



2022



# ANNUAL REPORT

Ana and Vlade Divac Foundation



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# WORD OF THE FOUNDER

Each year brings with it numerous challenges that we endure thanks to the support of our friends, partners, associates, volunteers, but also donors from Serbia and diaspora. For 16 years, we have been bravely fighting numerous social problems, doing everything to make the society we live in better, more tolerant and more solidary.

We can proudly say that during the past year we have also dealt with important social issues concerning gender equality, women's empowerment, philanthropy, young farmers, families, support for single parents, displaced persons, young people who are our future, but also heroes of society, for whose good deeds we achieved to be heard throughout Serbia.

We continuously strive to justify your trust and we are very pleased that the number of people who support us increases year by year. It is a sign for us that we fight for true values in society and the strength to persist in the fight for a better future for all of us.

Thank you for always being with us and for giving us strength for 16 years to give a hand to all the people in need and make Serbia a better place for every individual.

*Ana and Vlade Divac*

## 2022. in figures

**In 2022, we provided 2.2 million dollars to the citizens of Serbia, and 45,000 people were supported through development and humanitarian projects:**

**10,500 packages of food were donated to the most vulnerable citizens**

**31 vulnerable families received help to furnish their houses**

**5 hospitals and health centers received new medical equipment**

**21 educational institutions received new digital equipment, furniture and professional materials**

**140 student scholarships were paid to high school students throughout Serbia**

**152 participants were enrolled in the IT Bootcamp**

**469 persons completed professional training and acquired qualifications, of which 240 were employed**

**In addition, we have supported:**

**49 farms and 25 young farmers**

**7 women entrepreneurs**

**32 civil society organizations and 2 asylums for abandoned animals**

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# WORD OF THE DIRECTOR

In 2022, the Ana and Vlade Divac Foundation, with support of partners, donors and individuals, provided help for over 45,000 citizens of Serbia, with funds worth \$2,200,000, i.e. 11,500 vulnerable families, farms, educational and health institutions and individuals. We continued our work on the promotion of gender equality, as well as the strategic development of philanthropy and fostering the culture of giving. We also launched new projects aimed at the economic empowerment of people with disabilities and significantly increased support for young people and women, with a special focus on education and training. We promoted the goals of sustainable development and advocated for the implementation of Agenda 2030 in Serbia, through the Sustainable Development for All Platform. We also supported 32 civil society organizations through grants, capacity building and mentoring..

Better life quality for our citizens was provided by reconstruction and equipping of family and public facilities throughout Serbia. Thanks to our individual donors, we reconstructed and equipped homes for 31 families, and with the support of our partners from the business sector, 21 educational institutions received new digital equipment, furniture and professional materials. Five hospitals and health centers received new medical equipment, as well as 250 wheelchairs, and beside providing support to vulnerable families in Kosovo and Metohija, Gorazdevac health center received the modern biochemical analyzer.

Through our agricultural support programs, 49 farms started or additionally developed their own business and agricultural production, while 25 young farmers were assisted through education and mentoring.

In cooperation with a group of donors from the USA, the IT Bootcamp program has been continuously for the fourth year in a row, completed by 327 participants in 2022, out of which 139 have already found a job or internship.

In order to support young talented and hard-working students, this year we awarded 139 scholarships to outstanding students and students from financially disadvantaged families. In addition to young people, we put focus on empowerment of women and their role in education and business. Therefore, together with our partners, we have published 7 expert studies related to youth participation, support to women in education and entrepreneurial activities, as well as analysis of the position of women entrepreneurs. Thanks to our partners from the corporate sector, 7 women entrepreneurs received grants for mentoring and support to self-employment .

Together with partners from the private and public sectors, 10,500 beneficiaries received food, hygiene and food packages. Through the award-winning campaign "Save food, save humanity", which we implemented with our partners from the Coalition for Charity, citizens and companies donated 73.5 tons of food for the most vulnerable people through the network of partners.

We owe special thanks to our media partners, without whom our voice, appeals and results would not be heard. With the help of 1,800 media announcements in 2022, once again we managed to show that we can create a better world with joint efforts.

*Ana Košel  
Director of the Ana and Vlade Divac Foundation*

1.

## SUPPORT IN EMERGENCY SITUATIONS AND HUMANITARIAN AID

### SUPPORT TO THE HEALTH SYSTEM OF SERBIA

#### Support to gynecology departments in Obrenovac and Vladičin Han

Prevention and early diagnosis of cervical cancer is extremely important for women's lives and is carried out every year through a preventive gynecological check-up, including colposcopic examination.

Unfortunately, colposcopes in gynecology departments often do not meet the requirements for quality diagnostics, and in Obrenovac and Vladičin Han hospitals they were more than 20 years old. In 2022, thanks to the donation of our long-time donor Anka Erna, we provided new colposcopes, which significantly contributed to the improvement of cervical cancer prevention and the very important task of detecting malignant disease at the earliest possible stage. The donation provided over 10,000 screenings in two cities and surrounding villages.

