



ANNUAL
REPORT

2021



ANA AND VLADE DIVAC
FOUNDATION

CONTENT

• Message from the Founder	2
• 2021. in numbers	3
• Message from the Director	4
1. Support during emergencies and humanitarian aid	5
• Support for Serbia's health system	5
• Supporting fellow citizens in Kosovo and Metohija	6
• Support to the people from the region of Kuršumljia	7
• You Can Too and Nikola Tesla Airport campaign	7
• Marković family	8
• Support to single-parent families	8
• Individual donors	9
2. Economic empowerment and incentive to self-employment	10
• Divac agricultural funds	10
• Empowering young farmers	11
• Local funds for agricultural development	13
• Support for youth employment in the fruit and vegetable sector in the Toplica district	14
• Academic Village	15
• Research on the behavior of users of plant protection products in the Republic of Serbia: Plant protection products in Serbia and how do we (mis)use them?	16
• EQUAL - Towards Gender Equality by Reconciling Employees' Work and Family Life	16
• Support for the employment of Roma and other marginalized groups within the territory of the city of Belgrade	18
• IT BOOTCAMP - a non-profit school for retraining in the IT sector	19
• Support to STEM education in secondary schools	21
• WB&T FOR EMPLOYOUTH - SUPPORT FOR THE EMPLOYMENT OF YOUNG PEOPLE FROM VULNERABLE GROUPS Youth in the Western Balkans and Turkey - WE NEED MORE	22
• STEM like a Girl	23
• 3. Development of democracy and support to local communities	24
• Divac scholarship recipients	24
• For maternity hospitals in Serbia	26
• Distribution of health and hygiene products in support of the local community	26
• Support for Belgrade's afforestation and reduction of air pollution	26
• Better conditions for children's education in rural schools	27
• Sustainable Development Goals	28
• Solidarity first and foremost	29
• Equality can't wait	31
• Conference The role of the individual in overcoming conflicts within a polarized society	32
4. Development of philanthropy	33
• Improving the framework for giving	33
• Campaign SaveFood, SaveHumanity, and National Day of Giving	34
• Philanthropy Festival	35
• Education on philanthropy	36
• Panels on cooperation with diaspora and donations from diaspora	36
• Proposal to exclude VAT on food donations	37
• Analyses and proposals to improve the legal framework	37
• Development of philanthropy in 2021	38
• Second Serbian philanthropic gala in New York for free education in the IT sector in Serbia	38

MESSAGE FROM THE FOUNDER



Ana and Vlade Divac

During the past year the challenges brought upon by the pandemic still lingered, so we were once again forced to meet online, despite our great desire and need to have face to face meetings and share our experiences, energy, praise, as well as to hear some well placed criticism. Presenting the results achieved during 2021 in a summarized manner is a challenge by itself. We don't wish to be brief, as it would diminish the effort our many volunteers, associates, partners and donors had made, with the aim of helping as many people as possible, but also initiating discussions on important social issues.

We are proud of the long list of topics we've dealt with. We were committed to philanthropy, women's empowerment, empowering families, single parents, displaced persons, young farmers, experienced producers and of course hard-working and talented young people with hopes of building their future in this country. We haven't neglected the subject of mental health, aiming to be part of a movement that takes away the stigma of mental health being a taboo topic that isn't publicly discussed.

We're glad that each year we gain even more supporters, meaning that we've justified the trust you've placed in us and that we nurture the right values. All this brings us closer to achieving our vision, to make the world a better place, to improve the quality of life for our citizens, and to create a society in which there is equality and tolerance.

Thank you for motivating us to be better, more responsible, and more willing to lend a helping hand to those in need. We look forward to celebrating 15 years of our Foundation with you next year!

2021

in numbers

USD 2.1	million to support the citizens of Serbia
52,000	people were supported through development and humanitarian projects
9,400	food parcels for the most vulnerable citizens
70,000	kilos of food donated to the most vulnerable citizens
12,000	Monthly aid of USD 12,000 to the Church Soup Kitchen
24	disadvantaged families received support to rebuild their houses
105	homesteads were supported
39	civil society organizations were supported
8	hospitals and health centers received new medical equipment
70	educational institutions received new digital equipment, furniture and teaching materials
283	student scholarships were given to high school students across Serbia
408	participants went through IT Bootcamp, a non-profit school for retraining in the IT sector osoba završilo stručne obuke i steklo kvalifikacije
406	people completed vocational training courses and obtained qualifications
2.500	elementary school students underwent philanthropy education
215	people found employment
18	expert surveys were conducted
1	animal shelter received necessary funds



Ana Koeshall, Director of the Ana and Vlade Divac Foundation

In 2021, with the help of our partners, donors and citizens, Ana and Vlade Divac Foundation raised USD 2.1 million to support the citizens of Serbia.

We supported 52,000 people through various humanitarian and development projects, focusing on supporting farmers, youth projects, economically empowering the most vulnerable groups and entrepreneurs. The Foundation was also committed to promoting gender equality, as well as to the strategic development of philanthropy and fostering a culture of giving, in line with our mission of reaching an equal and tolerant society.

Providing conditions for a better quality of life for citizens entailed the reconstruction and equipping of private and public facilities throughout Serbia. We reconstructed and equipped homes for 24 families and 70 educational institutions received new digital equipment, furniture and teaching materials.

More than USD 220,000 was invested in improving the health care system across the country. We completely reconstructed and equipped the outpatient unit for oncology patients in the City of Kruševac, and as many as 8 hospitals and public health centers received new medical equipment. We didn't forget about our citizens in Kosovo and Metohija, so apart from the support to families at risk in Kosovo and Metohija, help also reached the hospital in Kosovska Mitrovica, which received a state-of-the-art biochemical analyzer.

Through our Economic Empowerment Program, 105 homesteads started or developed their own business and agricultural production. In cooperation with 10 local self-governments, assistance was provided in the form of domestic animals, seedlings, and agricultural machinery or construction materials. In addition, 6 women entrepreneurs, from marginalized groups in Belgrade, received

MESSAGE FROM THE DIRECTOR

grants for the development of self-employment and mentoring, while 406 people completed professional training and gained qualifications, most of whom are young people and members of the Roma national minority.

In collaboration with a group of U.S. donors, the program IT Bootcamp, a non-profit school for retraining in the IT sector, continued. As many as 408 students went through the program for free, whereas 45 percent of them found a job or internship in the IT field.

As many as 283 holders of the Divac scholarship who achieve excellent results in school and come from financially disadvantaged families regularly received a monthly scholarship. The number of donors and partners who support these hard-working, young people is increasing every year, and we hope that this trend will gain even more momentum in the future, considering the number of young people in need of help. More than 2,500 students in 35 elementary schools across the country received education on philanthropy in cooperation with the Teachers Union of Serbia.

In 2021, as in previous years, we fought hard and were vocal about gender equality and labour rights. We promoted the goals of sustainable development and equality for all, and empowered young people to become more actively involved in the social, economic and political life of the country and region. The assistance of the Ana and Vlade Divac Foundation also included support to the projects implemented by 39 civil society organizations in the form of grants, capacity building and mentoring. Together with partners, we published 18 expert studies relating to youth participation, employees' mental health, agricultural activities, philanthropy and discrimination in society.

Together with the partners from the Coalition for Charity, we advocated to exclude VAT on food donations, as in the most of the EU countries, which would lead to a significant increase in donations and poverty reduction, but also contribute to environmental protection. Nearly 70 tonnes of food were collected for the most vulnerable citizens as part of the Save Food, Save Humanity campaign.

We are particularly grateful to the media for making it possible for news of charity to reach citizens all around Serbia through 1,960 publications during 2021.

