

GTF – Initiative for Sustainable Growth

Annual Report 2018

Since its foundation in November 1999., GTF – Initiative for Sustainable Growth has been working on cooperation among South East European countries as well as between region and European Union. GTF – ISG has attained institutional support in dealing with gender inequality by interaction with governments of countries in the region, parlements, political parties, nongovernmental organizations and unions. GTF – ISG programme lay the groundwork for real social changes and contributed to gender sensibilized process of European integration. Through work with representatives of parlaments of the region and local governments GTF - ISG raised gender awareness in parlament and increased engagement of women in politics. GTF – ISG partners have been governments, parlaments, non governmental organizations, unions and women entrepreneurs organizations. Since the initial mission which included creation and promotion of sustainable development in South East European countries based on gender equality, GTF – ISG has expanded its activities during years. Hence, main focus today is promoting women entrepreneurship as a strong driver for employment, development of rural areas and tourism as well as sustainable social innovations. Due to its reputation as regional promotor of women entrepreneurship, GTF – ISG takes part in numerous projects and cooperates with institutions, public and private sector in the region.

In the year 2014. GTF adopted a five – year plan for the years 2015 – 2020. which defined development objectives: ensure sustainable operation of the organization through self-financing, formation of economic activities through social entrepreneurship, expanding the area of operations on global, national, regional and local level. Strategic goals include sustainable entrepreneurship as prerequisite for social development, increased employability of marginalized groups and multy-sectoral collaboration in dealing with essential social challenges (ecology, poverty, social exclusion and other).

This development objectives and strategic goals have been the milestone of GTFs work during the year 2018. Implementing projects, organization of seminars, workshops and conferences, participation in events and cooperation with government, public and private sector contributed to achieving this objectives.

I PROJECTS

GTF is conducting its activities through important national and international projects. During year 2018. GTF implemented following projects:

Career ROCKET – Respect, Opportunities, Choice, Knowledge, Equality and Training

Expected duration of the project „Career ROCKET – Respect, Opportunities, Choice, Knowledge, Equality and Training“ is from 1/1/2017 to 6/30/2019. Project objective is to increase the competence of teachers to include gender in school curriculum and improve ability of the educational system to build carrier choices without gender stereotypes. On June 18th and 19th 2018., third meeting of partners was held in Athens. Previous two meetings were held in Sofia and Bucharest while forth meeting is planned for year 2019 in Zagreb. All project developers and partners attended the meeting. Main issues discussed were activities for the next period, reports of project implementation and accompanying questions regarding the organization. Furthermore, project developers and partners held Skype meetings.

GTF has conducted research for teachers and published handbook "Career Rocket" for primary schools and high schools – Educational plan and program of national analysis Croatia. This handbook is a result of engagement of 10 experts, 9 of which are teachers in primary or high school with experience in subjects analyzed in the handbook. Research was conducted in all grades of primary schools and high schools with questions adjusted to the age of examinees. Teachers were examining students' perception of gender equality in carrier choices. Questions and subjects discussed included following:

- Why are men better paid for the same job than women?
- Are women experiencing difficulties in coordination between job and family life?
- Who influences child's career choice?
- Qualification of students for equal involvement in all aspects of life
- Encouraging mutual trust and respect among boys and girls
- Encouraging family responsibilities with both boys and girls

- Development of tolerance, mutual respect and respect for diversity
- Developing the skill of promoting gender equality
- Stimulating solidarity among students

Furthermore, as part of the project, workshop for school principles was held on October 2nd and 3rd, 2018., which hosted 125 principals.

First cluster of women entrepreneurs – KOLO

Cluster „KOLO“ is the result of dealing with problem of long term unemployment of women in rural area, founded by Centre for Entrepreneurship Sinj, GTF-IOR and city of Sinj. In March 2018., Cluster took part in National Prosciutto Fair in Sinj where its members presented their knowledge and products. Management Board held the meetings and defined plan for next year. Meeting of members of cluster and delegations of women entrepreneurs from Macedonia, who were in Croatia as part of „WE MAKE“ project, took place in August.