### HELP TO THE CITIZENS IN KOSOVO AND METOHIA

One of our goals in recent years was to help our people in Kosovo and Metohija, which would not have been possible without the support of our individual donors. Families in Kosovo face numerous problems, among which are daily uncertainty, social exclusion, inability to access the education system, the labor market and, consequently, the poverty of the majority of the population.

In 2022, we have provided food, firewood, clothing, livestock, stables, computers for children, washing machines and Christmas presents. Today, thanks to the partnership with the Dečani Monastery and our donor Anki Erne, many more people in Kosovo have better and more affordable health care. We also provided a biochemical analyzer for the Health Center in Ropotovo, a small village near Kosovska Kamenica, and in the village of Šilovo a new washing machine and refrigerator were provided for the Health Center.

All these activities help us to send a message to the people of Kosovo that they are not alone and that they are in the thoughts of Serbs all over the world.



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## HELP TO THE RESIDENTS OF KURŠUMLIJA REGION

Families in the surroundings of Kuršumljija Banja still live in poverty. All 500 households in the villages surrounding Kuršumlijska Banja have been receiving much-needed help from our donor Anka Erne for many years. They are provided with scholarships, food packages, machinery, livestock, seeds, clothes and shoes, new bathrooms, home reconstruction and much more. During 2022, over 100 of the most vulnerable families in Kuršumlijska Banja received what they needed most – food and hygiene packages, diapers and hygiene for babies, winter shoes for children, chainsaws and wood trimmers, and several households for the first time got a washing machine and water, which was unattainable to them before.



## ASSISTANCE TO SINGLE-PARENT FAMILIES

In 2022, the Ana and Vlade Divac Foundation in cooperation with PUC "Infostan Technologies" for the fourth time provided packages with basic foodstuffs for 604 of the poorest single-parent families from 17 municipal departments of the Center for Social Work in Belgrade.

In the joint action, over 2 million dinars were collected for the purchase of 604 packages with basic food items. A total of 4,609 households paid the donation through the receipt that came with the Infostan December invoices on the territory of the city of Belgrade.

For more than a decade, the Ana and Vlade Divac Foundation has been providing assistance to single parents and their children, as one of the most vulnerable groups in our society, through housing, direct humanitarian aid and support in starting and developing small businesses.



## 2.

**ECONOMIC EMPOWERMENT  
AND EMPLOYMENT INCENTIVE****I AM BOLD! (2022–2023)**

Women are the most vulnerable group on the labor market in Serbia. The male employment rate of 50% is significantly higher than the female employment rate, which is only 35%. This is supported by the gender gap in entrepreneurship, where managers and founders of small and medium-sized enterprises are still mostly men. Discrimination is evident in hiring, promotion, wages and benefits, availability of training opportunities and maternity leave. The key to women's economic and social security lies in ensuring access to regular income through formal employment or self-employment.



The Ana and Vlade Divac Foundation implemented the project "I am BOLD!" in cooperation with IKEA Serbia and Master Card, aimed at supporting the economic empowerment of women in Serbia, which aims at improving the position of women in the work and social environment. The specific goals of the project are to create new jobs for women through grants and mentoring support, increase the capacity and skills of women for active engagement and participation in the labor market, raise public awareness and

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initiate a public debate on gender equality, sustainable development and intersectoral cooperation. As part of the project, we implemented a competition through which businesses founded by women and/or those led by women were supported, as well as legal entities that employ at least 50% of women, and which will open at least one job position for women through this competition. The projects were selected based on their impact on women's employment, relevance and capacity to achieve business progress and sustainability after the expiry of the project

Thanks to this project, in 2022 we awarded seven female entrepreneurs and at the award ceremony presented them with funds in the total amount of over 3.5 million dinars, which they used for the purchase of work equipment, creation of new products, as well as the opening of additional job positions for women. Awarded women's companies are the Women's Center in Užice, Korali BC from Nova Pazova, Marella Natural from Kragujevac, Royal Balm from Vrčin, Two N - Kids furniture & decor from Belgrade, Fitaky from Belgrade and Art Workshop "Marija Handmade" from Šabac.



## **SUPPORT FOR EMPLOYMENT OF ROMA AND OTHER MARGINALIZED GROUPS (July – December 2022)**

According to the latest census, more than 147,000 members of the Roma national minority live in Serbia, and they are the most vulnerable part of the population. Almost 90% of Roma are unemployed, and a quarter have never had the opportunity to get an education. As part of the German development cooperation program "Inclusion of Roma and other marginalized groups in Serbia", implemented by Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH in cooperation with the Ministry of Human and Minority Rights and Social Dialogue, a project was piloted with the aim of reducing the unemployment rate of members of the Roma community population and their integration into the labor market.

The Ana and Vlade Divac Foundation implemented this project in the period from July 2022 to January 2023, providing support to the Association of Roma Students to implement a

piloting concept, intended for Roma and other marginalized groups from the territory of the municipalities of Novi Sad, Žabalj, Beočin and Vršac.