The Ana and Vlade Divac Foundation is grateful to all partners in the country and the diaspora, the media and donors for their trust and support during the past year. Thank you for being a part of the Divac team in 2021.

1

Support during emergencies and humanitarian aid

Support for Serbia's health system

The donation to the General Hospital Kruševac is just one of the activities through which the Ana and Vlade Divac Foundation helped people during the pandemic, primarily healthcare workers and citizens infected with COVID-19.

A much-needed oxygen supply system for 42 new hospital beds was introduced at Kruševac General Hospital, which increased this hospital's capacity to provide care to patients with COVID-19. The outpatient unit for oncology patients at the General Hospital Kruševac was completely reconstructed and renovated. Apart from renovations, for the needs of the Outpatient unit, a cytostatic compounding machine was purchased, as it is a part of regular therapy for these patients. Also, two elevators in the neurological block in the same hospital were reconstructed and renovated.

The total donation for the General Hospital Kruševac amounted to more than RSD 20 million thanks to the support of long-term donors of the Ana and Vlade Divac Foundation.



General Hospital Kruševac

Since the beginning of the pandemic, the Divac Foundation has provided USD 650,000 of assistance to the Serbian health system.

Supporting fellow citizens in Kosovo and Metohija

Poverty is not the only challenge families living in Kosovo and Metohija face. Threatened security, social exclusion, inability to access the education system and the labor market are some of the additional problems people in Kosovo and Metohija struggle with. Winter is the most difficult time of the year for these families as they live without firewood, enough food and products for personal hygiene. Thanks to our longtime donor Anka Erne and the monastic fraternity of the Monastery Visoki Dečani, help has reached those who need it the most. The poorest 40 families with more than 135 members received firewood, furniture, home appliances, built-in kitchen elements, animal feed, new stables, agricultural machinery and more. Also, the families were given packages of food, clothes and shoes, as well as products for personal hygiene. The farm of the Eparchy of Raška and Prizren received support for the development and expansion of production, and the elementary school in Osojane received Internet equipment and wood. Apart from these forms of assistance, hospital in Kosovska Mitrovica received a top-of-the-line biochemical analyzer worth USD 35,000.



Pavlović family, Belo Polje



Krstić family, Ljevoša



Komatović family, Žač

Support to the people from the region of Kuršumlija

Thanks to our donor Anka Erne who secured the donations, 165 of the poorest households with more than 500 members in villages near Kuršumlijska Banja had their houses repaired, auxiliary facilities and bathrooms were built, and electricity was introduced. They and many other families also received chainsaws for wood cutting, grass trimmers, wood stoves, machinery and herds of sheep, goats and other livestock. Children also received holiday presents, clothing and footwear.



Aggregate donation, Kuršumlijska banja

You Can Too and Nikola Tesla Airport campaign

Through the project You Can Too, the housing issue, a common problem for vulnerable persons, was solved through the purchase of rural households, construction of prefabricated houses, donations of construction material and construction of apartments for social housing with special benefits.

More than 660 families were given a home through this campaign.

In order to raise funds needed to finance the project You Can Too, the Foundation initiated various activities and all funds were earmarked for the construction or adaptation of houses. One of these activities was cooperation with Nikola Tesla Airport, which started in June 2010, and by the end of 2020 we managed to raise RSD 10,744,509.00.

Marković family

Bojan Marković (1987) lives in a household with his wife and a one-year old son. Life hasn't been easy for Bojan, he ended up on the streets quite early, without any income or roof over his head. He'd done some seasonal work in Belgrade and Smederevo, before he returned to Poljane due to lack of paid work. Bojan is unemployed and does seasonal work for which he receives poor compensation. His wife is unemployed, and the family's sole income is the wage Bojan earns by doing seasonal work in the village.

The family is currently living in an old farmhouse, modest and ill-equipped for a family. The house is located in the village Poljane, near Požarevac, and the owner Ljubinka Nikolić gave it to Bojan as a gift. Ljubinka's aunt left her the house and, in agreement with her family, she decided to donate it to a struggling family from Poljane. The Divac Foundation bought new carpentry and materials necessary for the renovation so the family could move in before winter.



Bojan Marković's house before renovation

Handing out packages in the Center for Social Work Zvezdara



Support to single-parent families

As part of awarding the one-time humanitarian aid, the Ana and Vlade Divac Foundation didn't forget the single-parent families that were recognized as a category of the population more often exposed to poverty and social exclusion.

For the fourth time, together with PUC Infostan tehnologije, we provided packages with essential supplies for 600 poorest single-parent families from the records of 17 municipal departments of the City Center for Social Work in Belgrade. During the activity, RSD 2,109,400 was collected for the purchase of 600 packages containing essential supplies. A total of 4,609 households made a donation through a receipt that came with the December Infostan bill on the territory of the city of Belgrade.

Individual donors

The Foundation cooperates with a large number of individuals across the country and the diaspora. Many individuals support us by sending SMS messages to the number 2112 or through donor boxes placed at the Belgrade airport and at the shopping malls Plaza in Kragujevac and Ušće in Belgrade, while many choose to support Divac scholarship holders through online payments and account payments.



Individual donors

In 2021, individual donors supported and donated funds for the following purposes: 1. Scholarships were given to impoverished high school students in Serbia, who have managed to achieve excellence in science, art or sports despite difficult circumstances surrounding their growing up. 2. Securing meals for the Church Soup Kitchen in Belgrade 3. Support to rural families in municipalities throughout Serbia 4. Various types of aid to residents of Kuršumlijska banja and Christmas gifts 5. Supplying families from Kosovo and Metohija with firewood, food and furniture 6. Providing support to IT Bootcamp Niš, a non-profit school for the retraining of people in the IT sector 7. Operation of the animal shelter for 350 dogs and 100 cats in Mladenovac 8. Launch of the Academic Village - project for the development of Serbian villages.

Among the Foundation's friends, Anka and David Erne hold a special place as the largest individual donors to Ana and Vlade Divac Foundation. In 2021, through their donations alone, the General Hospital Kruševac had its much-needed oxygen supply system for 42 new hospital beds renovated and the Outpatient unit for Oncology Patients at the General Hospital Kruševac was completely renovated and reconstructed. They greatly helped the residents of the Kuršumlijska banja by providing food packages and essential supplies. They provided funds for 50 scholarships for children across Serbia, as well as funds for 250 IT Bootcamp participants. Apart from that, they provided support to 40 families from Kosovo and Metohija. Anka and David Erne have given support in order to provide 2,000 hot meals a month in the Church Soup Kitchen in Belgrade, and they have also supported the animal shelter in Mladenovac, currently housing more than 400 dogs and cats.

2.

Economic empowerment and incentive to self-employment

Divac agricultural funds

Investing in agriculture does not ensure the livelihoods of only those that are working in agriculture. It is an investment for society as a whole. In 2021, the Ana and Vlade Divac Foundation continued working on supporting the development of agriculture in order to economically empower families who want to live and stay in the countryside. By supporting the development of agriculture in rural areas, within the Divac agricultural funds, 41 farms started and developed their own business or agricultural production. Support is provided in the form of herds of domestic animals (goats, sheep, cows and other domestic animals), beehives and beekeeping equipment, greenhouses, agricultural machinery, milking machines, equipment and building materials.



Marijana Pantić, village Karan, Užice

Prijepolje, 2021.

Total value of the fund: **RSD 2,700,000,00 dinara** Number of beneficiaries: **21**

Užice, 2021.

