Rwanga Foundation is a non-governmental organization, which envisages a world where quality education is accessible for all. Its mission is to provide services, build capacities and design policies to ensure easy access to education for all and improve the overall educational standards in Kurdistan and the greater global community.

Rwanga’s strategic goals are to develop platforms for youth to discover talents and fulfill their potentials, to introduce the latest technology, including e-learning system to the education process in order to meet the advanced international standards, and to create a culture and passion for learning in particular among the youth.

Rwanga Foundation is based in Kurdistan and officially launched its activities in September 2013 to conduct projects and activities all over Iraq through its four main sectors of education, youth, environment and vulnerable groups.
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During the course of the year 2019, Rwanga Foundation successfully continued carrying out projects and activities through its four programs of Education, Youth, Environment and Vulnerable Groups, mainly in the Kurdistan Region but also in other parts of Iraq. The Foundation, during the period of twelve months - January through December 2019 - implemented thirty nine projects including various activities supporting and assisting around half a million people of different categories of age, gender and communities from the host, IDP and refugee, with a particular focus on female and male youths.
The projects and activities included building a school, making school extensions and distributing school materials to students, delivering online classes and videos, publishing applications, and organizing competitions for students.

As regards youths, the projects and activities covered sectors of skill development, vocational training course, creating platforms and networks for the youth to get connected and find jobs whether as employees, apprentices or volunteers.

Raising awareness of the public in general and of the youth in particular about the importance of education, environmental protection, human capacity development, employment, volunteerism, role of youth in developing society were other significant achievements during the course of the year.

As regards youth, the projects and activities covered sectors of skill development, vocational training course, creating platforms and networks for the youth to get connected and find jobs whether as employees, apprentices or volunteers.

Additionally, Rwanga Foundation provided basic support and assistance to help the disadvantaged people, mainly the displaced people who live in camps and the vulnerable people from the refugee, IDP and host communities to regain strength and become resilient and self-dependent again.

<table>
<thead>
<tr>
<th>Sector</th>
<th>Projects</th>
<th>Students</th>
<th>Beneficiaries</th>
</tr>
</thead>
<tbody>
<tr>
<td>Education</td>
<td>16</td>
<td>213,791</td>
<td></td>
</tr>
<tr>
<td>Youth</td>
<td>12</td>
<td>72,244</td>
<td></td>
</tr>
<tr>
<td>Environment</td>
<td>5</td>
<td></td>
<td>153,166</td>
</tr>
<tr>
<td>Vulnerable groups</td>
<td>6</td>
<td></td>
<td>59,652</td>
</tr>
</tbody>
</table>
The thirty eight projects were implemented in close coordination with the relevant government authorities and other concerned stakeholders including the target communities and non-governmental organizations. The main donors and partners of Rwanga Foundation during the course of year were, among others: Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ), EU Trust Fund, UNDP, USAID, HELP - German NGO, Siyem Foundation, VOKA, Acted NGO, Action Against Hunger, Barzani Charity Foundation, Kurthell, Gulf Keystone Petroleum, CDO, The International School of Choueifat Erbil, Lara Private School, Vision Company, and a number of private donors.

It is worth mentioning that since launching its programs in September 2013 until December 2019, Rwanga Foundation conducted 209 projects benefiting more than 2.5 million people from the host, IDP and refugee communities.
Education is not only limited to the knowledge we gain from school and university, it is a continuous learning process through practical and innovative educating methods and approaches. Rwanga Foundation believes that quality education should be accessible for all and strives to improve various aspects of learning through formal or informal education.

As in the past years, Rwanga Foundation in partnership with international and national organizations and in coordination with the relevant government authorities, mainly the Ministry of Education, conducted sixteen education projects in 2019 and continued carrying out other two projects started in 2018. The education projects and activities, in total, benefited more than 213,000 students, youths and teaching staff.
In response to a request raised by the Directorate of Education in Mergasar District in Erbil and based on a thorough assessment, the Foundation built an eighteen-classroom school in Wlatzheri Village, Barzan area.

The project started in February and ended in September 2019. The school accommodates about 600 students and teaching staff every academic year.

To support the formal education system and educational facilities, Rwanga Foundation carried out a number of projects during the course of the year 2019.