As part of the project, 3 courses were created – professional make-up, hairdressing and management of construction machinery, where 17 participants successfully completed the training. In addition, info sessions were organized for over 100 participants on training and opportunities for the inclusion of Roma in the territory of the municipalities of Novi Sad, Žabalj and Beočin. Recognizing the importance of additional education and training for easier integration of Roma and other marginalized groups into the labor market, career counseling workshops were held for 60 selected participants and two capacity building trainings for the organization from Vršac – Center for Hard-to-Employable Groups.

## LOCAL FUNDS FOR THE DEVELOPMENT OF AGRICULTURE (2020 – under way)

The Divac Foundation launched the innovative project "Local Funds for Agricultural Development", with the aim of creating new opportunities for financing farmers. The establishment of the funds was supported by the Small Business Project funded by the United States Agency for International Development (USAID) and implemented by ACDI/VOCA.

The specificity of the concept is that the local self-government and the Foundation form a fund through joint investment, and the Fund will be used to approve incentive funds for farmers in the coming years. The goal of the project is to help farmers quickly realize investments in production, improve their business and thus achieve higher profit and provide better living conditions for their families.

In the period 2021–2022, we established 9 funds in the municipalities of Čajetina, Vranje, Prijepolje, Svrlijig, Ražanj, Užice, Brus, Dimitrovgrad and Veliko Gradište, with a total value of over 32 million RSD, through which we supported 114 beneficiaries. In 2022, 4 new funds with a total value of 11 million dinars were formed, through which 51 beneficiaries were supported. Through funds already formed during previous years, support to farmers in Prijepolje, Svrlijig and Vranje continued this year, where we supported 28 users from these municipalities through additional incentive funds worth 6,000,000 RSD.







## **ECONOMIC EMPOWERMENT OF PERSONS WITH DISABILITIES (2022 – 2026)**

The Ana and Vlade Divac Foundation has been implementing projects related to the economic empowerment of marginalized groups in Serbia for years. In 2022, in cooperation with the Forum of Youth with Disabilities, Caritas of Serbia, Smart Collective and the Center for Independent Living of Persons with Disabilities of Serbia, we launched the project "Tailored work: economic empowerment of persons with disabilities", a four-year project aimed at creating equal access to the employment of persons with disabilities and encouraging a more open and inclusive labor market. The project was launched with the support of the American Agency for International Development (USAID), and will be implemented at the national level with a focus on Belgrade, Subotica, Novi Sad, Zrenjanin, Valjevo and Niš.

In order to affirm mutual support and cooperation on activities, and with the aim of maintaining an inclusive labor market and encouraging socially responsible action by employers, at the Announcement Conference held in December 2022 in Belgrade, the Forum of Youth with Disabilities signed a Memorandum of Understanding with representatives of cities in which will implement the main activities as well as the National Employment Service, the National Organization of Persons with Disabilities and the Serbian Chamber of Commerce.

The expected results of the project are: improved skills necessary for employment of up to 1,500 persons with disabilities, improved capacity to improve the employment process of up to 200 employers, expanded access to entrepreneurship of persons with disabilities with the necessary training and mentoring as well as new financial instruments for their businesses, involving more than 100 providers of decision in the process of improving the environment for the employment of persons with disabilities at the local and national level and reducing obstacles and prejudices towards the employment of persons with disabilities.

## IT BOOTCAMP – NON-PROFIT SCHOOL FOR RETRAINING (REQUALIFICATION) IN THE IT SECTOR (2018 – under way)

The IT industry in Serbia is continuously growing, pushing the boundaries and needs of the labor market, while the number of qualified citizens who can follow the growth trend is very small.

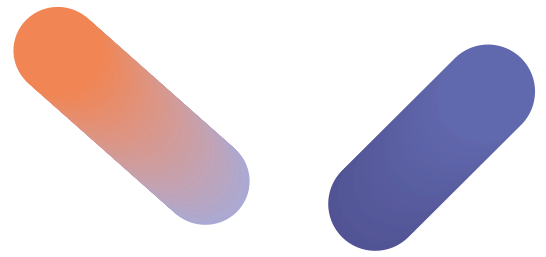
In order to bridge the gap between supply and demand for quality IT junior personnel on the labor market and help the technological and economic acceleration of Serbia, a group of donors from the diaspora decided to open an IT school – IT Bootcamp in 2018 in cooperation with the Ana and Vlade Divac Foundation. With the desire to provide free knowledge to the population that did not have the opportunity for formal IT education, IT Bootcamp provides access to basic IT knowledge to students through intensive practical and theoretical courses lasting three months with a fund of 160 hours. Classes are organized online through the Zoom application and involve active and mandatory monitoring of classes. In addition to theoretical knowledge, the courses are also focused on practical application in order to increase the placement of students in jobs in the IT sector. Lectures related to the development of corporate manners are also incorporated into the plan and program, so this course prepares a person for the labor market and the new work environment. Since its establishment, IT Bootcamp has offered various courses, adapted to the different needs of the IT sector: Software Testing (QA), Programming Basics (Java), Website Development (JavaScript, PHP or WordPress), Agile Project Management in IT and Web Basics programming (Python).

