



Zaklada ZNANJE NA DJELU
Stiftung WISSEN AM WERK

ANNUAL REPORT 2019





ZND 2019 - at a glance

Dear friends and supporters of **Znanje na djelu / Wissen am Werk**,

We are proud to present you the Annual Report 2019 and to walk you through a thriving year of ZND core programs and international projects. Celebrating its sixth birthday in spring 2020 our foundation keeps expanding its offer to pupils, educators, the private and public sectors and thus strengthens the links between education and the world of work in Croatia. We assist pupils to explore future job opportunities and to take charge of their careers and networking. Before you take a dive into our Annual Report 2019 here is what ZND achieved and who joined its activities in 2019 – at a glance:

Core programs

Observe. Try. Experience.

- 120 pupils participated in Jump into the Future career guidance workshops
- of those, 63 pupils signed up for job-shadowing
- 7 Zagreb secondary schools participated in the program
- 24 partner companies opened hosted pupils for job-shadowing

STEM. Grow. Explore.

- 37 teachers took part in 9 science workshops at Ruđer Bošković Institute (IRB)
- 72 pupils took part in 15 science workshops
- all participating teachers and pupils visited 6 partner companies

International Projects

EDU-LAB

- 150 participants from 12 countries attended the final conference "Better Chances for Young People in the Danube Region" in Zagreb of the EU-co-funded Interreg project **New Danubian Governance in Labour Market Relevance of Higher Education (EDU-LAB)** within the framework of the Danube Transnational Program (DTP), which was organized by ZND

- 62 representatives of the four main stakeholder groups (education, business, politics/ administration, civil sector) signed the final document **Danubian Charter for Young Talents**

VET Schools Partnership Network Baden-Württemberg - Croatia

- 3 Croatian and 3 German schools participated in the project
- 21 Croatian and German participants (teachers, business representatives, headmasters)
- 70 participants in the final conference

PRO-YOUTH (Erasmus plus)

- 15 local partners (ranging from small crafts to touristic boards and local museums) and 3 international project partners participated

Transition Dialogue 2019-2021 - Dealing with Change in Democratic Ways

In autumn 2019 ZND joined with the Institute of Social Sciences Ivo Pilar the international consortium, which consists of organizations from seven countries (Bulgaria, Croatia, Germany, Poland, Russia, Lithuania and Ukraine). The project is funded by the German Federal Agency for Civic Education (bpj) and coordinated jointly by DRA (Deutsch-Russischer Austausch e.V.) and Sofia Platform.

We hope you enjoy reading our detailed Annual Report 2019!
Looking forward to our joint endeavors in 2020,

Your
ZND Management Board

Dr. Caroline Hornstein Tomić (Chair)
Daška Domljan
Gabriele Wahl Cesarec

ZND Annual Report 2019

In 2019, more than 200 secondary school pupils and 100 primary and secondary school teachers and took part in ZND programs.



Top: Observe. Try. Experience. Daška Domljan holds *Jump into the future* workshop

Right: Observe. Try. Experience. *Jump into the future* workshop



Core programs

Observe. Try. Experience.

This program provides insight into today's world of work. It informs **secondary school pupils** about contemporary careers and takes them to diverse workplaces to explore and experience the job market first-hand. The program is designed for **individual pupils** and consists of two-day job-shadowing in companies and institutions, thus initiating communication between professionals, HR managers and pupils. The pupils apply online; they are asked to prepare a CV and a motivation letter. The best candidates are invited to an interview conducted by ZND's selection team.

Prior to the job-shadowing days pupils participate in an interactive workshop called **Skok u budućnost** (*Jump into the future*). This career guidance workshop informs about the latest labour market trends and employer expectations. It teaches pupils how to write an outstanding CV and what to focus on during a job interview. In 2019, 120 pupils from seven Zagreb secondary schools attended such workshops. Of these, 63 pupils subsequently took part in interviews and signed up for a job-shadowing: two days they spent in their 'dream job' in one of our 24 partner companies and institutions (i.e. hospitals) in Zagreb.