Total value of the fund: **RSD 4,400,000,00 dinara** Number of beneficiaries: **20**



Family Jovanović, village Zlakusa, Užice



Dragana Kelović with her family, Prijepolje

Empowering young farmers

Since 2018, the Ana and Vlade Divac Foundation has, together with partners, been implementing a project aimed at supporting young farmers, final year students of secondary agricultural schools in Požarevac, Prokuplje and Požega. The Divac Foundation recognized the need to specifically support and motivate young people to see a viable future for themselves in the countryside and to become successful farmers. The project Empowering Young Farmers has so far been implemented in four agricultural schools with the support of the donors from diaspora, local self-governments and international donors. The project is jointly implemented by the Ana and Vlade Divac Foundation, agricultural schools, the towns of Požarevac, Užice and Prokuplje, as well as the municipalities of Požega, Gornji Milanovac, Žagubica, Ruma, Čajetina, Arilje and Nova Varoš. The aim of the project is to support young people who wish to be farmers and improve their family farms. All candidates attend lectures, receive mentorship and develop an individual business plan. So far, more than 300 young people have received training, 68 of them have

2. Economic empowerment and incentive to self-employment



Ana Mitrović, Arilje

received donations in equipment and necessary supplies worth a total of RSD 10,566,000. In addition to the donation, educating young people on how to create a business plan and to apply for other competitions and thus receive incentive funds for the development of the family farm is quite an important intervention. Discussions with a number of farmers have led to the conclusion that they aren't capable of preparing forms needed to receive incentives on a local or national level. Also, all beneficiaries receive advice on how to develop production or be cost-efficient, as well as suggestions for establishing more profitable types of production. In particular, we advise families to register farms with young people and thus support them in their desire to stay in the countryside and engage in food production. We always wish to reward young people who have the best ideas which is why we provide them with donations, much needed for their farms, worth approximately RSD 150,000. Most often, we procure towed equipment, domestic animals, seedlings, greenhouses and other equipment.



Dušan Nedović, Jasenovo, Nova Varoš

Total
value of donations
in 2021:

RSD 3,450,000,00

Number of beneficiaries:

20 students

Local funds for agricultural development

The Divac Foundation, with the support of USAID's Competitive Economy project, has launched an innovative project Local Funds for Agricultural Development with the aim of creating new opportunities to finance farmers. The concept is specific because the local self-government and the Foundation establish a fund through joint venture, and the fund gives incentives for farmers in the coming years. The aim of the project is to help farmers quickly materialize investments in production, improve their business, thus achieving higher yields and providing better quality of life for their families.

During 2021, four funds were formed in Vranje, Prijepolje, Svrlijig and Ražanj in the total value of RSD 12,000,000.



Edita Rovčanin, Prijepolje

Fund in Prijepolje, 2021.

Total value of the fund: **RSD 3,000,000,00** Number of beneficiaries: **11**

Fund in Svrlijig, 2021.

Total value of the fund: **RSD 1,500,000,00** Number of beneficiaries: **7**

Fund in Vranje, 2021.

Total value of the fund: **RSD 6,000,000,00** Number of beneficiaries: **18**

Fund in Ražanj, 2021.

Total value of the fund: **RSD 1,500,000,00** Number of beneficiaries: **9**

2. Economic empowerment and incentive to self-employment



Support for youth employment in the fruit and vegetable sector in the Toplica district

The Ana and Vlade Divac Foundation is implementing the project Support for Youth Employment in the Fruit and Vegetables Sector in the Toplica District, which is supported by the Kingdom of Norway through the project Norway for you - Serbia.

The aim of the project is to improve the business environment together with the four municipalities of the Toplica District - Prokuplje, Blace, Žitораđa and Kuršumlija. This is possible through financial and mentoring support to local companies, making them sustainable and more competitive, leading to a higher number of young people employed in the entire Toplica District. The total value of the project Support for Youth Employment in the Fruit and Vegetable sector in the Toplica District is USD 100,000.

Results:

1. 10 companies from the Toplica district received support
2. 11 young people from the Toplica district found employment
3. 40 young people received trainings and attended seminars on the basics of business



Visit to the Toplica district

Academic Village

A group of donors from diaspora, in collaboration with the Divac Foundation, is supporting the development of Serbian villages. Most municipalities in Serbia, which are a separate administrative unit from major cities, do not provide favorable opportunities for employment, entrepreneurship and agricultural development to people in villages, which leads to them moving to cities or abroad, leaving unused natural resources.

The mission of the Academic Village is to find a suitable village, define several projects that would achieve certain results in that village and implement them together with the Ana and Vlade Divac Foundation, experts in the relevant field and students in Serbia.

In 2021, the pilot project gathered 6 wineries in the village of Gudurica near Vršac, which combined their offer and entered the market for small food producers in Serbia with expert support during branding and promotion.



Academic Village



Ljiljana and Miroslav Rnjak, Rnjak Winery

Ljiljana Rnjak: Local wines should be offered in local restaurants



"We bought a vineyard that was planted in 2005 and an old German derelict house. When it comes to renovations, works are currently suspended, but not a lot of work remains. We love old houses as they have a specific ambiance. This house has three basements and about 400 m2 of basement space. The vineyard has an area of 6.5 hectares, where we grow 6 varieties of grape. As the number of varieties increased, we discovered the vineyard's potential", says Ljiljana.

Research on the behavior of users of plant protection products in the Republic of Serbia: Plant protection products in Serbia and how do we (mis)use them?

The results of the research into the behavior of users of plant protection products in the Republic of Serbia showed that farmers in Serbia often do not use plant protection products properly and that education is necessary in order to ensure proper and healthy products for the market. A research on the behavior of users of plant protection products in the Republic of Serbia was conducted in May 2021. As a part of a research conducted by pollsters in 116 municipalities in our country, more than 1,000 farmers across Serbia participated with the aim of gaining insight into how small farmers use these products, and to make recommendations on the improvement in this area.



"The key finding from our research is that our farmers often do not use plant protection products properly, that they do not use personal protection when spraying and that many of them do not see the need for education in this area. Technologies are changing, as well as the market demands, and it is important that we support our farmers so that they can improve their knowledge and provide healthy products for the market,"

Goran Malidža, PhD, from the Institute of Field and Vegetable Crops in Novi Sad concluded.



Research cover page

EQUAL - Towards Gender Equality by Reconciling Employees' Work and Family Life

The project EQUAL - Towards Gender Equality by Reconciling Employees' Work and Family Life was initiated in January 2020 in cooperation with the Cabinet of the Minister without a portfolio in charge of demography and population policy and the Ana and Vlade Divac Foundation. With the change of Government of the Republic of Serbia in October 2020, the Ministry of Family Welfare and Demography was appointed as the project holder. The project was implemented from January 2020 to December 2021 with the financial support of the European Union, through the program Rights, Equality and Citizenship (2014-2020).

2. Economic empowerment and incentive to self-employment

The project aims to establish a work-life balance and promote gender equality, as well as to point out the obstacles employees face in reaching work-life balance through three sub-objectives:

- Increase employees' knowledge of labor rights through a manual and debates
- Increase employers' knowledge of the benefits provided for by law when employing women and people from vulnerable groups
- Involving stakeholders from local self-governments in finding a solution for this problem.



