have been accepted to the prestigious Trinity College, known as one of the top math's places in the world since the time of Isaac Newton. He also stated that, from the BSCC's point of view, Serbia has a very good strategic position. He recognized Serbia's efforts and success in obtaining the EU candidate country status, and emphasized that it is a huge step towards the future investments in Serbia. Finally, he referred to the students present as the future of Serbia.



From left to right: Michael Davenport, UK Ambassador to Serbia; Mihail Petreski, President of PEXIM Foundation; and Dr Dejan Popovic, Serbian Ambassador to UK

Mihail Petreski, President of the PEXIM Foundation, thanked Sir Paul Judge for accepting the position of the President of the British-Serbian Chamber of Commerce and pointed out that since he took over the presidency, there is a new energy within the Chamber. He also expressed the great honour to have guests such as the two Ambassadors and thanked them for their support. Finally, he thanked Michael O'Sullivan for substantial support of the COT and for helping place eleven students to the Cambridge

University, within the last two years. Mr Petreski also shared the history of PEXIM Foundation development and reflected on the hard times that Serbia went through when many young people left the country. Mr Petreski chose to stay and establish his own company with the basic idea of creating an island of common sense, i.e. where good people with hard work can live their descent lives. He realized that his biggest skill is to create a proper environment in which young people can prosper and utilize their qualities to the maximum. The same idea was behind establishment of PEXIM Foundation: to inspire young people to use their qualities and skills to make a change in the country they are coming from. He then thanked PEXIM students from whom the whole idea of the dinner started and pointed how this is exactly the proof that his vision is coming true. "The PEXIM students became a good team in which many people would like to play", concluded Petreski and added that "the job of the representatives of the governments of Great Britain and Serbia, as well as BSCC, COT and PEXIM Foundation is to continually develop the

environment where qualities of young and bright people will come to their maximum”.

Dr Dejan Popovic, Ambassador of the Republic of Serbia to the UK reflected on the time he spent at Cambridge University. He also acknowledged the significance of Serbia



Mihail Petreski and Sir Paul Judge with PEXIM scholars Tijana Gajic, Milena Milicevic and Una Savic

getting the status of the EU candidate and pointed out that Serbian heritage, its culture, its beliefs and its history tie Serbia strongly to the constellation of nations that have established the European Union.

HMA Michael Davenport paid particular tribute to Sir Paul Judge for injecting his dynamism, energy and vision into the work of the BSCC from which both Serbia and UK are benefiting already. He also paid tribute to the PEXIM Foundation and COT and pointed out that what they have done in the last two years is extremely important because of the opportunities that were given to young people, and the relationship building between the two countries. He found education links to be tremendously important way of naturally building the relationship between countries, but also as a contribution to reforms and greater competitiveness in Serbia.

Michael O’Sullivan noted how it was a tremendous pleasure for him to work with the PEXIM Foundation’s team and that the COT has been impressed by the intellectual power of Serbian students. He assured that this university will be open to the best and brightest wherever they come from.

The dinner will become an annual event with the second one already scheduled for 2 May 2013.

- **Networking event for PEXIM Alumni and new scholars** – On 6 September 2012, HMA Michael Davenport hosted in his residence members of the British companies present in Serbia, their key partners, officials of the Serbian Government, and PEXIM Foundation. The immediate cause for this gathering was the visit of Sir Paul Judge, President of the BSCC. Ambassador Davenport greeted the guests and stated importance of networking, fostering business relations and the work of the British-Serbian Chamber of Commerce in the year when Great Britain and Serbia celebrate 175th anniversary of their bilateral relations. At the event, Ambassador emphasized strong academic cooperation between Great Britain and Serbia: „Since 2010, approximately 1,500 Serbian students decided to study in prestigious British universities. A part of this cooperation is the UK Government scholarship program – Chevening – which will send four new students to UK next year. Our goal is to support Serbia in practical terms as these students will return to Serbia with degrees from some of the best universities worldwide and will have a chance to significantly contribute to Serbia’s development.“ In his speech, Sir Paul turned his attention to the activities of PEXIM Foundation. “PEXIM Foundation, in cooperation with COT to date invested 350,000 EUR into scholarships for its 11 Master students and it continues to expand its program. We’ve recently organized the first gathering of Serbian students in Cambridge at the Trinity College”, said Sir Paul.