In collaboration with the "Modell Zaprešić: "Perspektive Deutsch von der Vorschule bis zum Beruf" we organized a career guidance workshop in Zaprešić High School hereby spreading the programme first time to outside Zagreb.

All involved companies and institutions gave extremely positive feedback on the pupils, their enthusiasm, communication skills and eagerness to learn more about the world of work.

Program Echo

Participants / pupils were asked to evaluate their experience; they also received certificates confirming their participation.

Two days in a bank:

'I learned first-hand what exactly it is that personal bankers do and what happens at a bank counter. Thanks to this programme I found out what a portfolio manager is, and how the stock market works, and this is something that I always wanted to know. I knew before that I wanted to work in a bank, but you managed to even deepen my interest in the field.'

(Petar D., 'V. gimnazija' High School, Zagreb, visited Raiffeisenbank Austria)

Two days as a doctor:

'My visit to the hospital was very useful most of all because I got additional motivation to go to a medical faculty. During these two days I managed to see what it is like to be part of a hospital, what is the rhythm of activities and what is the atmosphere. Talking to doctors inspired me to thoroughly think about the job I want to do.'

(Ena D., 'V. gimnazija' High School, Zagreb, visited Clinic for Children's Diseases Zagreb)

The program was sponsored by **Raiffeisenbank Austria d.d.**

Raiffeisen Bank Austria, general sponsor of the program, giving out souvenirs



STEM. Grow. Explore.

ZND's STEM program for **secondary school pupils and teachers** is jointly run with Croatia's leading scientific research institute, the Ruđer Bošković Institute (IRB). The program is designed to grow awareness about STEM subjects (Science, Technology, Engineering and Mathematics) and to gear education towards career development and work prospects in STEM fields. It encourages pupils to explore natural phenomena and mathematical and technical questions of relevance to daily life; it triggers curiosity and develops experimental, explorative approaches to learning, and it supports participants in acquiring a realistic perspective on how STEM is applied in everyday life, research and industry.

The one-day program introduces participants to scientific projects at IRB in morning workshops run by scientists. In the afternoon, participants visit companies where they observe the application of science in industry. In 2019,

- 37 teachers took part in 9 science workshops at the Ruđer Bošković Institute. They visited the wastewater management company Zagrebačke otpadne vode d.o.o. (ZOV) and 3D grupa – Cluster of 3D technology (for industrial 3D printing).
- 72 pupils took part in 15 science workshops. They visited six companies in Zagreb (ZOV, Končar, 3D grupa, BioCentar, Xellia and INA d.d.) and saw how scientific techniques are applied in industry.

The program was sponsored by **Zagrebačke otpadne vode d.o.o. (ZOV)**.



Top: STEM. Grow. Explore. Pupils engage in experiments at Institute Ruđer Bošković

Below: Participants of the program STEM. Grow. Explore. 2019





International Projects

EDU-LAB

The biggest and most important event of the year 2019 for **ZND** was the final closing conference of the EU-co-funded Interreg project **New Danubian Governance in Labour Market Relevance of Higher Education (EDU-LAB)** within the framework of the Danube Transnational Program (DTP). The project lasted 30 months and was led by the European Foundation for Education (EFE).

As work-package leader ZND (in the project: Foundation **Knowledge at Work / KaWFound**) had a crucial role in coordinating the creation of the **Danubian Charter for Young Talents** and in organizing the final conference. The **Danubian Charter** is the central output of the project EDU-LAB: it is a synthesis of all project results and it outlines the steps which should be taken to foster systemic change towards practice-based learning in all participating countries.

The final high-level conference "Better Chances for Young People in the Danube Region" from 15th to 17th May 2019 in Zagreb was opened by the Minister of Labour and Pension System of the Republic of Croatia. More than 150 participants from 12 countries attended the conference. EDU-LAB project partners, associated project partners and 62 representatives of the four main stakeholder groups education, business, politics/administration and NGOs were signing the **Danubian Charter** at the conference and thus demonstrated a strong commitment for supporting young people and their employability in the Danube region.