Project Equal - National Conference

Within the project, the following was organized:

- 20 public debates were held, during which the Manual on Work-Life balance for employees was presented
- Info sessions for representatives of 30 companies in Serbia were held, during which the Manual on Work-Life balance for employers was presented
- 2 info sessions for media representatives were held
- 3 training sessions for HR managers
- 4 round table discussions, during which two types of research were presented:
 - Research on local needs related to work-life balance
 - Research on needs related to work-life balance in the private sector
- Training for 20 local secretaries in charge of socio-economic issues in municipalities
- Info-session for presidents of assemblies and councils at the local level
- National Conference

Read more about the project on www.jednaki.com



Project Equal - Press Conference

Support for the employment of Roma and other marginalized groups within the territory of the city of Belgrade

The project Inclusion of Roma and other Marginalized Groups in Serbia has established cooperation with the Ana and Vlade Divac Foundation which is, with the advisory and financial support of GIZ InR, implementing the project Implementation of Active Roma Employment Measures on the Territory of the City of Belgrade. The project implemented active measures for the employment of Roma men and women, returnees under the readmission agreement and other marginalized groups:

- 1) measures of professional training and acquiring of qualifications for profiles in demand on the labor market,
- 2) vocational training measures for employment with a known employer, and
- 3) support for the development of entrepreneurship for the members of Roma community and other marginalized groups.

We included more than 300 beneficiaries, 69 of whom persevered in changing their lifestyles with our support and took part in our employment, professional qualification or entrepreneurship programs –among them 50% were Roma and 60% women, and we also helped people under 30 and over 50 years of age to find work.

Sara finished a hair stylist school, worked in salons, and now she's the owner of her hairdressing salon Sara Komina, at the address Bulevar Zorana Djindjića 16. Donation in the form of equipment for the salon – chairs, scissors, combs, hairdryers, etc. was given within our Implementation of Employment Measures for Roma and Other Marginalized Groups in Belgrade.

According to the latest census, more than 147,000 members of the Roma national minority live in Serbia and present the most vulnerable part of the population. Almost 90% of Roma are out of work, and a quarter of them have not spent a single day in school.



Sara Komina



IT Bootcamp 2021

IT BOOTCAMP - a non-profit school for retraining in the IT sector

To bridge the gap between supply and demand for quality IT junior staff in the labor market and to help accelerate Serbia's economic progress, a group of donors from diaspora decided to open IT School - IT Bootcamp in cooperation with the Ana and Vlade Divac Foundation. The aim of the school is to provide free knowledge to people who did not have an opportunity to receive formal IT education.

During 2021, 423 participants attended online classes, 346 of whom successfully completed their courses, and 201 (47.51%) found jobs or internships in IT companies across Serbia. The school has successfully continued with the online training model, taking into account the precautionary measures due to the Covid-19 pandemic. There are currently another 143 students attending classes who enrolled in November 2021. We are grateful to all donors, partners and friends of the school for their long-standing support. Special thanks to the Serbian Philanthropic Association and the NCR Foundation which raised and donated funds during 2021 so that the IT Bootcamp could continue in 2022.



Jelena Salopek, Software Testing (QA)
After the course, he found employment at HTEC Group.

From a philologist's point of view, completing a retraining course and actually becoming qualified for something else seemed like an impossible task until I got the chance to be part of the IT Bootcamp story. They helped me overcome the fear of making mistakes and learn from practical examples, and now I have a large number of completed projects and segments behind me, helping me to further improve professionally. I owe them my gratitude for making it possible to take my first steps in the IT world.





Dragan Batinić, Software Testing (QA)
After the course, he found employment at HTEC Group

Stepping out of the comfort zone and the rut of everyday life is one of the most difficult things for anyone. When I decided to take that step, IT Bootcamp gave me a chance. Of course, the journey wasn't easy at all, but I felt better and more useful every day because I was acquiring a great deal of knowledge, completely new to me. Coordinators and lecturers were always there for us, helping us overcome every obstacle during the course. Effort and joint work resulted in me finding a job as a QA Analyst and the only thing I can tell them at this point is one big – THANK YOU!



Nikola Krstić, Web development PHP
After the course, he found employment at Future Forward

IT Bootcamp has shown me a new life. Beginners usually start learning on their own, but soon it becomes increasingly complex because they're not sure what the next step is and how much they've improved. Then comes the IT Bootcamp as the perfect guide through all the hurdles every beginner experiences on their journey into the IT world. Out of a sea of advice, I would single out just one - the most important thing is to do your best and not give up after the course. Please do not underestimate this and similar advice



Žana Gavrić, Software Testing (QA)
After the course, she found employment at ESA Gaming

IT Bootcamp definitely opens doors to the IT world! It provides a good basis for your future calling with a very pleasant and dedicated team. By working together, with their unreserved support, you reach the desired goal - a job in an IT company. IT Bootcamp training is a fully designed concept which includes everything from acquiring technical knowledge and practical skills to preparation for an HR interview, which is by no means a simple task when you are going through the IT recruitment process. Endless thanks to the IT Bootcamp team.



Support to STEM education in secondary schools

Ana and Vlade Divac Foundation and the NCR Foundation, in cooperation with the Center for the Promotion of Science, have implemented the project Support to STEAM Education in Secondary Schools, during which more than 10,000 students in Serbia could be better educated in the fields of science, technology, engineering, arts and mathematics through the procurement of equipment for schools, competence building for teachers, as well as increasing the level of knowledge and interest students have when it comes to STEAM areas.

Within the project, 9 schools received funds for the procurement of equipment for the realization of contemporary teaching and extracurricular activities from the STEAM field worth RSD 3.5 million, and 150 teachers and 300 students had the opportunity to attend various workshops and events organized within the project.

The First Technical School from Kruševac received funds for the purchase of a robot arm, laptop and conveyor belt, the Secondary Technical High School for Civil Engineering Neimar from Niš received funds for modern geodetic equipment, and the High School of Applied Arts from Šabac received a 3D printer and 3D scanner. Funds for the purchase of 3D printers and CNC machines were awarded to the Electrical Engineering High School Nikola Tesla from Belgrade and the Electrical Engineering and Civil Engineering High School Nikola Tesla from Zrenjanin. Funds for the purchase of various robots, as well as parts and equipment for robots were awarded to four schools - Electrical Engineering High School Nikola Tesla from Niš, Polytechnic - High School for New Technologies from Belgrade, Technical High School Nikola Tesla from Šid and High School May 9th from Niš.



Final Conference - Support to STEAM Education in Secondary Schools

WB&T FOR EMPLOYOUTH - SUPPORT FOR THE EMPLOYMENT OF YOUNG PEOPLE FROM VULNERABLE GROUPS

Youth in the Western Balkans and Turkey – WE NEED MORE

During 2021, together with 19 youth organizations from Serbia, Montenegro, Albania, North Macedonia and Turkey, through the regional network Youth Hub of the Western Balkans and Turkey, we continued our work on improving the position of young people, especially young people coming from vulnerable categories.

For the fifth consecutive year, the Network published the Youth Participation Index which is, at the moment, the only comparative survey that monitors the participation of young people in the political, economic and social segments of life in the aforementioned countries. We wish to point out that it is necessary to systematically collect data pertaining to young people, with a focus on young people from vulnerable categories, and to design adequate support mechanisms at all levels accordingly. Particularly worrying is the fact that for the first time since 2016, when the Index was first measured, the position of young people on the labor market is deteriorating as a result of the Covid pandemic. Therefore, during 2021, the network published a large program of support to organizations that deal with employment of young people from vulnerable groups.

More than 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.



Also, a large Regional Forum (Un)Employability of Young People during the Covid Pandemic was held in Tirana, bringing together the most important institutions from the region, civil society organizations, experts, young people and the media with the aim of identifying challenges but also creating concrete proposals. In addition, more than 20 national events were organized and more than 500 representatives from organizations, institutions and economies gathered to establish a dialogue on the position of young people on the labor market. The program is implemented within the project WB&T for EmploYouth led by the Foundation in partnership with NGO Prima (Montenegro), Youth Alliance Krusevo (North Macedonia), Partners Albania - Center for Change and Development Management (Albania) and the Volunteer Community Foundation (Turkey), with the support of the European Commission.