Key note speakers at the event were also James Thornley, Director of Belgrade office of KPMG and Vice President of the British-Serbian Chamber of Commerce, and David Thomas, President of COBCOE, the Association of British Chambers of Commerce in Europe.

- **NALED Corporate Social Responsibility (CSR) Certification** – Companies Coca-Cola HBC, Eurobank EFG, Holcim Serbia, SUNCE Marinkovic and Tigar were the first ones to receive the CSR Certificate of the National Alliance for Local Economic Development (NALED), representing a guarantee that they do business in accordance with the highest standards of



corporate social responsibility (CSR). At the ceremony held on 2 October 2012 at the Belgrade City Assembly the companies were awarded this certificate by NALED, in cooperation with SMart kolektiv and Balkan Community Initiatives Fund (BCIF), with the support of the Institute for Sustainable Communities (ISC). The awards were granted within the program „Civil Society Advocacy Initiative program in Serbia“ financed by the USAID. The ceremony was attended by a large number of distinguished representatives of national and international institutions, diplomatic corps, foreign investors, domestic businesses, local governments and the media. The ceremony opening included addresses by Milan Pajevic, Director of the Serbian European Integration Office and Susan Fritz, Mission Director of USAID. Within a panel discussion, the audience was addressed by promoters of social responsibility, Assistant Minister of Foreign and Domestic Trade and Telecommunications Nebojsa Vasiljevic, Head of Public Relations and Corporate Image of Serbian National Broadcasting Corporation (RTS) Duska Vucinic-Lucic, the founder and President of PEXIM Foundation Mihail Petreski and the Vice-president of Business Leaders Forum Stephen Fish. Panel participants agreed that the awareness and attitude towards CSR in private, public and civil sector in Serbia have significantly changed compared to the previous years, but that there is still a lot work to be done in order to make CSR a strategic priority of doing business.

## 6. LESSONS LEARNED

As much as two PEXIM scholars from this generation (2012/2013) decided not to honour their obligation towards PEXIM Foundation and PEXIM Cambridge Scholarship Agreements they signed. In total, since the PEXIM Foundation's establishment, three out of eleven students did not return to their country of origin. Two of these three scholars (Marko Jevremovic and Una Savic) agreed to sign agreements on reimbursement of funds to the Foundation, which will then be used to support future generations of students. One scholar, Dusan Kanazir, did not reach the agreement with the Foundation on the reimbursement of funds. The Foundation is currently trying, with professional legal assistance, to initiate proceeding against Mr Kanazir but there are shortfalls in the PEXIM Cambridge Scholarship Agreement which makes this process more difficult and time consuming than necessary. For that reason, the Foundation decided to, again, improve its Scholarship Agreement.

- **Change in the Scholarship Agreement** – In 2011, the original version of the Scholarship Agreement was changed to clarify and explicitly state that Government offers must be treated as a priority when selecting employment opportunities. In 2012, this Agreement was, upon the advice of lawyer, again changed to delete arbitration as a conflict resolution technique and leave only the relevant Serbian or Macedonian court.

## 7. ALUMNI NETWORK

In the second half of 2012, the PEXIM Foundation begun with developing its Alumni network. Currently, the backbone of the Alumni network is composed of Borjan Lazarevic, Milena Milicevic and Tijana Gajic who are leading the efforts to define activities which they can jointly work on and involve other PEXIM Alumni both from Serbia and Macedonia. The activities identified are as follows:

- Revival of the University of Cambridge Society of Serbia with PEXIM as its base
- Participation in, and support to, the recognition of foreign degrees process (“nostrification”)
- Organization of educational webinars
- Organization of the second PEXIM Cambridge dinner
- Networking event with Sir Paul Judge.

Several other Cambridge graduates, namely Zeljko Djuric, Marko Radonjic, and Aleksandar Protic, joined the PEXIM Alumni network even though they were not financially supported by the PEXIM Foundation. The reasons for their decision to become “adopted” members of the PEXIM Foundation lie in their friendship with PEXIM Alumni and their wish to support the Foundation because of its clear goals and mission.