During the conference, a briefing session was held with journalists from Croatian media outlets. On behalf of the Ministry of Science and Education of the Republic of Croatia, State Secretary Prof. Dr. Branka Ramljak, for the European Foundation for Education EFE), Prof. Dr. Wolfgang Schuster and Dr. des. Ágnes Sebestyén, and on

Dr. Caroline Hornstein Tomić signs the Danubian Charta for Young Talents



Marko Pavić, Minister of Labour and Pension Systems, signs the Danubian Charta for Young Talents



WORK PACKAGE 7 - DANUBIAN CHARTER



As a strategic project within the PA9 priority area EDU-LAB has in a transnational and intersectoral cooperative process developed the New Danubian Governance Model to strengthen the labour market relevance of higher education, and the Danubian Charter as a commitment tool. EDU-LAB thus addresses PA9 key priorities and directly contributes to the EU 2020 target of increasing the proportion of young adults with a completed tertiary education. Lead partner for WP7 was Knowledge at Work (KaWFound).

behalf of ZND, Dr. Caroline Hornstein Tomić were briefing the journalists.

The EDU-LAB project and coordination of the final event was managed on behalf of ZND by Jasenka Gojšić, while Caroline Hornstein Tomić was in charge for drafting the Danubian Charter and represented the foundation in the Steering Committee of the project. Jasenka Gojšić's in 2019 attended stakeholder meetings in Sibiu and the 8th EUSDR Annual Forum in Bucharest.

THE DANUBIAN CHARTER FOR YOUNG TALENTS

The Danubian Charter for Young Talents is the centre output of the project EDU-LAB: it is a synthesis of all previous project outputs and it outlines the next steps at the same time. The Danubian Charter has been jointly developed through stakeholder dialogue, in seminars, workshops and through capacity training that took place throughout the EDU-LAB project.

- ✓ incorporating a combination of theory and practice in tertiary education;
- ✓ developing a life-long regularly updated learning system in a systematic and sustainable way;
- ✓ engaging companies to take over responsibility for students and to commit to learning partnerships with universities;
- ✓ keeping the educational system flexible to follow the actual economic and social challenges through continuous technical and social development;
- ✓ establishing cooperation between universities and companies in teaching and in applied research enabled by law and stimulated by financial incentives;



- ✓ cooperating within a Danubian network for professional education;
- ✓ encouraging and lobbying for higher education law amendments for establishing practice-oriented study programmes;
- ✓ strengthening and broadening the stakeholder dialogue by contributing to higher synergies of education systems and labour market demands on all levels;

The EDU-LAB consortium consisted of ten partner countries (Bulgaria, Croatia, Germany, Hungary, Romania, Slovakia, Slovenia, Bosnia and Herzegovina, Serbia, Belgium). The project was implemented within the framework of the Danube Transnational Program (DTP) under P4 of the Danube Strategy (well-governed Danube region) with the specific objective (SO 4.1) to improve institutional capacities to tackle major societal challenges and also to harmonize tertiary education with labour markets in the wider Danube region.

FINAL EDU-LAB CONFERENCE, ZAGREB, 16-17 MAY 2019



Signees of the Danubian Charter express the commitment to link education with employment through crisis-based learning by establishing a quadruple helix cooperation between Higher Education institutions, public and business sectors, and with civil society in a systematic way.



The Final conference provides a platform for the presentation of the project outcomes and for discussing the implementation of a "New Danubian Governance Model" to foster the labour market relevance of higher education in the Danube region in order to fight youth unemployment and the brain drain.