600 Students and teaching staff every academic year.

18 Classroom school
Furthermore, as part of the winterization project and in partnership with KurdNeft, kerosene portions were distributed to 149 schools in Mergasor, Choman, Akre, Zakho and Amedi districts in Erbil and Duhok keeping 13,467 students warm during the harsh winter. Additionally, winter clothes have been distributed to 160 vulnerable students in Erbil.

Also, in partnership with Vision Education, kerosene heaters, whiteboards, printers and couches were distributed to schools in Mergasor District to support 5,338 students to continue education.

Other types of support and assistance to schools and students included delivering printers to twenty schools in Mergasor-Erbil, five whiteboards to Sozi School in Erbil, 350 school kits to students in Shaways district-Erbil in partnership with the International School of Choueifat, and repairing desks at Kurdistan High School in Sulaimani where around 600 students are enrolled.
Furthermore, in partnership with Lara Private School, a fundraising event under the title of ‘Together We Save More Lives’ was organized in May 2019 which included the play of ‘The Tempest’ by William Shakespeare and ‘Ode to Joy’ by Beethoven for which people had to buy tickets. The generated funds were used to establish library, classes, and playground in Nanakaly Hospital for Hematology and Oncology for the admitted students and children to be able to continue education.

Rwanga Book Project was another project under the Education Program which started in June 2018 and completed in February 2019. The main objective of the project was to educate children through short stories and illustrations. 12,000 copies of six short stories written by six writers have been published. The books were launched in a ceremony in Erbil and, afterwards, copies have been distributed to libraries and schools across Kurdistan Region through coordination with Hawler Public Library – Zaytun and school administrations.
The other education project called Plato Project was carried out in coordination with VOKA - Chamber of Commerce and Industry Antwerp – Waasland, which included informal education sessions in Business Management that started in 2018 and continued until November 2019.

The project aimed to build an efficient network between SMEs (twenty small and medium-size enterprises) in the Kurdistan Region in order to share their experience and knowledge through discussing various subjects related to business and entrepreneurship.

The Plato Project consisted of ten sessions in which significant and new subjects related to Business Management were presented, explored and discussed.

To encourage high school students to attend the science stream—a gap which has been indicated in a research by the Ministry of Education, the Rwanga Foundation implemented ‘Mathematics Competition’ to motivate the 10th grade students to attend the science stream at high school and to create a platform for students to show their talents and abilities. Through four stages, students had to compete to rank up for the first, second and third who were awarded by the Foundation in April 2019. In total, 163 students (115 females and 48 males) participated in the competition.
Among other projects under the education program are those conducted and managed online. University Video Guide is one of the online projects to produce videos about life and studying in universities in order to guide the high school students to make their right decision for pursuing the education journey. The videos included interviews with the key persons such as deans of colleges, heads of departments and a number of students from each department (in total 20 colleges, 105 departments) to shed light on departments, admission systems, curriculum, teaching qualifications, job opportunities after graduation. The videos have been posted via YouTube and had around 86,000 viewers.

Also, Qutabkhana Application, which is published on both iOS and Android systems, is to provide sets of ‘Questions and Model Answers’ of the central exams in the past years for grades 9 and 12 – both streams of sciences and arts humanities. This project is very useful for students to have a general idea about the style of questions and model answers before attending the final exams. The application had more than 20,000 users by the end of 2019.

The other online project was developing and publishing online lessons of English (30 lessons), Chemistry (25 lessons), and Physics (13 lessons) which are among the most challenging subjects for the students in the sciences stream in general and for the 12th grade students in particular. The project has proved to be very effective based on reviews of students, particularly for those who cannot afford hiring private tutors. The online classes had more than 70,000 viewers throughout the year 2019.