By the end of 2012, the PEXIM Alumni already took some concrete steps to implement their plans.

- In September 2012, Borjan Lazarevic prepared a paper “Review of the foreign degrees nostrification process” which was used by the BSCC and shared with the University of Belgrade to advocate for reforms of the educational sector in Serbia in terms of automatic recognition of foreign degrees from leading world universities<sup>1</sup>. He had support of the PEXIM Alumni in Macedonia who shared with him their experiences.
- On 17 December PEXIM Alumni held a meeting with Mr Vladimir Tomasevic, President of the University of Cambridge Society of Serbia and agreed on the concrete next steps to revive this important organization.
- Several meetings were held with James Gunn Atanasov, representative of the BSCC, to discuss preparation of the second PEXIM Cambridge annual dinner. Invitations were also sent to all Serbian students at Cambridge and all PEXIM Alumni and about 60 people confirmed their participation. The Alumni are currently working on finding sponsors for this event.

---

<sup>1</sup> The paper “Review of the foreign degrees nostrification process” is attached as an Annex III of this report.

- The first educational webinar was scheduled for February 2013 to support students in applying to leading world universities.
- Networking event with Sir Paul Judge was scheduled for March 2013.

The Executive Office of the PEXIM Foundation in Serbia and in Macedonia is looking to support Alumni network in the best way possible. In the future, one of the key goals of the PEXIM Foundation will be to foster their activities and create stronger linkages between the Alumni network in Serbia and the one in Macedonia.

## 8. BUDGET

### 7.1. COMMITMENT IN 2012

During 2012, the PEXIM Foundation committed to supporting only one student (from Serbia). The full cost of studies for this scholar in academic 2012/2013 is 28,774 GBP of which the PEXIM Foundation needs to cover 14,387 GBP (about 17,000 EUR) and the remaining 50% will be covered by the COT. However, in 2012, the Foundation continued supporting its one BA student, Mr Damjan Denkovski, selected in 2010, in the third year of his studies at Cambridge.

Therefore, **the total cost of studies for two PEXIM Cambridge scholars in 2012/2013 was 54,982 GBP (about 64,000 EUR)** of which the **PEXIM Foundation committed to covering 31,859 GBP (about 37,000 EUR)** and COT committed to 23,123 GBP, as stated in the table below.

#	Surname	Name	Nationality	Degree	Subject	Total (GBP)	COT	PEXIM	Fund for Young Talents
1	Denkovski	Damjan	Macedonian	BA	Politics, Psychology and Sociology	26,208	8,736	17,472	N/A
2	Nevena	Krstic	Serbian	LLM	Law	28,774	14,387	14,387	N/A
<b>Total 2012/2013</b>						<b>54,982</b>	<b>23,123</b>	<b>31,859</b>	<b>N/A</b>

### 7.2. ACTUAL SPENDING IN 2012

As the PEXIM Foundation share for 2011/2012 is paid to the Cambridge Overseas Trust in two instalments – one in November, and the other one in April, actual spending on scholarship fees in 2012, totalled **79,760 GBP**. This amount includes payment of 47,901 GBP in April 2012 (second instalment for PEXIM Cambridge scholarships for 2011/2012<sup>2</sup>) and 31,859 GBP in November 2012 (total fee for PEXIM Cambridge scholarships for 2012/2013). In 2013, the Foundation will only pay the scholarship fees for the next generation of students, i.e. 2013/2014.

<sup>2</sup> The second installment for generation of 2011/2012 paid in April 2012 (47,901 GBP = 9,439 for Serbia and 38,462 for Macedonia ).