THE NUMBER OF
YOUNG MINISTERS
IN GOVERNMENTS OF
ALBANIA
MONTENEGRO
NORTH MACEDONIA
SERBIA
TURKEY

Indicators	Albania	Montenegro	North Macedonia	Serbia	Turkey
% of young ministers in Government	0	0	0	0	0
% of young deputy ministers	3	0	0	1	0
% of young MPs	4	4.9	1.6	7.6	0.8
% of young mayors	0	0	0	1.8	0



STEM like a Girl

The Ana and Vlade Divac Foundation, in partnership with Macedonia2025, and with the support of the Embassies of Canada in Serbia, North Macedonia and Montenegro, is implementing the project STEM Like a Girl which aims to inspire and motivate young girls to educate themselves and choose a career in one of the STEM fields (science, technology, engineering and mathematics).

We believe that stories of success are the best way to reduce stereotypes in society and the division into 'male' and 'female' professions. Who are our successful women in STEM fields? What challenges do they face during their career? What advice do they have for girls who follow in their footsteps? We recorded a series of interviews with successful women from STEM fields as part of the show Radio Elementi, from the Center for the Promotion of Science. You can listen to these interviews with successful women from STEM fields on our YouTube channel.

In addition to discussions with successful women from STEM fields, lectures will be organized for students and teachers in schools throughout Serbia. Also, a research on the obstacles girls face when choosing and developing a career in STEM fields will be conducted.



"I believe that all girls can choose any career they want and become scientists, programmers, astrophysicists, mathematicians or CEOs. The key lies in education and success stories that can motivate them in the best way possible";

Ana Koeshall, Director of the Ana and Vlade Divac Foundation



3.

Development of democracy and support to local communities

Divac scholarship recipients

All children have dreams, but not the same chances to make them come true. For a large number of children in Serbia, poverty is one of the biggest obstacles to education and career building, preventing them from becoming doctors, managers, hairdressers, cooks... Young people from rural areas have it particularly difficult, as the villages they live in are quite remote, with underdeveloped infrastructure, poor traffic connections and insufficient access to new technologies. This means that they don't have the same starting position compared to their peers from larger cities. Children from vulnerable families are often forced to abandon their carefree lives far too soon and enter adulthood. All children who receive student scholarships from the Ana and Vlade Divac Foundation achieve exceptional success in



In 2021,
283 student scholarships
were awarded to
high school students
across Serbia

school, develop talents in various fields, but also volunteer and help others in their communities.

We are aware that education is one of the most important conditions for a good life. Surely, this support will not make their dreams come true overnight, but it will give them the opportunity to realize their dreams tomorrow, with the knowledge and diploma they've acquired. With monthly scholarships, not only do we help the poorest children get a better education, but we also give their families a chance to redirect the minimum funds they have at their disposal to solve some other problems, such as care for sick family members, securing food, paying the utilities, etc.

So far, more than 1,500 applications have been submitted to the competitions and 560 scholarships have been awarded, which indicates that there is an extremely large number of children who deserve support, which is why we invite all those interested to join us and donate to the Divac scholarship program.

ALEKSANDRA ROMANOV,
17 years old, Debeljača

My name is Aleksandra Romanov and I come from a small town with 2,500 inhabitants, near Pančevo. I am currently a third year student at Veljko Ramadanović high school for children with impaired vision, at the department for business-legal technicians. At the beginning of the second semester of the seventh grade, it was discovered that I had a brain tumor which required immediate surgery. After the surgery, I completely lost my sight. In the end, I managed to graduate from the Moše Pijade elementary school in Debeljača as a full time student with straight A's, various awards, the title of valedictorian and an unrealized desire to enroll in a medical school. Over time, I adapted to the life of a person with a handicap and every day I try to further improve myself. I'd like to use this scholarship to invest in my personal development, to become a more competent person, thus increasing my involvement in society.



DRAGA ŽIVKOVIĆ,
18 years old, Raška

My name is Draga Živković and I live in the small town of Raška together with my dad, mom and twin brother. I am 18 years old and I am currently in the 4th grade of the High School in Raška, natural sciences and mathematics study fields. I am also a member of the volleyball club Raška which, as of last year, competes in the Second Serbian League West. I am very happy to participate in volunteer activities whenever I get the chance. Next year, I plan to enroll in the Faculty of Electrical Engineering, and since the situation of global pandemic forced us to miss out on classes and knowledge during the past two years, I will need private lessons to catch up. The scholarship, for which I am very grateful, will be used for that purpose. Although my brother suffers from chronic epilepsy, it doesn't stop him from learning and matching my results. He's an active athlete. He plans to attend the Faculty of Medicine, which will require private lessons. So this scholarship supports not just one, but two good students.



For maternity hospitals in Serbia

For each pack of Pampers diapers purchased in Lilly stores from April to June 2021, a donation was made to maternity hospitals in Belgrade, Užice and Gornji Milanovac - a total of EUR 10,000 was donated with the support of P&G. Every maternity hospital received the equipment they needed the most.

Distribution of health and hygiene products in support of the local community

Thanks to our long-term cooperation with P&G, more than 6,000 health and hygiene products arrived to the Church Soup Kitchen and to the national association of parents of children with cancer Nurdor Srbija. This is the beginning of an activity within which we will distribute products to associations throughout Serbia in 2022 with the aim of supporting the most vulnerable categories of the population and providing them with products for personal hygiene and funds for their operational costs.



Donations to the Church Soup Kitchen in Belgrade

Support for Belgrade's afforestation and reduction of air pollution

Ana and Vlade Divac Foundation is the strategic partner to P&G in the afforestation of Serbia. The increasingly serious environmental situation, as well as the importance of reducing pollution and improving air quality, has prompted us to help reforestation in Belgrade with the support of P&G and the Ariel brand. Ariel has launched the campaign - Every Degree makes a Difference. Every Tree is Important - with the aim of raising awareness of the positive impact that lowering the temperature when doing laundry has on the environment.

*Divac Foundation
in afforestation activity*



Better conditions for children's education in rural schools

Ana and Vlade Divac Foundation continues to invest in the improvement of educational conditions in Serbia through the reconstruction of school facilities, the purchase of new and modern equipment, school books and school supplies. Education and personal development of pupils in rural schools are significantly hampered due to poor conditions within those schools. The goal of the Divac Foundation is for children in the countryside to have better conditions for education, higher standard of teaching and a carefree childhood.

Divac Foundation, together with Latter-day Saint Charities organization, invests in the renovation of rural schools to significantly improve the quality of teaching. During 2021, we supported a total of five schools in Niš, Vranje (Vrtogoš), Prijepolje (Orašac), Drajinac (Svrljig) and Mađera (Ražanj). The total value of donations in these five schools exceeded RSD 1.5 million, resulting in the provision of better conditions for 80 children in rural schools as well as for 30 students from the special school Bubanj from Niš.



Sustainable Development Goals

Through all its programs, the Foundation is committed to achieving the goals of sustainable development in Serbia. In 2020, the Foundation, together with five civil society organizations, got involved in the process of designing and implementing the Social Dialogue Platform on the United Nations Agenda 2030 and the sustainable development goals.

During 2021, the Platform made its contribution in establishing dialogue and knowledge exchange among the most important state and non-state actors in Serbia, such as civil society, the corporate sector, academia and research community, professional associations, media and citizens, on aligning Serbia's development priorities with the goals stated in the 2030 Agenda for Sustainable Development.

Work on the Platform Sustainable Development for All is organized through three pillars - social, economic and environmental. The Ana and Vlade Divac Foundation and the Centre for Democracy lead activities within the social pillar. In 2021, the social pillar achieved numerous results at both national and local level.

Within the platform of the social pillar, two thematic groups functioning at the national level have been established.