<table>
<thead>
<tr>
<th>Subjects</th>
<th>Colleges</th>
<th>Departments</th>
<th>Viewers</th>
</tr>
</thead>
<tbody>
<tr>
<td>English</td>
<td>20</td>
<td>105</td>
<td>86,000</td>
</tr>
<tr>
<td>Chemistry</td>
<td>20</td>
<td>105</td>
<td></td>
</tr>
<tr>
<td>Physics</td>
<td>10</td>
<td>105</td>
<td></td>
</tr>
<tr>
<td>Qutabkhana</td>
<td>20,000</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Highway Technical English</td>
<td>20,000</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
Additionally to provide an informal learning platform for the NGO new staff and to strengthen the network of NGOs in Kurdistan region, Rwanga Foundation in a joint venture with Barzani Charity Foundation, under the patronage of NGOs Directorate of KRG, organized a six-day capacity building camping which took place in Avdalan village, Mergasor district – Erbil in which sixty NGO staff (25 females and 35 males) from sixteen NGOs participated.
Involving youth in creating positive changes and developing society is a vital necessity. Therefore, supporting and developing capabilities of youth is one of the main objectives of Rwanga Foundation that is achieved through providing various opportunities for youth to play their vigorous role and become a real driving force for developing all aspect of the society.

During the course of the year 2019, Rwanga Foundation launched twelve projects for youth and continued implementing the other two projects started in 2018. The projects benefited more than 72,000 host, IDP and refugee female and male youths aged 15 to 35. It is important to convey that through projects conducted under the four programs more than 336,800 youths have benefited from the activities during the course of the year.
Rwanga Foras Project

Rwanga Foras is one of the main projects under the Youth Program. The Foras Project was founded by Silatech Foundation in partnership with Microsoft Corporation, and it has been implemented by Rwanga Foundation in Iraq since 2016.

Rwanga Foras Project, which is funded by the GIZ from April 2019 until June 2020, is a platform that brings together different resources, opportunities and initiatives for everyone, but mainly for youths and university graduates, who are eager to learn, work and develop themselves but do not know where to start.

The project operates all over Iraq to provide host, IDP and refugee youths with free access to various resources through online and off-line (in-class) training courses including personalized advice on how to write CV and cover letter and to learn the know-hows about interview techniques and work ethics. It is also a career guiding tool that provides virtual advising to help young people determine the career path that best matches their potentials and aspirations.

Rwanga Foras is also to register companies and job providers – 6,100 job providers are registered on the Foras Portal in order to bridge connection between job providers and job seekers through announcing job vacancies and establishing networking platforms to provide job opportunities mainly for the young job seekers.

During the year 2019, through online and off-line (in-class) training courses, job placement, and email and phone communication, the Foras Project supported and guided 9,777 people, mainly female and male youth job seekers across Iraq, through developing their skills, connecting them with job providers and supporting them to suitable jobs.

803
Youths placed into jobs

335,722
Beneficiaries
The Foras Project also includes Rwanga Foras International Job Fair, which is an annual event to bridge connection between job providers and job seekers - mainly youths. The Job Fair 2019 took place in Erbil on 15 and 16 July 2019 in which 166 local and international companies and organizations participated and had 20,796 visitors. It is worth mentioning that during the Job Fair, 2,204 vacancies were announced and 46,973 job applications were submitted by the people, mainly by young and newly graduated students.

20,796 Visitors
2,204 Job opportunities
Annual Rwanga Awards

With the goal of improving and fostering potentials of the youth, Rwanga Foundation organizes ‘Annual Rwanga Awards’ to discover talents and strengthen confidence among youth. Rwanga Foundation accepts submission of products by young people (aged 25-15) including IDP and refugee youths, from all over Kurdistan Region including Kirkuk governorate.

The categories for submission were short story, short film, recycled art, scientific innovation, entrepreneurship, solo music, photography, drawing, poetry, and software development. The products were evaluated by a specialized jury for each category starting from October 15th until November 15th. The nominees (three winners per category, thirty in total) were selected as winners and awarded in Rwanga Awards final ceremony which took place at the Saad Abdullah Convention Hall, in Erbil, on 28th November.

Youths awarded annually

Categories

30

10
Additionally, in partnership with the ‘Action Against Hunger’ NGO, the project of ‘Creation of Job Opportunities for Youth in KRI’ has started in March 2019 and continued until August 2019. The project targeted host, IDP, refugee and returnee youths aged 15-18 in the four governorates of Erbil, Sulaimani, Duhok and Halabja. In total, 1,231 youths benefited from the project. And, 188 most qualified participants attended business start-up courses to be further trained in order to start their own businesses in future.

Funded by the EU Regional Trust Fund in response to the Syrian crisis (EU MADAD Fund), and in partnership with the UNDP and the local government authorities, Rwanga Foundation started implementing the project of ‘Employment Creation Grant Scheme in KRI’ in September 2019 which will continue until November 2020.