WE CONTRIBUTE – Enhancing contribution and efficiency of women's entrepreneurship CSOs related to the EU integration reforms in the area of economic policy

GTF takes part in the project „WE CONTRIBUTE“ together with project holder MIR - Foundation for Management and Industrial Research and main objectives of this project are:

- Improve responsiveness of civil society to the challenges of EU integration in the area of women entrepreneurship (WE)
- Consolidation of political participatory process in the field of WE through foundation of National Council for Women Entrepreneurship (NCWE) in Macedonia
- Facilitating exchange of information, best practices and consultations through WE web portal
- Enabling tracking and feedback about implementation of WE politics
- Capacity increase in civil society organisations focused on gender mainstreaming and WE

- Raise awareness of importance of women entrepreneurship for overall process of EU integration

Expected duration of the project is from 12/19/2017 to 12/19/2018. On the meeting of the Project Board held in Skopje in February 2018., GTF was presented with project tasks and calendar of activities was agreed.

WE MAKE – Women Entrepreneurship in Macedonia for Competitiveness

GTF as a holder is implementing project „WE MAKE“ with the partner Association of Business Women from Macedonia. Expected duration of the project is from 12/18/2017 to 4/19/2019. Main project objective is to contribute to increase of competitiveness of economics of Macedonia through support of entrepreneurship including women and civil society. Expected results of the project are:

- 10 000 women entrepreneurs will acquire motivation, opportunity, and/or needed information for starting up a business or self employment in order to enhance their economic situation and took the initiative
- 150 existing business owned by women will get the access to networks of women in business, mentorship and support, information about politics and support organizations to get the opportunity for collaboration and clustering
- 500 youngsters and/or high school students will take part in an inovativne and stereotype – free program of coding and new technologies in order to encourage young women to take the initiative in STEM area which traditionally has low percentage of women and is highly employable
- 100 potential start-ups owned by women will be established with the project mentorship and support (including development of business idea and testing business plans for market)
- Establishment of NECC/Min Economy/platform with the purpose of establishing communication among partners, increase awareness of entrepreneur opportunities

for creating business environment suitable for development of women entrepreneurship and efficient implementation of Development Strategy of Women Entrepreneurship and National Strategy of Competitiveness

- From 100 potential start-ups, 15 new companies will emerge which will get mentorship and support as well as inclusion in support networks and platforms
- Civil society will get direct access to information and strategic planning through dialog about competitiveness and development of women entrepreneurship

First meeting of the Project Board and launch of the project took place in Skopje in March 2018. At the end of April, promo conference was held in the form of lectures with the emphasis on reinforcement of women entrepreneurship. Training process for future coaches was held in June in Ohrid. End of August, B2B Study visit for delegation of women entrepreneurs from Macedonia was organized. Study visit included meetings with other women entrepreneurs, local governments, Croatian Chamber of Economy in Vukovar, Zagreb, Split and Dubrovnik. Furthermore, participants of Study visit met with members of cluster „KOLO“ and members of organization „DEŠA“, got an insight into entrepreneurial environment in Croatia and cooperation possibilities.

National Foundation for Civil Society Development – institutional support

In the year 2018 GTF completed the implementation of institutional support of National Foundation for Civil Society Development in programme area comprising Institutional Support of Stabilisation and/or Evolution of Organizations which didn't use specified forms of assistance in the prior period. Duration of the support was from 10/1/2017 to 9/30/2018. Throughout the project in 2018 number of employees and members increased, organization development, efficiency and financial viability advanced through making of organization development plans for 2018 – 2020. In 2018 GTF obtained the right for funds from institutional support of National Foundation for Civil Society Development in the second year of implementation for programme area Institutional Support of Stabilisation and/or Evolution of Organizations. Duration of the support is from 10/1/2018 to 9/30/2019. As part of this program in 2018, institutional consolidation of the organization and extension of operational capacity were introduced. Moreover, communication activities enhanced in the form of

communication plan of the organisation, upgrading of website and overall communication boost with stakeholders and public.