First thematic group - Achieve gender equality and empower all women and girls

Second thematic group - Poverty eradication

In 2021, the Platform continued strengthening the network of local partners and implementing the activity at the local level. After Požega and Užice, we established good cooperation and partnership with the towns of Pirot and Zaječar, not only with city administration, but with the entire community. In this regard, during cooperation with local self-governments, we organized round tables and trainings on policies at the local and national level that can improve the lives of citizens, in accordance with the scope of work partners in the social pillar do.

Contributions were made for the improvement of local development plans in Užice and Pirot through data analyses in the field of social and economic development with special reference to gender equality issues. More than 20 civil society organizations from Zaječar and Pirot received training on the localization of sustainable development goals. We selected 6 organizations with whom we worked on the topic of sustainable development through training and mentoring, as well as on the preparation of a campaign that will focus on achieving the goals of sustainable development at the local level as much as it is possible. By encouraging campaigns and supporting capacity building, we encouraged the civil sector to be more active and capable to unite around a common goal to improve the standard of life in local communities. Local media have also been the focus of our interest as partners in informing citizens in a timely and accurate manner. In Pirot and Zaječar, 20 media representatives participated in a training on the topic of promoting the goals of sustainable development in the field of social inclusion (reducing poverty, reducing the number of hungry people, ensuring health and well-being of all people, education and gender equality). All our activities, experiences and knowledge are systematized in the knowledge database on the web platform sdgsforall.rs, which is a contribution to knowing, speaking, reading and writing more about sustainable development. 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 the 2030 Agenda. Each year, the Platform publishes a Monitoring report on the progress made in the areas defined by the goals and the 2030 Agenda.

Solidarity first and foremost

With the support of the Balkan Fund for Democracy of the German Marshall Fund (US) and the US Agency for International Development (USAID), the Ana and Vlade Divac Foundation supported selected projects with a total of RSD 3.7 million helping local communities express civic solidarity during the coronavirus crisis in Serbia.

A total of 17 initiatives were selected in the third round of the Solidarity First and Foremost competition. A total of 186 applications from local associations, associations in culture and media have been submitted to the competition, which only testifies to the great needs of Serbian citizens, but also about the creativity and mobility of civil society.

In addition to financial support for the implementation of initiatives, the organizations received support aimed at increasing visibility and fundraising in the form of two training sessions on the use of social networks and crowdfunding. With the realization of the project, the beneficiaries of the funds promoted solidarity and encouraged others to actively engage in helping their communities. The largest number of initiatives supported in this round helps those most vulnerable during this crisis, so through this competition we supported Leuka - Association of patients with acute leukemia, Uzrna from the Rasina district who help patients with malignant diseases, Association of patients with muscular and neu-

romuscular diseases of the Toplica district, Association of multiple sclerosis patients Mala Bačka, Blind Persons Association Vojvodina, Association of Offices STVARNOST TIŠINE, Defectology office BLISTAVI UMOVI.

Psychological support proved very important as the epidemic continued, so we supported the Center Srce and the Organization for the Protection of Women with Disabilities - Iz kruga Niš, which provided psychological support for women with disabilities.

Also, through the competition, we supported the media in order for them to overcome the crisis caused by the pandemic, so the daily newspaper Danas received funds for the project Show solidarity today (Budi Danas Solidaran), thanks to which we were able to hear 10 stories about doctors working with covid patients in the red zone.



Inclusive workshop of the Defectology office BLISTAVI UMOVI

3. Development of democracy and support to local communities

We supported the local medium Radio Požega in establishing their youth section so that the voices of young people from their region could be heard during the pandemic.

As a consequence of the closure imposed by the COVID-19 pandemic, the culture sector as well as cultural workers have been much affected in previous months, so we supported the



The play Trenutak pre zasićenja

creation of the play TRENUTAK PRE ZASIĆENJA, by PULSE theatre from Lazarevac, the Art Aparat Association and their project ALL AT ONCE - Young people sing in Romani, as well as the Markovac Village Cultural Center.

We also organized three panels covering these topics within the project. The aim of the panel discussion Culture on life support (Kultura na kiseoniku) was to point out the difficulties the cultural scene in Serbia was facing, the serious impact of the COVID-19 pandemic on sectors of culture and arts, the concrete measures that were implemented, and to propose further steps in how to take culture off life support. The second panel was devoted to the topic of mental health, and on the third panel we also touched upon the topic of the future of work, digital transformation, working from home, as well as the topic of finding a balance between work and parenting.

The pandemic has accelerated the trend of digital transformation of businesses in Serbia. Many businesses that had never even thought about using digital technologies before were forced to use them in order to reach a market on which they could place their products or services.

Bearing in mind the continuation of the crisis caused by the COVID-19 pandemic and the uncertain situation in which a large part of entrepreneurs in Serbia found themselves, the Ana and Vlade Divac Foundation provided free training and knowledge support to 10 businesses so that they could go through the digitalization.



Final conference of the project Solidarity first and foremost



Equality can't wait

The project Equality can't wait was designed as a continuation of the project Improving Gender Equality in Serbia, and was supported by the Balkan Fund for Democracy and the Embassy of the Kingdom of Norway in Serbia. The overall goal is to contribute to the reform processes in Serbia and increase efforts towards negotiations with the EU, especially on Chapter 23 and the basic rights of citizens. The project focuses on gender equality with the aim of contributing to the empowerment of women, especially in terms of employment, which is continuously seen as one of the main segments in which gender-based discrimination is present.

The project addresses gender-based discrimination issues at local, regional and nation all levels through:

- increased participation of decision-makers in the protection of women's rights,
- capacity building and creation of new generation of human rights defenders when it comes to work and employment,
- raising awareness of the business community and citizens about women's' rights and discrimination.



Panel Mental health in the workplace

3. Development of democracy and support to local communities

Within the project Equality cannot wait:

- 3 panel discussions were held, during which the Guide for Employers and Employees – Mental Health and Business Environment was presented
- The Labor, Human Rights and Gender Academy was organized for 15 participants who had the opportunity to learn about labor law, human rights and gender equality and the media from experts in these fields and the process of mentoring began resulting in the publication of student papers
- We prepared the Survey of social roots of gender-based discrimination in Serbia
- We prepared a Study of local action plans for employment and gender equality for the municipalities of Apatin, Sombor, Zaječar and Pirot, which were provided with technical support during the process of gender mainstreaming the local action plan for employment
- 10 episodes of Unbearable (Neizdrž) podcast – Why equality can't wait were aired



Labor, Human Rights and Gender Academy



Podcast Unbearable – Why equality can't wait

Conference The role of the individual in overcoming conflicts within a polarized society

There is potential in each individual, along with the responsibility, to influence the development of events in society as well as to take part in the resolution of conflicts at a personal and societal level, it was concluded at the conference "The role of the individual in overcoming conflicts within a polarized society" organized by the Ana and Vlade Divac Foundation.

Together with numerous experts in the fields of personal development, media, economy and motivational speakers, as well as a large audience who followed the event from all around the world via the Internet, it was concluded that personal development, tolerance and acceptance of diversity contribute significantly to creating an atmosphere in which conflicts can be prevented at all levels.

Founders of the Ana and Vlade Divac Foundation spoke at the conference, as did the world-renowned humanitarian and founder of the international Mohanji Foundation, Mr. Mohanji, internationally acclaimed motivational speaker, entrepreneur and author Nik Vujičić, former multi-award-winning NBA basketball player and ESPN host Chris Weber, president of the Color Press Group Robert Čoban and professor at Harvard University and founder of Orion Telecom, Slobodan Đinović.