The main goal of the project is to improve the resilience of host and refugee populations impacted by the Syrian crisis through strengthened local/regional multi-level governance systems and improved access to basic services, affordable housing and income, while complementing existing initiatives and supporting national governments address those risks and vulnerabilities.

The planned numbers of beneficiaries are: at least 400 persons employed for at least 6 months; at least 300 persons received on-the-job training; and at least 150 persons included in apprenticeship/internship positions.
The winners were selected based on criteria of relevance, effectiveness, efficiency, impact and sustainability of the submitted projects. The volunteers’ projects included among others, awareness raising and artistic, educational and environmental activities. It is estimated that the projects benefited more than 18,000 people in the targeted areas.

The project aimed to promote volunteer work among the youth aged 35-18 through funding twelve volunteer groups to implement projects in the six governorates: Erbil (two projects), Sulaimani (two projects), Duhok (three projects), Halabja (three projects), Kirkuk (one project), and Nineveh (one project). The groups had to submit project proposals with required funds which were assessed by an independent committee.

Rwanga Foundation also carried out the Youth Volunteers Initiative (YVI) project in partnership with a number of local business companies. Additionally, with the objective of creating a platform for the talented youth to show their skills and abilities in stand-up comedy, and promoting the art of theatre through stand-up comedy show, the Rwanga Foundation provides an opportunity for the youth to participate in a competition through sending short videos of their stand-up comedy performances. Those who reach the final stage will perform live on stage.

Another project under the Youth Program which has been launched in 2018 and continued through the year 2019 is ‘Talk@Rwanga’ that is a platform for the talented young people to share their success stories and experiences with other youths through social media channels. Talk@Rwanga had more than 16,500 viewers during the course of the year.

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Moreover, as of February 2019, the Foundation started supporting Yariga project, which is an independent sport network website, social media pages, and an application. Yariga provides world updates on the latest sports news, sport statistics, and live matches. It is among the main sources for the sports young fans in the Kurdistan region. By the end of 2019, Yariga have been visited 24 million times by five million visitors, and it had 770,000 Facebook likers, 284,000 Instagram followers, 8,600 YouTube subscribers, and 28,000 application users.

Funded by the Gulf Keystone Petroleum Iraq, Rwanga Foundation conducted English Language and Computer courses for 120 vulnerable female and male youths in Qasrouk and Atrash districts in Duhok governorate. The course, which lasted one month each, started in September 2019 and continued throughout the year.

On the other hand, the Foundation provided financial and logistical support to the W.A.H. Volunteer Group in the University of Kirkuk to organize a two-day festival on health awareness in the College of Education, University of Kirkuk in which more than 1,200 students attended.
Environmental protection, which is a global concern, holds an important place in Rwanga’s vision and mission. Rwanga Foundation through awareness-raising campaigns, environmental guidance and education, and provision of basic materials plays a significant role in keeping the environment clean and protected. It is estimated that over 150,000 people benefitted from the five environmental projects and activities carried out during 2019.

Environment

5 Projects

153,166 Beneficiaries
Funded by the USAID-IGPA/Talakul and in coordination with Erbil and Sulaimani Water Directorates, Rwanga Foundation implemented two projects under the ‘Water Communications Assistance’ in Erbil and Sulaimani, which included campaigns to raise awareness of the society about the importance of saving water to cope with water scarcity.

The project, which started in March and continued until May 2019, is estimated to have raised awareness of more than 100,000 people. It also had a considerable impact on reducing water use by 10% in the targeted areas according to a follow-up study conducted by Rwanga Foundation in coordination with the two Directorates of Water.

The projects contained various activities such as community meetings and distributing posters, leaflets and flyers that contained environmental awareness messages. It also included producing videos and advertisements published through social media channels.

The project, which started in March and continued until May 2019, is estimated to have raised awareness of more than 100,000 people. It also had a considerable impact on reducing water use by 10% in the targeted areas according to a follow-up study conducted by Rwanga Foundation in coordination with the two Directorates of Water.

Funded by the GIZ (Deutsche Gesellschaft für Internationale Zusammenarbeit), Rwanga Foundation started implementing the project of ‘Cleaning and Maintaining Water Reservoirs’ in the seven districts of Soran, Rwandiz, Choman, Mergasor, Shaqlawa, Koya and Makhmour, in Erbil governate.