During 2022, graduation ceremonies were held in Belgrade, Novi Sad and Niš for our students – 327 participants successfully completed the courses, of which 139 have already found a job or internship.





# 3.



## DEVELOPMENT OF DEMOCRACY AND SUPPORT TO LOCAL COMMUNITIES

### EMPOWERMENT OF YOUNG FARMERS (2018 – under way)

The Divac Foundation recognized the need to especially support and motivate young people who see their perspective in the countryside and want to be successful farmers. For this reason, since 2018, a project designed to support young farmers, students in the final grades of secondary agricultural schools, has been implemented. The project "Empowerment of young farmers", which is supported by the American Agency for International Development (USAID), is implemented in partnership by the Ana and Vlade Divac Foundation with local self-governments and local agricultural schools.

So far, within the framework of this project, we have supported students from schools in Požarevac, Prokuplje, Požega, Ruma, in order to support young people who want to engage in agriculture and improve the family farm. All candidates attend lectures, receive support from mentors and develop an individual business plan, which will be useful later when applying for other competitions. Also, through the program, all users receive advice for production development and economy, as well as suggestions for establishing more profitable productions.

So far, over 300 young people have undergone training, 113 of them have received donations in funds for work in the total value of over 18.2 million RSD.

In 2022, this support program will continue as part of the USAID project "Competitive Economy", through which 25 high school students in Požega were supported.



## STEM=QUALITY (2021 – 2022)

The Ana and Vlade Divac Foundation, in partnership with Macedonia 2025, and with the support of the Canadian Embassies in Serbia, North Macedonia and Montenegro, implemented a project with the aim of inspiring and motivating young girls to get an education and choose a career in one of the fields of STEM (science, technology, engineering and mathematics).

We believe that the stories of successful women in STEM fields can best reduce stereotypes in society and the division into "male" and "female" professions. Through conversations with women in these fields, we tried to answer the questions of who are successful women in STEM fields in our country, what challenges they face during their careers and what advice they give to girls who are starting their path. In addition to conversations with scientists that were carried out as part of the program of the Center for the Promotion of Science – Radio Elements, and which were posted on our YouTube channel, in ten elementary schools throughout Serbia guest appearances by scientists were organized as lectures with discussion with students of certain classes.

The goal of visiting female scientists in schools was to investigate what obstacles girls recognize in dealing with natural sciences, technology, engineering and mathematics, as well as to map how their professional aspirations are affected by contact with women who have built careers in these fields. In addition to talking to female scientists, we also conducted research on the obstacles girls face in choosing and developing a career in STEM fields. The research is carried out in Serbia and Macedonia, where a total of 500 girls participated in the visits and filled out questionnaires before and after the visits.





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## EDUCATION FOR THE DIGITAL SOCIETY

(January – December 2022)

The Ana and Vlade Divac Foundation and the NCR Foundation implemented a project in cooperation with the Center for the Promotion of Science entitled "Education for a Digital Society". As part of this project, eight secondary schools across Serbia were selected and received equipment for maintaining modern teaching and extracurricular activities in the STEM field. Thanks to donations worth 1.6 million RSD, 6,000 students from eight secondary schools across Serbia – Sombor, Šabac, Leskovac, Čačak, Niš, Zaječar, Arandjelovac and Ruma – received better education in the fields of science, technology, engineering and mathematics. Schools received 3D scanners, 3D printers, a CNC machine, a thermal imaging camera and robotic arms, and we also created the first VR classroom in Eastern Serbia. As part of the project, workshops were organized to improve the competence of teachers, as well as camps to improve knowledge of students and interest in STEM disciplines. High school students had the opportunity to participate in science camps organized by the Center for the Promotion of Science. We also supported the work of the non-profit IT Bootcamp school for the retraining of individuals for requested digital and IT occupations.

Owing to the NCR Foundation, 120 participants from Belgrade had the opportunity to complete the free course, and more than 35% of them found their first IT job or internship.

*The Education for a Digital Society project is a continuation of the Support for STEM education in secondary schools' project, which was implemented by the Ana and Vlade Divac Foundation and the NCR Foundation, with the support of the Center for the Promotion of Science.*



## WB&T FOR EMPLOYOUTH – SUPPORT TO THE EMPLOYMENT OF YOUTH FROM VULNERABLE GROUPS

### Young people in the Western Balkans and Turkey - WE NEED MORE (2020 – 2024)

During 2022, together with over 60 youth organizations from Serbia, Montenegro, Albania, North Macedonia and Turkey, through the regional network Youth Hub of the Western Balkans and Turkey, we continued to work on improving the position of young people, especially young people who come from vulnerable categories. The WB&T for EmploYouth project is financed by the European Commission, and it has been implemented by the Ana and Vlade Divac Foundation since 2020.