4

Development of philanthropy

Improving the framework for giving

The project for improving the framework for giving is funded by the US Agency for International Development USAID and implemented by the Coalition for Charity, led by the Ana and Vlade Divac Foundation. Additional members of the Coalition for Charity are the Trag Foundation, Catalyst Balkans, SMART Kolektiv, Serbian Philanthropic Forum, Forum for Responsible Business and Serbian Chamber of Commerce. The objectives of the Coalition for Charity are:

1. Strengthening philanthropic infrastructure that can contribute to sustainable growth of philanthropic donations and development of cross-sectoral partnerships
2. Improving the legal framework for the development of incentivizing and transparent giving by individuals and companies
3. Promoting benevolence, culture of giving and transparency among citizens of the Republic of Serbia, companies, diaspora and non-profit organizations

Although the pandemic continued to affect many activities and aspects of work during 2021, the Ana and Vlade Divac Foundation, together with partners from the Coalition for Charity, continued working on proposals for the improvement of legal framework and promoting charity, focusing their activities on food donations.



Marking of of the National Day of Giving

Campaign Save Food, Save Humanity, and National Day of Giving

Driven by the fact that about 480,000 people in Serbia lack basic supplies, while an estimated 2 million kilos of food per day are wasted in Serbia, the Coalition for Charity, led by the Ana and Vlade Divac Foundation, with the support of USAID, launched the campaign Save Food, Save Humanity on August 23, with the aim of raising awareness of the need to reduce food waste and increase food donations to the most vulnerable citizens.

The campaign was implemented through two segments. First segment addressed the issue of insufficient donations of food whereas the other segment focused on collecting funds and food. The backbone of this campaign was the fourth National Day of Giving, which the Coalition for Charity and the Serbian Philanthropic Forum celebrated on October 9, the day when our scientist and philanthropist Mihajlo Pupin was born. This event was organized with the support of the US Agency for International Development (USAID). During the event, companies, civil society organizations and media companies that made the most significant contribution to the campaign Save Food, Save Humanity or supported individual initiatives within the campaign received recognition.

As part of the campaign Save Food, Save Humanity and the National Day of Giving, the Coalition for Charity received support from more than 35 companies and thousands of citizens who joined forces in promoting the need to reduce food waste and collect food donations for the most vulnerable citizens throughout Serbia. Donations in funds and food added up to RSD 13.6 millions, i.e. 69,717 kilograms.

Companies Delez Serbia, Lidl Serbia and Nestle, apart from their generous donations, also motivated their consumers to participate in food donation campaigns and promoted the reduction of food waste through various activities, while five banks - Erste Bank, Eurobank, OTP Bank, Raiffeisen Bank and AIK Bank cancelled fees on payments to the dedicated account of the National Day of Giving. Erste Bank and Eurobank joined the campaign at the very beginning by giving the media space.

All donations collected during the campaign Save Food, Save Humanity and the National Day of Giving were distributed to vulnerable citizens by partner organizations: Red Cross of Serbia (food collected in Lidl during the National Day of Giving), Food Bank Belgrade, Federation of Food Banks of Serbia, SOS Children's Villages Serbia Foundation, Humano srce Sabac Foundation and ADRA (Adventist Development and Humanitarian Work).



More information about the campaign is available at www.spasimohranu.rs



Street Stories, Novi Sad

Philanthropy Festival

The Fourth Philanthropy Festival, which promotes the culture and importance of giving, was organized by the Ana and Vlade Divac Foundation from June 28 to July 2, 2021 in cooperation with 15 organizations and companies, with an emphasis on encouraging donations in food. More than 1,000 people participated in the Festival, and more than 30,000 people joined or commented on the activities of the festival through social networks.

During the five days, 12 activities were organized in Belgrade and Novi Sad, bringing together citizens from different age groups, NGOs, companies and the media. In both cities, citizens could donate food and other supplies for the most vulnerable citizens, while all those who were interested could participate in creative and educational philanthropic activities through social networks.

The Association of Teachers of the Republic of Serbia, AIESEC, IFMSA Serbia, ADRA Serbia, Association Patrija, Novi Sad Volunteer Service, OPENS, Čalabrc Fest, Art Football Serbia, LiceUlice, Junior Chamber International (JCI) and the City Municipality of Vračar joined the 2021 Philanthropy Festival.

Education on philanthropy

In 2021, the Ana and Vlade Divac Foundation, in cooperation with the Teachers Union of the Republic of Serbia, continued to include new schools interested in the education program on philanthropy, and in 2021 the number of schools increased to 45, while the number of students who went through education was close to 3,000..



"It was our pleasure to participate in this project related to education on philanthropy and we expect that these little pupils of ours have developed awareness of the need to help others and that in the future they will be an example of good volunteers and philanthropists in order to make others and themselves happier."

Teacher Zoran Kiš, primary school Olga Petrov Radišić from Vršac

Through the competition New Year in the Spirit of Philanthropy, the Ana and Vlade Divac Foundation supported the organization of 16 initiatives of informal groups for the promotion of philanthropy and giving just before the holidays. Most of the initiatives were organized at primary and secondary schools and implemented with the involvement of a large number of students and the wider local community.

Panels on cooperation with diaspora and donations from diaspora

During 2021, the Ana and Vlade Divac Foundation organized two panels on cooperation with the diaspora and donations from diaspora entitled Philanthropy without Borders and both panels were viewed by more than 300 citizens from many countries of the world.

The first panel was organized in March in the form of a two-day event. During the panel, the partners from Catalyst Balkans presented the donations made by the diaspora in 2020, during which the Serbian diaspora donated a total of USD 4.25 million to charity in Serbia. Nearly 46 per cent of total donations (USD 1.95 million) were donated to combat COVID-19, while 54 percent (USD 2.3 million) were donated for other purposes, mainly poverty reduction and treatment for patients.

During the second panel that followed in December, donations made by diaspora in 2021 (until November 30), which amounted to almost USD 1.5 million, were presented.

During panel discussions, the importance of the media in diaspora was highlighted as a basic factor in preserving Serbian heritage, language and traditions among the new generations of Serbs in the diaspora. The media in the diaspora currently need help in increasing their capacity to monitor marketing and market trends, as well as to improve their financial state and the process of exchanging program content. In addition, the need to introduce tax incentives and incentives for donations was emphasized.



Panel on the cooperation with diaspora

Proposal to exclude VAT on food donations

In 2021, the Coalition for Charity also submitted a proposal to the Government of the Republic of Serbia and the National Assembly that the Law on Value Added Tax should be amended so that VAT would not be charged for donations of food close to its expiration date, based on the EU Guidelines for Food Donations, as well as in accordance with the cost-benefit analysis showing that food donations in Serbia would then increase by RSD 160 million per year. .

Reports:

During the reporting period, the Coalition for Charity carried out the following surveys and published reports:

1. Annual Charity Report - Serbia Donates 2020 (Catalyst Balkans and Trag Foundation)
2. Better Business for a Better Society – analysis of companies' investments in the local community (Forum for Responsible Business and Smart Kolektiv)
3. Research related to public views on philanthropy (Trag Foundation)
4. Research on the attitudes of decision-makers on philanthropy (Trag Foundation)

All research is available at dobrocinitim.rs.

Analyses and proposals to improve the legal framework

In 2021, the Coalition for Charity published the following analyses and manuals:

1. Philanthropic Agenda 2.0 - Analysis and proposals to improve tax and other regulations of importance for the development of donations for giving for public good (Trag Foundation and Ana and Vlade Divac Foundation)
2. Instructions for receiving donations in the Republic of Serbia (Trag Foundation and Ana and Vlade Divac Foundation)
3. Instructions for non-financial reporting (Smart kolektiv and Forum for Responsible Business)
4. Manual entitled Towards financial sustainability of civil society organizations in Serbia – models of endowment and reserve funds (Trag Foundation)

All analyses and manuals are available at www.divac.com/filantropija and www.dobrocintim.rs.