The project, which started in October 2019 and will continue until April 2020, is to clean and maintain 516 iron and concrete water reservoirs with different sizes from (3*4*2) to (30*50*3) meter, fixing reservoir doors, welding of broken doors, painting the external wall of reservoirs, etc.

The direct beneficiaries of the project are 550 vulnerable women and men labourers, while the indirect beneficiaries are the people in the target seven districts who are estimated to be around 840,000.
Furthermore, according to an assessment conducted by Bazyan Environmental Organization, 53% of the factories in Iraq are located in Sulaimani Governorate, and 80% of the factories are located in Bazyan Area. Oil refinery, iron, steel, and cement industries are among the factories in the area which cause air pollution.

Therefore, Rwanga Foundation and Civil Development Organization (CDO), in a joint venture, carried out a project to expand the greenery in the area and to promote environmental awareness in order to decrease risks of air pollution. The project involved volunteers from the local community to promote their engagement and ownership. Among the main activities of the project were planting 800 trees in Bazyan and 200 in Halabja.

Finally, in partnership with Carrefour and Korek Telecom, Rwanga Foundation implemented the project of ‘Keep Kurdistan Clean’ in five schools in Erbil. The project included cleaning, painting outdoor walls, planting trees and distributing school bags and stationery items to students. It total, 2,457 students and teaching staff have benefited from the project’s deliverables.
Natural and human-made disasters and conflicts have serious negative consequences on lives of people as well as on the learning and development processes. Despite being a development organization, Rwanga Foundation provides basic humanitarian assistance to vulnerable groups, mainly during emergencies, to become more resilient and eventually self-dependent again.

During the course of the year 2019, the Foundation provided aid and support to around 60,000 vulnerable people including children, women, men and elderly from host, IDP and refugee communities through implementing four new projects and continuing other two projects that had started before.

Vulnerable Groups

6 Projects

60,000 Beneficiaries
Considering the concept of ‘Give a man/woman a fish and you feed him/her for a day; teach a man/woman to fish and you feed him/her for a lifetime’, Rwanga Foundation, in partnership with HELP – German organization and funded by the German Federal Ministry for Economic Cooperation and Development (BMZ), continued implementing the project of ‘Improving the Career Opportunities for Young People in Duhok’.

The project, which started in 2017 and completed in April 2019, was to develop the vocational skills of female and male youths from IDP, refugee and host communities to become qualified to enter the job market.

During the course of the year, 283 female and male host, IDP and refugee youths have been trained in sewing, hairdressing, handicrafts, computer maintenance, air-conditioner maintenance, mechanics, carpentry, PVC work, plumbing, English language, etc. In total, the project had 1,200 youth beneficiaries in Duhok governorate.

Moreover, funded by the GIZ and in partnership with the Ministry of Labor and Social Affairs (MoLSA), Rwanga Foundation continued operating the six community social support centers in the six IDP camps of Kabarto 1, Kabarto 2, Chammishko, Shariya, Bajikandala, and Rwanga Community (Qadiya Camp) in Duhok where 94,823 IDPs, mainly Yazidis, live.

The project aims to support IDPs in the six camps to become resilient, connected, and have sufficient capacity to become self-reliant. During the course of the year, 378 activities have been conducted in the six IDP camps benefiting around 14,000 children, women, men and elderly IDPs.
Rwanga Foundation in partnership with ACTED International implemented the project of ‘Combating Bad Habits and Addictions’ in Zakho District and Chamischka IDP Camp to support the addicted youth to break bad habits such as using drugs, alcohol, smoking and gambling as well as to refer severe addicted cases to the relevant health departments. The project which started in May 2019 and completed in August 2019 targeted 1,261 host and IDP female and male youths.

Among other projects carried out by Rwanga Foundation for the vulnerable people included distributing cash assistance to three hundred women headed households in Erbil, which was donated by a private donor.

The Foundation, in coordination with the General Directorate of Labor and Social Affairs (DoLSA), also provided twenty two sewing machines to vulnerable women in Soran District, Erbil. The women previously participated in a sewing training course, but they could not afford to buy sewing machines which were very much needed to start working and have a source of income.