## **ANNEX I – EXAM RESULTS OF THE SECOND GENERATION OF SCHOLARS**

### **1. Milena Milicevic:**

- Finance and Accounting – 60%
- Quantitative Techniques of Management – 46%
- Globalization at the crossroads – 64%
- Organizational analysis – 63%
- Human Resources Management – 70%
- Business innovation in a digital age – 58%
- Business Economics – 64%
- Marketing – 65%
- Management Consulting Project – 72%
- Operations Management – 60%
- Strategic Management – 68%
- **Overall GPA: 63%**

### **2. Tijana Gajic:**

- Operations Strategy and Technology Management – 73%
- Quantitative Research Methods – 79%
- Information systems, innovation, and organizational change – 63%
- Foundations of organizational analysis – 74%
- MPhil Thesis: “Two steps ahead of providing excellent service: A case study of the transformation economy on the case of Judge Business School” – 61%
- **Overall GPA: 70%**

### **3. Una Savic:**

- Quantitative Research Methods – 73%
- Principles of Finance – 73%
- Economics Foundations of Finance – 79%
- Empirical Research in finance and accounting – 68%
- Quantitative research methods – Advanced – 66%
- Microeconomics I – 65%
- Thesis – 73%
- **Overall GPA: 80%**

### **4. Leana Ugrinovska Ugrica:**

- Development economics – 63%
- Sociology and politics of development – 61%
- Quantitative research methods I – 67%
- Quantitative research methods II – 70%
- Dissertation – 69%

- **Overall GPA: 66%**

**5. Dusan Kanazir:**

- Corporate insolvency law – 2-1
- International commercial litigation – 2-1
- Competition law – 2-1
- Settlement of international disputes – 2-1
- **Average grade: 2-1**

**6. Majda Josevska:**

- Essay 1 – 69%
- Essay 2 – 67%
- Thesis – 73%
- **Overall GPA: 69.66%**

**7. Damjan Denkovski<sup>3</sup>**

- Politics, Psychology and Sociology Tripos, Part IIA – 65.8%
- History of political thought from c.1700 to c.1890 – 64,66%
- The analysis of modern politics II – 69,67%
- The analysis of modern politics III – 65,64%
- **In Year 2: 66%**

---

<sup>3</sup> Generation 2010/2011; this is the second year of his BA studies.

**ANNEX II – EXAM RESULTS OF THE THIRD GENERATION OF SCHOLARS (2012/2013)**

**1. Nevena Krstic** – no exams thus far

**2. Damjan Denkovski** – no exams thus far<sup>4</sup>

---

<sup>4</sup> Generation 2010/2011; this is the third year of his BA studies.

## ANNEX III – REVIEW OF THE FOREIGN DEGREES NOSTRIFICATION PROCESS

Full document:

[http://www.peximfoundation.org/f/docs/Fundations\\_news/Review\\_of\\_the\\_foreign\\_degrees\\_nostrification\\_process\\_1.pdf](http://www.peximfoundation.org/f/docs/Fundations_news/Review_of_the_foreign_degrees_nostrification_process_1.pdf)

2 September 2012

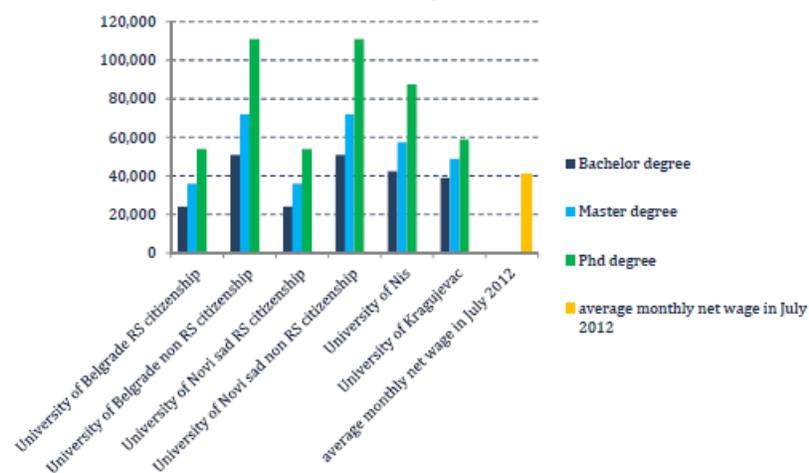
### Review of the foreign degrees nostrification process

Individuals pursue education in order to achieve various goals, in order to acquire knowledge, improve employment opportunities, earn higher income, pride, recognition or others. However, when an individual achieves a degree or certificate, the benefits he/she attains might also transfer to the groups he/she belongs to, family, friends, city or country. For countries, the benefits of educated population could be higher productivity, generation of wealth, but also advancement in culture, science, arts, medicine etc. Due to this fact, certain countries have enacted programs in order to support younger generation in their goal of attaining higher qualifications. Republic of Serbia has found a place among these countries, through the foundation of the Fund for Young Talents<sup>1</sup> which provides financial aid to students seeking to study at home or abroad. One of the main conditions for eligibility, for students seeking education in foreign countries, is however the conditions that these students should, upon completion of the course, return to their country and work for a certain number of years. However, one of the major problems has arisen for these students, the nostrification of the degrees attained at foreign institutions.