4. Development of philanthropy

The Coalition for Charity also organized several promotional events to raise public awareness when it comes to charity: National Conference on Philanthropy (Trag Foundation), Our Belgrade (Smart Kolektiv and Forum for Responsible Business), Social Innovation Forum (Smart Kolektiv), Virtus - annual awards for philanthropy (Trag Foundation), and New Year's Humanitarian Botanical Garden Jevremovac (Serbian Philanthropic Forum, Ana and Vlade Divac Foundation).

Development of philanthropy in 2021

According to the estimates of the report Serbia Donates 2020 by Catalyst Balkans, citizens and companies in Serbia donated more than EUR 90 million in 2020. The share of donations aimed at overcoming the effects of the pandemic was 42.1 percent. The value of donations was 2.7 times higher compared to 2020. Non-pandemic donations exceed the total value of donations in 2019 by more than EUR 10 million. This means that average donation per individual increased from EUR 4.9 in 2019 to EUR 13 during the previous year. Companies donated most to the state in combating Covid-19, and citizens were active and raised money for individual treatment of patients by sending text messages. The strongest motives for citizens of Serbia to engage in charitable activities are the feeling that they are doing a good thing and the belief that their personal engagement contributes to solving an important problem. These are the findings of the research on philanthropy in Serbia for 2020, Philanthropy and us - fellowship in progress, conducted by the Trag Foundation within the Project for the improvement of the framework for giving.

In terms of charity, Serbia has made a big breakthrough on the list of the World Giving Index of the Charitable Aid Foundation (CAF), jumping from the 129th place it occupied in 2018 to the 48th place in 2021. Since the introduction of the World Giving Index in 2010, Serbia was constantly among the lowest ranking countries.

Second Serbian philanthropic gala in New York for free education in the IT sector in Serbia

At the second Serbian Philanthropic Gala held in the ceremonial hall of the historic building Gotham Hall in New York, thanks to generous donations by attendees, USD 70,200 was raised for the free IT Bootcamp School for retraining in the IT sector in Serbia.

Awards of appreciation were given to individuals and organizations whose charitable work contributed to a better quality of life for Serbian people within Serbia's borders but also in the diaspora. For its contribution to philanthropy in Serbia, the award went to the Association for the Encouragement of Entrepreneurship Živojin Mišić, which gives annual awards to the best teachers in Serbia. The humanitarian organization Serbian-American Medical Association (SAMA) received the award for its contribution to philanthropy in diaspora.



Serbian philanthropic gala dinner in New York

Inflows by categories	RSD	USD
Individual donors	74,086,728.14	710,745.87
Corporate donors	9,374,642.33	89,934.98
Bilateral donors	160,070,941.67	1,535,629.44
Local governments	7,815,000.00	74,972.66
Other income	175,263.00	1,681.37
Total inflows:	251,522,575.14	2,412,964.32

Costs per program/project

1. SUPPORT IN EMERGENCY SITUATIONS AND HUMANITARIAN AID

1.1. Support for Serbia's health system during the pandemic	22,751,348.80	218,263.48
1.2. Supporting vulnerable citizens	14,978,070.73	143,691.08
1.3. Support to single-parent families-Infostan	2,045,256.00	19,621.02
	39,774,675.53	381,575.58

2. ECONOMIC EMPOWERMENT AND PROMOTING SELF-EMPLOYMENT

2.1. Divac agricultural funds	10,941,731.21	104,968.74
2.2. Empowering young farmers	5,023,498.00	48,192.58
2.3. Support for youth employment in the fruit and vegetable sector in the Toplica district	8,892,803.26	85,312.49
2.4. EQUAL - Reconciling Employees' Work and Family Life	4,415,669.00	42,361.41
2.5. Support for the employment of Roma and other marginalized groups within the territory of the city of Belgrade	11,018,621.42	105,706.38
2.6. IT BOOTCAMP - a non-profit school for retraining in the IT sector	11,588,511.38	111,173.58
2.7. Supporting STEM education	6,109,049.24	58,606.74
	57,989,883.51	556,321.91

3. DEVELOPMENT OF DEMOCRACY AND SUPPORT TO LOCAL COMMUNITIES

3.1. Divac Scholarship program	11,860,000.00	113,778.08
3.2. For Serbian maternity hospitals	3,804,929.80	36,502.33
3.3. Village schools	1,782,825.20	17,103.41
3.4. Young people in Western Balkans and Turkey – WE NEED MORE	35,079,475.25	336,532.50
3.5. Sustainable Development Goals	18,708,105.83	179,474.91
3.6. Solidarity first and foremost	7,561,926.60	72,544.82
3.7. Equality cannot wait	3,094,241.53	29,684.39
	81,891,504.21	785,620.45

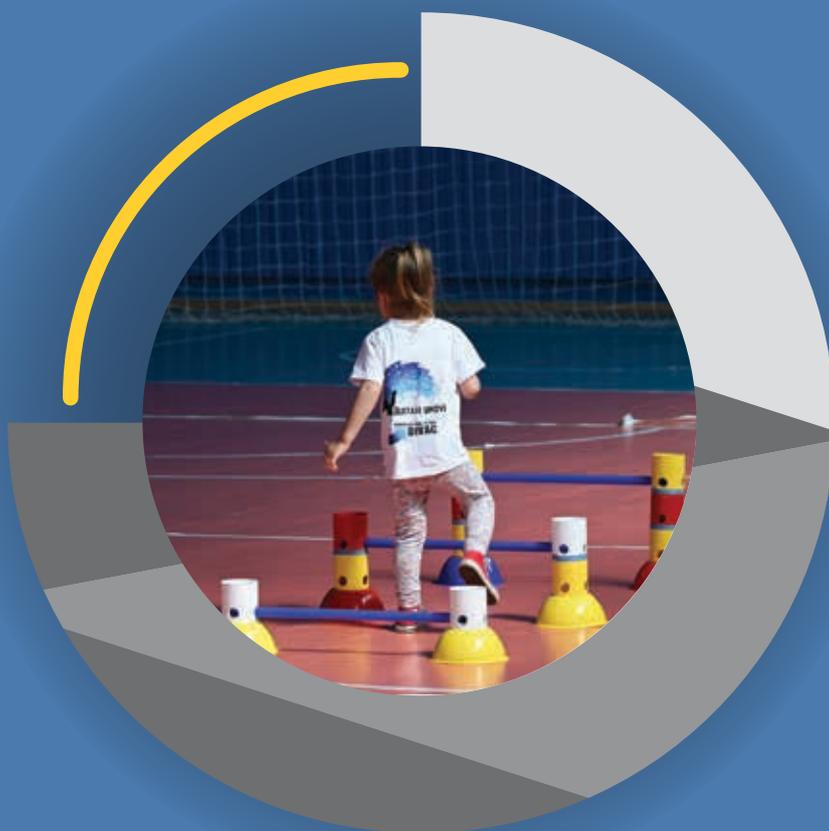
4. DEVELOPMENT OF PHILANTHROPY

4.1. Improvement of framework for giving	59,416,546.02	570,008.50
	59,416,546.02	570,008.50

OPERATIVNI TROŠKOVI

SALARIES, RENT, OFFICE EXPENSES	7,587,468.73	72,789.85
Total expenses:	246,660,078.00	2,366,316.30

Exchange rate on 31.12.2021 USD 104.2380



www.divac.com

hod@divac.com

www.facebook.com/fondacijadivac

www.twitter.com/fondacijadivac

www.instagram.com/fondacijadivac