RAISE Youth – Rural Action for Innovative and Sustainable Entrepreneurship for Youth

GTF, as a holder, is implementing project „RAISE Youth“ together with partners from Spain, Bulgaria, Romania and expert partner from Austria. Estimated duration of the project is from 9/1/2018 to 8/31/2021. Project will develop, manage and promote inovativne RAISE model of (self)employment and creating dignified and productive jobs for youth by using social innovations in four different countries faced with high degree of unemployment of youth and depopulation of rural areas. Project focuses on solving the unemployment of young people with an emphasis on youth from rural areas who are not employed nor in the sustav of education (NEETs –Not in Education, Employment or Training) in the age 25 to 29 years. Through project activities, education, training and support, project will help young people in four different countries of European Union to identify existing and create new opportunities for (self)employment in their local communities by using local resources and taking into consideration needs of local community. As part of the project 4 „RAISE Demo Centres“ will be set up. Through education, mentorship and psiho-social assistance project will include at least 2000 people of which around 200 will (self)employ. Program will make special adjustments for unemployed women as well as for Romani at the areas where they make a significant minority. Furthermore, project will work on networking and grouping young people from rural area on national and international level, encourage exchange between countries and create a web platform for marketing, crowdfunding and crowdfarming which has not yet been used as a mean of sustainable support of youth entrepreneurship across Europe. Use of „smart“ agriculture and new technologies combined with multiannual mentorship and family and individual learning will create an eco – friendly system suitable for encouraging entrepreneurship and opening of new jobs in rural area because it enhances social entrepreneurship, founding of clusters, implementation of web tools, crowdfunding, multi stakeholder and political dialog. On October 29th and 30th first meeting of Project Board was held in Zagreb. Representatives of stakeholders and project partners attended meeting and focus was on planning activities for the first period of project implementation, first reports on

project implementation and other questions related to organization. In addition, online meetings of Project Board were held and plan of activities for the next year was finalized.

II Other activities

Besides implementing projects, GTF regularly participates in seminars, conferences and meetings where GTF representatives present their work and by active participation contribute to discussions and influence on public politics and decision makers.

As part of the project IKSOC – Innovative Social Center Koprivnica „KopriVITA“, GTF representatives held workshops about social entrepreneurship and networking and took part at the final conference of the project. Workshops, held on February 1st and 26th and March 12th, answered following questions:

- What is social entrepreneurship?
- Can social entrepreneurship be opportunity for resolving problems in the community e.g. employment of persons from low employability groups like disabled or other marginalized groups?
- What are the good examples of social companies in Croatia which manage to operate on an open market, develop and spread their business and employ mentioned groups?

GTF also participated on assemblies and meetings related with asylum - seekers and other marginalized groups, on e-forums for civil society organizations working with prisoners and on conference organized by relief organisation JRS - Jesuit Refugee Service under the name „Refugees – perspectives and politics“ held on June 18th in Zagreb.

Furthermore, GTF is a member of Cooperative for Ethical Financing, biggest Croatian cooperative assembling more than 1400 private and legal persons with a goal to encourage innovative business and positive social changes through cooperation, networking and use of common knowledge and resources. Cooperative for Ethical Financing is a first ethic bank in Croatia whose primar goal is investment in development of community through financial, social and environmental sustainable projects and creating a members platform for collaboration, networking and support in business and implementation of the projects. Within Cooperative for Ethical Financing, GTF is head of the Section for Women Entrepreneurship. In

the year 2018 GTF continued participating in projects of Cooperative and work of representative bodies.

GTF is also connected with international governments, ministries, chambers and academic community especially in South East Europe and Mediterranean region. With activities and presentation of experiences, GTF is an active international representative of Croatia and of women entrepreneurs in Croatia. GTF is one of the key stakeholders on regional level in South East Europe in strategic areas of gender equality, women entrepreneurship, social innovations and rural development.

In year 2018 GTF has applied several national and international projects.

FINANCIAL REPORT FOR 2018.

Total revenue: 1.585 487,00 kn

Total expenditure: 1.400 825,00 kn (unofficial data)

Number of volunteers: 1

Number of volunteering hours: 20



GTF-Initiative for Sustainable Growth is user of institutional support of National Foundation for Civil Society Development for stabilization and/or development of organisation.