For the sixth year in a row, the network has published the Youth Participation Index, currently the only comparative study that monitors the participation of young people in the political, economic and social spheres of life in the aforementioned countries. The index was created with the idea of creating a concrete tool that can be used by both authorities and civil society organizations with the aim of systematically identifying and solving problems related to youth participation in the countries covered by this project. Significant progress has also been achieved when it comes to the collection and availability of data specific to young people, with a special emphasis on insufficient representation in political life, exclusion from employment and education, long periods of unemployment and the risk of poverty.

The Ana and Vlade Divac Foundation, together with partner organizations from Montenegro, Macedonia, Albania and Turkey, strives to point out the necessity of systematic data collection on young people, with a focus on young people from sensitive categories, and the design of adequate support mechanisms at all levels. Over 115 youth organizations from the region went through the training program, with the aim of improving the capacity of local organizations to work with young people from vulnerable categories, after which 47 initiatives in five countries were financially supported.



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## **DIVAC SCHOLARS (2017 – under way)**

For a large number of children in Serbia, the poor material situation is one of the biggest obstacles to getting an education and building a career – to become doctors, managers, hairdressers, cooks... In a particularly difficult situation are young people from rural areas who, due to the remoteness of the villages in which they live, underdeveloped infrastructure, poor traffic connections and poor access to new technologies, are not in the same starting position as their peers from larger cities.

Children from vulnerable families are often forced to leave carefree childhood too early and enter the world of adults. All children who receive student scholarships from the Ana and Vlade Divac Foundation achieve exceptional success in school, develop talents in various fields, but also volunteer and help others in the community where they live. They are aware that education is one of the most important conditions for a quality life.

This financial help will certainly not make their dreams come true overnight, but it will give them the opportunity to make their dreams come true tomorrow, with the acquired knowledge and the obtained diploma. With monthly scholarships, we do not only help the poorest children to get a better education, but we also give their families a chance to redirect the minimal funds they have to solving some other problem, such as treating sick family members, providing food, paying monthly bills.

In 2022, the competition received over 600 applications, and we awarded 140 scholarships, which indicates that there is an extremely large number of children who need help and who deserve it.





## YOUTH FUNDS (2022 – 2024)

In 2022, we continued to support youth initiatives through the Youth Funds project. The Ana and Vlade Divac Foundation and 5 selected municipalities (Obrenovac, Zaječar, Prokuplje, Vlasotinac and Vladičin Han) will jointly, through the allocation of non-refundable funds, support projects initiated and led by young people, with the aim of contributing to local development processes. In the next two years, this project will be implemented as part of the German development cooperation project "Perspectives for young people in rural areas in Serbia", implemented by GIZ in partnership with the Ministry of Tourism and Youth, and through which youth funds in the mentioned 5 local communities will be supported.

The projects that will be supported will be decided by the Youth Fund committees of each local community, composed of young people who were selected in a competition and trained to manage the finances of the Fund.

In the past year, board members were elected in 5 municipalities, and contracts were also signed with municipalities on additional funds for youth projects in their municipalities and trainings were held for them.

*This project is a continuation of the Divac youth funds project, which was implemented in 14 municipalities and through which over 500 youth projects were supported.*

## STRENGTHENING THE ROLE OF YOUTH IN PROMOTING OF GREATER MUTUAL UNDERSTANDING, CONSTRUCTIVE NARRATIVE, RESPECT FOR DIVERSITY AND TRUST (October – December 2022)

This program is aimed at creating opportunities for youth participation in public policies, sensitize them to the diversity of identities they share with their peers, and give them the opportunity to participate in the creation of youth policies in their community.

In order to strengthen the role of young people in promoting positive social values in 2022, a network called "Youth for dialogue in the local community" was created, consisting of 15 young people from different parts of Serbia. We organized a study visit of the youth network in Belgrade, during which they participated in workshops that gave them the opportunity to get to know each other better and understand the differences in their social, geographical and religious origins, as well as practical exercises for a better understanding of the role of young people in local communities, with a focus on the conversation about their involvement in the creation of youth policy at the local level. They had the opportunity to get acquainted with the creation of campaigns on social networks, which are very important for further activities in the program, as well as to visit the National Assembly and the representative office of the UN agencies that supported this project.



## REGIONAL YOUTH PARTNERSHIP (September – December 2022)

From September 2022, the Ana and Vlade Divac Foundation, through the “Regional Youth Partnership” project, strives to develop the next generation of leaders in the Western Balkans with the aim of creating a more prosperous and democratic Serbia dedicated to European integration.

This project, intended for young people between the ages of 18 and 32, aims to build a network of leaders throughout Bosnia and Herzegovina, Kosovo and Serbia through a series of activities, including formal training to strengthen the network and support local initiatives. This three-year project also brings together young leaders from the fields of entrepreneurship, media, arts, culture, sports, politics and academia to tackle challenges and build trusting peer relationships. In addition, young leaders from across the region work together to create a more prosperous and democratic environment for residents, both in their own country and in the wider region over a one-and-a-half-year cycle. In addition to the education of young leaders from the region, the Ana and Vlade Divac Foundation will establish Youth Funds in two selected local self-government units in Serbia and empower partners from the region – PEN and PRONI to establish Youth Funds. All project participants will discover a new perspective on the future of the region, build a wide network of friends they can rely on throughout their careers, and develop the practical skills needed to make positive changes in their communities and countries.