The nostrification process is a process through which degrees attained at educational institutions outside Serbia are recognised within Serbia, in order for the degrees to be eligible for employment or enrolment in order to pursue another certificate. Without a nostrified degree, individuals may be found ineligible for employment, their level of education will not be recognised in their „work book” (radna knjižica), they may not be awarded the appropriate amount of vacation days<sup>2</sup> etc.

The main obstacle facing students who intend to initiate the process of nostrification are the costs of the nostrification process. Graph 1 presents costs of nostrification process at major universities in Serbia, compared to the average net salary.

Graph 1: Comparison of nostrification costs and average net salary (in RSD)



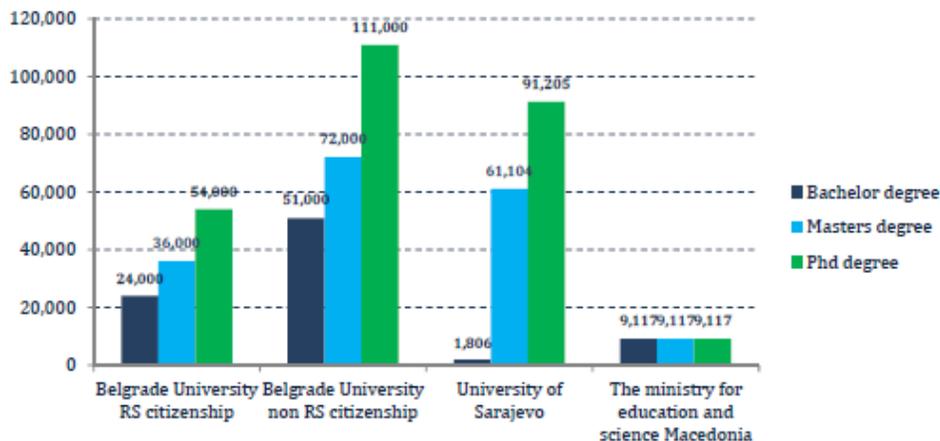
<sup>1</sup> <http://dositeja.fondmt.rs/>

<sup>2</sup> Vacation days may be increased for persons holding higher level degrees. See Republic of Serbia, Labor law, Official gazette of RS, No 54/09, article 69.

Data<sup>3</sup> presented in Graph 1 indicates that the costs of nostrification process participate in a significant amount within the average net salary (the participation ranges from 58.28% for bachelors degrees nostrified for RS citizens at Belgrade or Novi sad university to 269.55% for PhD degrees nostrified for non RS citizens at Belgrade or Novi sad university).

The costs of nostrification process in Serbia are somewhat comparable to the costs of the process in Bosnia and Herzegovina, however, they are significantly lower than in the Republic of Macedonia, as indicated in Graph 2<sup>4</sup>.

Graph 2: Comparison of nostrification costs in Serbia and neighbouring countries (in RSD)



The data presented in Graph 2 indicate that Serbia, compared to Macedonia, could improve its competitiveness in attracting students who have acquired degrees at foreign universities.

Information presented at Graphs 1 and 2 indicates that the costs of nostrification process in Serbia are considerable, compared to the national average salary, and furthermore, that there is an example of a neighbouring country that has enacted a more cost-competitive nostrification process. The high costs of nostrification, compared to average salary and neighbouring country, may in turn:

- Discourage students from returning to Serbia after the completion of their studies;
- Hamper employment, as students incur higher costs during the employment-seeking process;
- Lower productivity, as criteria other than efficiency, education and experience may prove decisive to the employers.