EDU-LAB closing conference in Zagreb

WP7 HIGHLIGHTS THE COMMON WORK AND RESULTS OF EDU-LAB BY:

- presence of decision makers of the three target groups;
- signing of the Danubian Charter as binding commitment;
- asserting lasting cooperation of EDU-LAB partners and new partners to link education to employment;
- sharing educational responsibilities between universities, companies, politics, public administration and civil society;
- creating opportunities for young people to develop their talents and to find qualified jobs in their home region;
- establishing a new culture of cooperation in the fields of education, science and research between the public and private sector;
- communicating the results of the Interreg program, and by demonstrating the successful efforts of the European Commission to fight youth unemployment, to improve the labour market for young people as well as the competitiveness of companies in a sustainable way.

EDU-LAB closing conference announcement

From left to right: Prof. Dr. Wolfgang Schuster, Chairman of EFE; Prof. Dr. Branka Ramljak, State Secretary, Croatian Ministry of Science and Education; Dr. Caroline Hornstein Tomić, ZND Management and Marko Pavić, Croatian Minister of Labour and Pension Systems





International Projects

VET Schools Partnership Network Baden-Württemberg - Croatia

Throughout 2018 and 2019 ZND was partnering up with EFE and the 'Kolping-Bildungswerk Württemberg' in another international project to contribute to improving the relationship between vocational education, training and employment in Croatia. The project **VET Schools Partnership Network Baden-Württemberg – Croatia: Fostering dual vocational education and training** aimed at facilitating the implementation of the national school reform to foster professional qualification. In the first phase, **ZND**'s role was to identify vocational schools and educators (teachers and principals) interested in visiting matching schools in Baden-Württemberg.

Three Croatian vocational schools - Tehnička škola Ruđer Bošković Zagreb, Srednja škola Koprivnica and Gospodarska

škola Istituto Professionale Buje - joined the project and seized the opportunity to exchange knowledge and experiences with vocational schools in Baden-Württemberg, a region with a long record of successful dual education. Partner schools in Germany were Kreisberufsschulzentrum Ellwangen, Kaufmännische Schule Bad Mergentheim and Georg-Kerschensteiner-Schule Müllheim. Delegates from the Croatian schools spent a week at the partner schools in Germany and vice versa.

The Final Conference of the project took place in Zagreb, organized by **ZND**, on 15th and 16th May 2019. Representatives of Kolping-Bildungswerk and EFE presented the project together with **ZND**. Also, all involved schools presented the results of their partnerships in the past year.

PRO-YOUTH (Erasmus plus)

In October 2018, **ZND** became partner in the **European Erasmus plus project PRO-YOUTH - strategic cooperation for more efficient international work-based learning schemes in the field of heritage tourism**. PRO-YOUTH aims to strengthen the development of regions with high youth unemployment by promoting the use of work-based learning schemes in a field with great growth potential: the hospitality sector and heritage tourism. The project is led by the European Foundation for Education (EFE), with Promimpresa srl (Italy), Asociatia pentru Educatie si Dezvoltare Durabila (Romania), and the Bulgarian Industrial Association as partners, and it lasts 30 months.

According to EUROSTAT (2017), almost 17 million young people in the EU (aged 20–34) are neither in employment nor education or training (NEETs). Italy has the highest percentage (26%; in southern regions up to 34.2%), followed by Bulgaria (22.8%), Romania (20.8%) and Croatia (20.6%). Germany, on the contrary, has one of the lowest NEET rates in the EU (10.6%) – reflecting the relevance of work-based learning schemes in education. Both high youth unemployment rates and the widespread skills mismatch call for urgent action. PRO-YOUTH aims at offering competitive training and developing relevant and high-quality skills and competences in a quickly developing job market in respective home regions. It seeks to adapt the German model of transition from education to work to the needs of eastern and southern EU countries focusing on the tourism sector:

Croatian VET delegation visits a vocational school in Germany



in order to enable young people to gain work experience during school education, a regulated mechanism needs to be in place connecting employers and education providers. Therefore, a methodological framework was created based on which educational modules for future work-based training in the field of cultural tourism will be developed. In Croatia, PRO-YOUTH has partners from 15 institutions ranging from small crafts to touristic boards and local museums. Eventually, the training will be tested in three regions: Middle Podravina, Banovina and Slavonia.