The project was supported by the United States Agency for International Development (USAID) in partnership with the International Republican Institute (IRI), the Belgrade Center for Security Policy (BCSP), the Ana and Vlade Divac Foundation, the Kosovo Center for Security Studies (KCSS), the Faculty of Political Sciences of the University of Sarajevo (FPN UNSA), PRONI Center for Youth Development and Peer Education Network (PEN).



## YOUTH WELFARE INDEX (July – December 2022)

In 2022, the Ana and Vlade Divac Foundation, in cooperation with the Ministry of Tourism and Youth, and previously the Ministry of Youth and Sports, and the United Nations Population Fund (UNFPA), undertook activities to introduce a complex composite index of youth welfare in Serbia, which will help in the detailed monitoring progress in the implementation of the goals and measures of the Strategy for Youth in the Republic of Serbia for the period from 2023 to 2030 at all levels. Such indexes are a modern way of comprehensive annual monitoring of the progress of the implementation of youth policy measures, at different levels, and similar indexes have already been developed for monitoring the position of young people in Moldova, Ukraine, Georgia and other countries.

The development of the Youth Welfare Index in the Republic of Serbia was financed by the United Nations Population Fund (UNFPA), while the Foundation uses its many years of experience in the development and implementation of the Youth Participation Index in the Western Balkans and Turkey in order to support the Ministry of Tourism and Youth in this phased process. which requires the engagement of both experts and other actors involved in the process of creation, implementation and evaluation of the state of youth policy.

In 2022, the Ana and Vlade Divac Foundation conducted a mapping of the most important participants who, through their work and activities, contribute to the realization of the Youth Strategy, and the Foundation's researchers, in coordination with the Ministry and UNFPA, set the pillars of the Composite Index of Youth Welfare aligned with the general and 5 specific goals of the Strategy. Input indicators have been identified and grouped so that they monitor progress and clearly point to areas where additional efforts are needed in order to achieve the defined goals of the Youth Strategy. Individual input indicators will also be linked to the Sustainable Development Goals and the United Nations 2030 Agenda.

## CONNECTION: TOWARDS GREATER VISIBILITY OF CIVIL SOCIETY ORGANIZATIONS AND GREATER PARTICIPATION OF CITIZENS (January – May 2022)

The Ana and Vlade Divac Foundation, with the support of the Balkan Fund for Democracy of the German Marshall Fund (USA), implemented a project aimed at local civil society organizations and the media. Through the project, support was provided to local media and civil society organizations with the aim of raising awareness of citizens regarding the various phases and aspects of their work.

We selected and supported 14 associations and media, with 7 projects. We covered the topics of ecology, mental health, ageism, the problems of paraplegics, young people leaving the social protection system and refugees, in order to make them more visible and to involve more citizens in their activities. In addition to financial support, associations and media also received support through digital marketing training for community building.

Through the panels where we talked about new media and sensationalist reporting, we opened discussions about current topics in the domain of the presence of civil society organizations in the public. Within three local festivals, we promoted philanthropy, solidarity and citizen participation in various initiatives of organizations throughout Serbia.



## SUSTAINABLE DEVELOPMENT GOALS (2022–2026)

Through all its programs, the Ana and Vlade Divac Foundation is committed to achieving the goals of sustainable development in Serbia, and additionally by participating in the work of the "Sustainable Development for All" platform, which is implemented by GIZ in cooperation with the governments of Switzerland and Germany as part of the project "Reform of Public Finances – Agenda 2030". Partners on the Platform are, in addition to the Ana and Vlade Divac Foundation, the Belgrade Open School, the BFPE Foundation for a Responsible Society, the Center for Higher Economic Studies, the Center for Democracy Foundation, the Youth Center of Timok and the SMART Collective. The aim of the Platform is to establish dialogue and knowledge exchange among the most important state and non-state participants in Serbia, such as civil society, the corporate sector, the academic and research community, professional associations, the media and citizens, on the harmonization of Serbia's development priorities with the goals contained in the 2030 sustainable development agenda.