Based on a request from the Ministry of Culture and Youth and after a thorough assessment conducted by Rwanga field engineer team, the Foundation decided to renovate the KidZone in Qushtapa refugee camp in Erbil. The renovation included demolitions, leveling, painting, tiling, repairing false ceiling, electrical maintenance, waterproofing the roof, concreting pathways, planting tree, developing playground and providing items as well as cleaning the building. It is worth mentioning that the KidZone was built by Rwanga Foundation in partnership with the Emirates Red Crescent in 2014.
Other projects and activities under the program of Vulnerable Groups included organizing Iftar dinner and distributing gifts to 52 orphans in Erbil in partnership with The International School of Choueifat as well as distributing uniforms and school items, and organizing a Happy Day event for 82 orphans who were attending capacity building courses at the Team Institute in Sulaimani.
Statistical Report

39 Projects
498,858 Beneficiaries

Data Of Beneficiaries & Projects

2019

By Gender
- Male: 54%
- Female: 46%

By Type
- Host: 44%
- IDP: 14%
- Refugees: 2%

By Age
- 15 - 35: 21%
- 36+: 29%
- 46+: 9%

By Sector
- Education: 42%
- Youth: 12%
- Environment: 15%
- vulnerable groups: 25%

2013-2019

By Gender
- Male: 54%
- Female: 46%

By Type
- Host: 62%
- IDP: 20%
- Refugees: 10%

By Age
- 15 - 35: 42%
- 36+: 26%
- 46+: 68%

By Sector
- Education: 22%
- Youth: 21%
- Environment: 12%
- vulnerable groups: 21%
Way Forward 2020

• Create competitive opportunities for students through participating in knowledge-based competitions and reward talented students;
• Provide assistance such as school supplies to students and teaching staff, and basic care maintenance of schools to improve learning environment;
• Support educational system, grades 1-12, with specific services to enhance the quality of learning and local students’ knowledge;
• Support institutional and organizational capacity and capability of the relevant government authorities to update policies and mechanisms of work and to provide better formal and informal educational services.

• Continue the Rwanga Foras Project, including Rwanga International Job Fair, to provide vocational training to unemployed youth and to connect the young female and male job seekers with job providers in order to bridge the gap towards youth development and employment;
• In partnership with UNDP, support the established businesses through placing youth into jobs as well as starting up and expanding small and medium scale business;
• Create Rwanga Platform for Entrepreneurships to provide space, resources and knowledge for the youth with innovative ideas to startup their business projects;
• Organize online and offline forums and events to elaborate and discuss the challenges of youth and to recommend suitable solutions;
• Create projects for youth initiators, including volunteer groups, to handle community challenges and participate in competitive process to gain funds for small projects in response to such highlighted needs.

• Raising awareness of public about environmental protection, water conservancy, saving energy and other environmental concerns through community meetings, social media channels, videos, TV programs, campaigns, etc.;
• Participate in events and activities related to keeping the environment clean in partnership with international and local NGOs as well as the concerned government authorities and local communities.

• Continue implementing projects and activities to support vulnerable groups from host, IDPs and refugee communities, inside and outside camps, to strengthen their resilience in order to become self-reliant;
• In partnership with GIZ, provide consultancy services to DoLSA in Duhok to overcome the challenges of managing six IDP community social centers to support the vulnerable IDPs to become more resilient and self-dependent;
• Take part in humanitarian relief operations especially during manmade and natural disasters including pandemics.

Education
• Way Forward

Youth
• Continue the Rwanga Foras Project, including Rwanga International Job Fair, to provide vocational training to unemployed youth and to connect the young female and male job seekers with job providers in order to bridge the gap towards youth development and employment;
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Environment
• Raising awareness of public about environmental protection, water conservancy, saving energy and other environmental concerns through community meetings, social media channels, videos, TV programs, campaigns, etc.;
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vulnerable groups
• Continue implementing projects and activities to support vulnerable groups from host, IDPs and refugee communities, inside and outside camps, to strengthen their resilience in order to become self-reliant;
• In partnership with GIZ, provide consultancy services to DoLSA in Duhok to overcome the challenges of managing six IDP community social centers to support the vulnerable IDPs to become more resilient and self-dependent;
• Take part in humanitarian relief operations especially during manmade and natural disasters including pandemics.