PRO-YOUTH project coordinator at ZND, Dunja Vuković, presented the project at the annual conference of **Networking European Citizenship Education (NECE)** titled **Confronting inequalities: the role of citizenship education**, which took place in Glasgow from 24th to 27th October. Daška Domljan presented the ZND core programs at the NECE conference, and Caroline Hornstein Tomić, a member of the NECE Advisory Board, moderated the conference opening panel, convened a workshop **Bridging Social Inequalities in Youth Access to Learning and Employment** and participated as a panellist discussing the **Rise of Illiberalism and Populism in Post 89/91 Eastern Europe**.

Other

Daška Domljan and Vera Pfaff attended a workshop created by ERSTE Stiftung **Digital Transformation and Social Innovation** held in Berlin from 20th to 24th May. ZND is a member of the **NGO Academy** which is jointly organized by ERSTE Foundation and Vienna University of Economics and Business. The workshop explored facets of digitalisation relevant for the impact of NGOs.

Transition dialogue

Transition Dialogue 2019-2021 - Dealing with Change in Democratic Ways is an international project jointly implemented in Croatia by the Institute of Social Sciences Ivo Pilar (Zagreb) and ZND. The project is funded by the German Federal Agency for Civic Education (bpb) and coordinated jointly by DRA (Deutsch-Russischer Austausch e.V.) and Sofia Platform. The international consortium consists of organizations from seven countries: Bulgaria, Croatia, Germany, Poland, Russia, Lithuania and Ukraine. The project investigates how the economic, political and socio-cultural transformation processes that have taken place after the political transition from Communism in Central and Eastern Europe are being addressed in contemporary history teaching in primary and secondary schools. The aim of the project is to create additional teaching materials (lessons plans etc.) with recommendations to be used both in formal and non-formal education of this most recent historical period.

The project is led by Caroline Hornstein Tomić (Pilar Institute) and coordinated by Maja Kurilić (ZND) Apart from participating in two meetings of the consortium, the Croatian team organized a roundtable discussion on December 21st at the Pilar Institute in Zagreb in collaboration with the Miko Tripalo Center for Law and Democracy. Academic experts from political, social and historical sciences, education researchers, school teachers, editors of school textbooks and representatives of civil society organizations discussed with the project team the current state of play in teaching the transition period in history classes. A result of the discussion was that economic aspects of the transition are under-represented in schoolbooks. For 2020, international project team meetings are on the agenda, the developing of additional teaching materials, and local discussions formats with stakeholders. The project ends in 2021.

ZND co-organized a panel debate on educational reform hosted by the Institute of Social Sciences Ivo Pilar within the Talking Europe series. **Talking Europe** takes a transnational and cross-sectoral approach, bringing together local and international perspectives from academia, politics, the public sector, and industry. The series is curated by Dr. Caroline Hornstein Tomić and organized in partnership with the Konrad-Adenauer-Stiftung /

Croatia office (KAS) and the Institute for Development and Foreign Relations (IRMO). During 2019 and 2020 six conferences, public lectures and panel debates are addressing topics ranging from foreign and EU policy, education reform policy, skilled migration and social cohesion, sharing economy, social entrepreneurship, to the Agenda 2030 / Sustainable Development Goals.



Operational developments in 2019

Human resources / Operational team 2019

Dr. **Caroline Hornstein Tomić**: Management Board / Chair: Scientific Adviser for Higher Education Policy, EDU-LAB project (part-time)

Daška Domljan: Management Board: Program development (part-time)

Jasenka Gojšić: EDU-LAB Project Manager (full-time)

Vera Pfaff: Programme Manager, VET project (part-time)

Dunja Vuković: PRO-YOUTH Project Manager (part-time)

Josipa Lukinović: Office Manager (part-time)

Maja Kurilić: Transition Dialogue Project Coordinator

At peak times in 2019, the team was supported by student and honorary volunteers in the office and for PR.