Work on the Platform, which was launched in 2020, is organized through three pillars – social, economic and environmental protection. The Divac Foundation and the Center for Democracy Foundation, as part of the Platform, carry out activities within the Social Pillar, which refers to the first five goals of Agenda 2030. During 2022, the Social Pillar of the Platform continued to implement activities both at the national and local levels in 5 municipalities/cities in Serbia. Over 60 representatives of civil society organizations from Knjaževac, Sombor and Apatin underwent training on the topic of localization of sustainable development goals, and more than 60 representatives of local and national media received training in reporting on sustainable development goals. In addition, the Social Pillar of the Platform has published numerous analyzes in the area of gender equality and poverty reduction, as well as contributions to the fruition of local development plans in Zaječar, Pirot and Apatin. Through participation in the work of the Platform, the Foundation, together with its partners, participates in establishing a dialogue on sustainable development, identifying development priorities and monitoring progress in achieving the Sustainable Development Goals and Agenda 2030. The Platform's annual conference entitled "Agenda 2030 – together towards a sustainable future" gathered over 150 representatives of the public, civil, business sector, international community, academic community and media. Every year, the platform publishes a monitoring report on the progress achieved in the areas defined by the goals and the 2030 Agenda. From October 1, 2022, the next, three-year phase of the Platform began, during which it will continue to work on adjusting development priorities of Serbia with the goals contained in the 2030 Agenda.





## EQUALITY CANNOT WAIT (2021–2022)

The project "Equality cannot wait" was designed as a continuation of the project "Improving gender equality in Serbia", and is supported by the Balkan Fund for Democracy and the Embassy of the Kingdom of Norway in Serbia. The general goal is to contribute to the reform processes in Serbia and to increase efforts in the direction of negotiations with the EU, with a special emphasis on Chapter 23 and the basic rights of citizens. The project is focused on gender equality as a major field of discrimination in Serbia, with the aim of contributing to the empowerment of women, especially in terms of employment, which is constantly noted as one of the main fields of gender discrimination.

Dealing with gender discrimination at the local, regional and national level, the project advocates for greater participation of decision-makers in the protection of women's rights, building capacity and nurturing a new generation of human rights defenders in terms of employment and occupation, as well as raising the awareness of the business community and citizens about rights women and discrimination.

During 2022, the following results were achieved: "Investigation of the social roots of gender discrimination in Serbia" was published, "Study of the legal and political framework from a gender perspective on the example of four municipalities in Serbia" was created, the Academy for Labor, Human Rights was realized and gender equality (Academy of Labor Law) with a focus on discrimination at work and violation of human rights; the publication Mental health and business environment – a guide for employers and employees, was also promoted at info-sessions with businesses, with the aim of enabling the recognition and understanding of the impact of gender-based discrimination on the mental health of employees, as well as the consequences it has on successful business.

In addition, 10 episodes of the podcast „Ubearable" – Why equality cannot wait – were realized, where we presented women with disabilities and talked about their path to success and about the disabilities that lead us to fight for our rights, to achieve more, to get out of comfort zone and to take care of ourselves.



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# 4.

## PHILANTHROPY DEVELOPMENT

### "SAVE FOOD, SAVE HUMANITY" CAMPAIGN (September – December 2022)

On a daily basis, over 2,000 tons of food is thrown away and, although there is a lot of research pointing to this problem, it still seems somehow far from a solution. With the aim of increasing citizens' awareness of the problem of food waste and insufficient food donations during 2022, as well as contributing to an increase in donations of various types of food, the Charity Coalition led by the Ana and Vlade Divac Foundation and the Philanthropic Forum of Serbia are from September to December 2022 realized the second cycle of the "Save food, save humanity" campaign.

The campaign was launched on the eve of the fifth National Day of Giving, and thanks to the support of more than 40 companies, partner organizations, the media and several thousand citizens, 73,577 kilograms of food worth more than 30 million dinars were collected with the combined efforts. In this way, great success was again achieved and last year's result was surpassed despite the existing crisis and the increase in the price of basic foodstuffs.





The value of this campaign is shown by innovations in the form of permanently placed boxes for food donations by citizens in the larger Maxi, Mega Maxi and Tempo stores in Belgrade, actions to prepare meals for the vulnerable with representatives of the media with the support of LIDL Serbia, the abolition of bank commissions for payment a donation for the purchase of food packages by leading socially responsible banks – Erste banka, Eurobank Direktna, OTP Banka, Mobi banka, Raiffeisen banka, as well as significant donations from large food producers and sellers – Nestle, Bambi, LIDL Serbia, Delhaize Serbia, Coca Cola, and many others. This year, the media also gave significant support to the goals of the campaign and thus contributed to its huge success.

Donations collected during the "Save Food, Save Humanity" campaign and the National Day of Giving were distributed to vulnerable citizens through partner organizations: Food Bank of Vojvodina, Food Bank of Niš, SOS Children's Village Foundation of Serbia, Fund Humano srce Šabac, ADRA Serbia – Adventist Development and Humanitarian Work and the Women's Solidarity Front.

## **ACTION "RACE FOR FORESTS"**

The big afforestation campaign "Race for Forests" was created in cooperation between the Ana and Vlada Divac Foundation and Schneider Electric Serbia Business Run, with the aim that in the next 5 years, the most socially responsible companies from Serbia will donate trees that will be planted throughout our country.

In 2022, the focus of tree planting was the City of Belgrade, and the plan for the following years is to expand afforestation to as many locations throughout Serbia as possible. A total of 198 trees were donated by 19 companies, and the winner of the "Race for Forests" 2022 was Schneider Electric, with a donation of 100 trees.