The high costs of nostrification may hamper mobility among the population seeking to find employment in Serbia, contrary to the practice in European Union. The EU countries have, in order to „implement the Lisbon Recognition Convention and, in general, to develop policy and practice for the recognition of qualifications, the

<sup>3</sup> [http://www.bg.ac.rs/csrbp/obrazovanje/str\\_isprave.php](http://www.bg.ac.rs/csrbp/obrazovanje/str_isprave.php); <http://www.ekof.bg.ac.rs/fakultet/nostrifikacija.php>; <http://www.uns.ac.rs/sr/>;

[http://www.ni.ac.rs/en/images/documents/obrazac\\_zahteva\\_za\\_priznavanje%20sr\\_en\\_final.pdf](http://www.ni.ac.rs/en/images/documents/obrazac_zahteva_za_priznavanje%20sr_en_final.pdf);

<http://www.kg.ac.rs/nostrifikacija.php>; <http://webzrs.stat.gov.rs>

<sup>4</sup> <http://www.unsa.ba/s/images/stories/web-unsanovi/pravni%20akti/prav/uputstvo-nostrifikacija.pdf>;

<http://www.cbbh.ba/index.php?id=4&lang=sr>;

<http://www.mon.gov.mk/mk/dokumentimon/formularimon/216-2009-07-01-08-51-20>

middle exchange rate taken on 30.8.2012. <http://www.cbbh.ba/index.php?id=4&lang=sr>;

<http://www.nbrm.mk/?pmenu=kurslistMKIKL>; <http://www.nbs.rs/internet/cirilica/scripts/ondate.html>

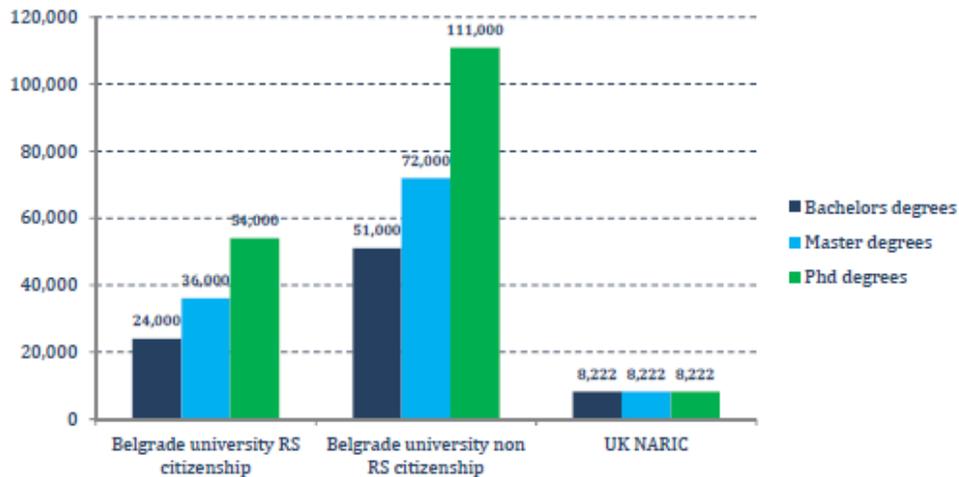
Council of Europe and UNESCO have established the ENIC Network (European Network of National Information Centres on academic recognition and mobility). The Council of Europe and UNESCO/CEPES jointly provide the Secretariat for the ENIC Network. The ENIC Network cooperates closely with the NARIC Network of the European Union.

The Network is made up of the national information centres of the States party to the European Cultural Convention or the UNESCO Europe Region. An ENIC is a body set up by the national authorities. While the size and specific competence of ENIC may vary, they will generally provide information on:

- the recognition of foreign diplomas, degrees and other qualifications;
- education systems in both foreign countries and the ENIC's own country;
- opportunities for studying abroad, including information on loans and scholarships, as well as advice on practical questions related to mobility and equivalence<sup>5</sup>. The NARIC network is an initiative of the European Commission and was created in 1984. The network aims at improving academic recognition of diplomas and periods of study in the Member States of the European Union (EU) countries, the European Economic Area (EEA) countries and Turkey. The network is part of the Community's Lifelong Learning Programme (LLP), which stimulates the mobility of students and staff between higher education institutions in these countries.....The main users of this service are higher education institutions, students and their advisers, parents, teachers and prospective employers.<sup>5</sup>