The ultimate goal of this campaign is to plant 100,000 trees by the end of 2025 and thereby significantly change the ecological picture of our country.



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## INDIVIDUAL DONORS

The foundation cooperates with a large number of individuals throughout the country and the diaspora. Many individuals support us by sending SMS messages to the number 2112 or through donation boxes placed at the Belgrade airport and in the Plaza shopping center in Kragujevac, while many decide to support Divac holders of scholarship by online payments and payments to the account. Individual donors in 2022 helped and donated funds for the following purposes: scholarships for poor high school students in Serbia who have difficult growing up conditions and have shown excellence in science, art or sports; provision of meals for the Church National Kitchen in Belgrade; assistance to rural families in municipalities throughout Serbia; help to the residents of Kuršumlija Banja; supplying families from Kosovo and Metohija with firewood, food and furniture; IT Bootcamp support; operation of two shelters for over 300 dogs and cats.

Among the friends of the Foundation, Anka and David Erne take a special place as the biggest individual donors of the Ana and Vlade Divac Foundation. In 2022, thanks only to their donations, much-needed colposcopes were provided in the gynecology departments in Obrenovac and Vladičin Han, which significantly contributed to the improvement of cervical cancer prevention, as well as food, firewood, clothes, livestock, computers for children, washing machines laundry and Christmas gifts for our citizens in Kosovo and Metohija. They significantly helped the residents of Kuršumlija Spa by providing food packages and basic foodstuffs. They provided funds for 50 scholarships for children throughout Serbia, as well as funds for 250 participants of the IT Bootcamp. In addition, for many years they have been providing assistance to families throughout Kosovo and Metohija. Anka and David Erne support the Church Kitchen of the Diocese of Belgrade-Karlovac in Belgrade, where 2,000 hot meals are prepared daily, and they also supported 2 asylums for abandoned animals in Belgrade and Kruševac, where more than 300 dogs and cats live.



CATEGORIES OF INCOME	RSD	USD
Individual donors	72,293,989.16	656,314.16
Corporate donors	53,421,886.72	484,985.56
Bilateral donors	105,342,137.44	956,338.66
Local government	7,300,371.80	66,275.74
Other revenues	105,261.00	955.60
<b>TOTAL INCOMES:</b>	<b>238,463,646.12</b>	<b>2,164,869.71</b>

EXPENSES BY PROGRAMS / PROJECTS	RSD	USD
<b>SUPPORT IN EMERGENCY SITUATIONS AND HUMANITARIAN AID</b>		
1.1. Support to the healthcare system of Serbia	2,912,335.95	26,439.37
1.2. Help to citizens in Kosovo and Metohia	4,535,284.70	41,173.15
1.3. Help to the inhabitants of the Kuršumljia region	2,113,156.84	19,184.09
1.4. Assistance to single-parent families	11,123,587.25	100,984.44
	<b>20,684,364.74</b>	<b>187,781.05</b>
<b>ECONOMIC EMPOWERMENT AND SUPPORT TO EMPLOYMENT</b>		
2.1. I am bold!	6,368,628.16	57,816.99
2.2. Support for the employment of Roma and other marginalized groups	3,290,354.41	29,871.17
2.3. Local funds for the development of agriculture	3,720,000.00	33,771.67
2.4. Economic empowerment of persons with disabilities	1,693,736.91	15,376.43
2.5 IT bootcamp	12,776,299.60	115,988.43
	<b>27,849,019.08</b>	<b>252,824.69</b>
<b>DEVELOPMENT OF DEMOCRACY AND SUPPORT TO LOCAL COMMUNITIES</b>		
Empowerment of young farmers	16,700,491.42	151,613.84
3.2. Steam=quality	7,048,448.29	63,988.67
3.3. WB&T FOR EMPLOYOUTH – WE NEED MORE	41,332,093.71	375,229.51
3.4. Divac scholarships	11,830,000.00	107,397.54
3.5. Youth funds	9,022,313.09	81,908.22
3.6. Youth for inclusion, equality and trust	3,168,484.37	28,764.79
3.7. Regional youth partnership	18,067,692.37	164,025.84
3.8. Youth welfare index	2,565,596.89	23,291.53
3.9. Connection: towards greater visibility of civil society organizations and greater participation of citizens	5,333,141.65	48,416.42
3.10. Sustainable development goals	14,075,292.67	127,781.22
3.11. Equality cannot wait	8,252,690.00	74,921.27
	<b>137,396,244.46</b>	<b>1,247,338.84</b>
<b>PHILANTHROPY DEVELOPMENT</b>		
4.1. "Save food, save humanity" campaign	2,017,384.15	18,314.63
4.2. Action "Race for Forests"	1,346,722.00	12,226.09
	<b>3,364,106.15</b>	<b>30,540.72</b>
<b>OPERATIVE EXPENSES</b>		
SALARIES, RENT, OFFICE EXPENSES	2,816,345.57	25,567.93
<b>TOTAL EXPENSES:</b>	<b>192,110,080.00</b>	<b>1,744,053.24</b>