The corresponding agency, providing information and opinion regarding qualifications, within the UK, is the UK NARIC<sup>6</sup>. The services that the UK NARIC provides to individuals are the following: „UK NARIC provides comparison statements for people with international qualifications planning to work or study in the UK. The statements can be used by individuals to help them through the UK's immigration system, applying for a UK job or to enrol on an education course<sup>7</sup>. Graph 3<sup>7</sup> compares the costs of nostrification process in Serbia and in UK.

Graph 3: Comparison of nostrification costs in Serbia and UK (in RSD)



<sup>5</sup> <http://www.enic-naric.net/index.aspx?s=n&r=g&d=about>

<sup>6</sup> <http://www.ecctis.co.uk/naric/Who%20We%20Are.aspx>

<sup>7</sup> The costs at UK NARIC are lowered to 7.450 RSD for online applications. <http://www.ecctis.co.uk/naric/Individuals/Default.aspx>; middle exchange rate on 30.8.2012. <http://www.nbs.rs/internet/latinica/scripts/ondate.html>

The nostrification process in Serbia appears to include inefficiencies, compared to the process in the UK, not only regarding costs, but also time required for processing the request. While the process time in the UK is 15 working days<sup>8</sup>, the average time required to process the application for the Belgrade university is 50 days<sup>9</sup>, ranging from 3 days at the Faculty for physical education and sports to 138 at the Medical faculty.

As noted in Graphs 1-3, it appears that the nostrification process in Serbia suffers from cost inefficiencies, compared to the examples from region and EU. There are a number of options how the nostrification process could be improved.

The author of this review supports the option that the degrees from the top 100 universities from the Shanghai list<sup>10</sup> (and or any other world renown list of top universities), should be automatically recognized by the Government of the Republic of Serbia, without any additional costs or documentation, and that the costs should be lowered for qualifications from other universities. **Instead, these students should be required to provide 4 lectures, in the time span of 2 years after graduation, on the topic(s) that were included in their curriculum. The students should provide all of these lectures at the universities in Serbia<sup>11</sup>.** This in turn would:

- ✓ Liberalize the labour market in Serbia. It would decrease the hurdles faced by students with foreign degrees seeking employment in Serbia. Some of the main beneficiaries would be the alumni of the Fund for Young talents.
- ✓ Attract additional, highly educated, skilful workforce.
- ✓ Attract expatriates.
- ✓ Improve the demographic situation (Serbia has lost approximately 240.000 citizens between the censuses of 2002. and 2012)<sup>12</sup>.
- ✓ Attract people from other cultural background, which would promote diversity.
- ✓ **Enable the transfer of knowledge, skills and expertise and thus increase the competitiveness of the labour force in Serbia.**
- ✓ **Provide universities in Serbia with insight into the experience and practise of top world universities and increase their competitiveness.**

By

Borjan Lazarević

---

<sup>8</sup> <http://www.ecctis.co.uk/naric/Individuals/Default.aspx>

<sup>9</sup> [http://www.bg.ac.rs/csrp/obrazovanje/pdf/Statistika\\_priznavanja.pdf](http://www.bg.ac.rs/csrp/obrazovanje/pdf/Statistika_priznavanja.pdf)

<sup>10</sup> <http://www.arwu.org/index.jsp>

<sup>11</sup> The universities would be responsible for providing lecture halls and dates for the lecture, and stating clearly on their internet presentation available dates and lecture halls, while students would be responsible for choosing between 1 to 4 universities and dates available to give the lecture, and giving the lectures on the topics they have studied at the foreign universities. The Republic of Serbia would not be liable to pay any sum of money to the students, for giving the lecture, it would instruct public universities not to charge any sum of money to students for giving the lecture, but would not prohibit public or private universities for paying a certain amount to students, for the service of providing the lecture. After each lecture, the university would provide confirmation to the students, confirming the organized lecture and students would sign the confirmation for the university, confirming the organized lecture.

<sup>12</sup> <http://webrzs.stat.gov.rs/WebSite/>