Funding

Revenue and Expenses

In 2019 the Foundation had total revenues of 134.310,58 Euro, out of which donations and sponsorships accounted for 28.598,410 Euro. Other revenues, such as disbursements linked to EU projects and private loans bridging pre-financing requirements for internationally funded projects consisted of 77.324,00 Euro.

In 2019 the Foundation recorded total expenditures amounting to 126.462,92 Euro which were attributed to the relevant categories as shown in the tables:

A. REVENUES		
No.	Item	
1	Account balance as of January	128.388,12 €
2	Sponsorship ZOV	10.791,85 €
3	Sponsorship RBA	4.721,44 €
4	Donation Messer	4.721,44 €
5	Donation Crowe Horwath	1.618,78 €
6	Small donations	6.744,91 €
7	EDU LAB	31.312,53 €
8	VET	10.938,00 €
9	PRO YOUTH	- €
10	Private bridge loan	35.073,52 €
	TOTAL	134.310,58 €



UN Global Compact

ZND is a member of **Global Compact Croatia**, the local network of the United Nations initiative **UN Global Compact**. **Global Compact Croatia** was founded in 2007 and is run today by the Croatian Employer's Association (Hrvatska udruga poslodavaca, HUP). The network has 52 members. UN Global Compact promotes corporate social responsibility (CSR) and was founded in 2000. Today, it is the biggest such initiative worldwide and represents a unique example of collaboration between business and the international community. Alongside companies, it brings together representatives from academia, civil society, governments, business organizations and the UN itself.

Outlook

In 2020, ZND would like to:

- ☑ **Get** more companies on board willing to open their doors to individual and group visits of elementary and secondary school children and teachers.
- ☑ **Prepare** for companies and schools outside Zagreb to get involved in **ZND** programs.
- ☑ **Continue building** a team of educational experts to advise on how to prepare materials for tours to specific industries, expected learning outcomes for various age groups, etc.
- ☑ **Create** a sustainable income structure to ensure the expansion of the program **Observe. Try. Experience.** with emphasis on improving the fundraising strategy with input from Supervisory board members.

B.EXPENSES

No.	Item	
1	Office managment	10.791,85 €
2	Board meetings	269,80 €
3	Office rent	4.755,28 €
4	Office equipment	1.348,98 €
5	Office supplies	323,76 €
6	Cleaning costs	- €
7	Travel	1.348,98 €
8	Web design and web hosting	2.400,00 €
9	Marketing and PR	208,02 €
10	Representation costs	161,88 €
11	Telephone/Internet	607,04 €
12	Translation services & text editing	539,59 €
13	Postage	121,41 €
14	Bookkeeping services&Payroll	1.956,02 €
15	Legal Fees	5.868,07 €
16	Annual Report audit (2016 and 2017)	2.023,47 €
17	Loan repayment	10.000,00 €
18	Observe.Try.Experience.	7.999,46 €
19	STEM.Grow.Explore.	10.416,84 €
20	EDU LAB	56.378,73 €
21	PRO YOUTH	5.571,29 €
22	VET	4.721,44 €
	TOTAL	127.811,90 €



Thanks to our partners, patrons, sponsors and donors in 2019

Strategic Partners

CROWE Croatia
Deutsch-Kroatische Industrie- und
Handelskammer (AHK)
ERSTE Stiftung / NGO Academy

Patrons

The Austrian Embassy in Croatia
The German Embassy in Croatia
The Embassy of Switzerland in Croatia

Sponsors

ZOV Zagrebačke otpadne vode d.o.o.
Raiffeisenbank Hrvatska d.d.

Donors

MESSER Croatia Plin, d.o.o.
Crowe Croatia
Fatuus Selva k.d.
Faunus Selva k.d.
Končar – Inženjering za energetiku i
transport (KET) d.d.
ADACTA d.o.o.

ZND is grateful to the following companies and institutions for their support and participation in ZND programs in 2019:

2K Arhitektonski ured d.o.o., Atlantic Grupa, Auto Hrvatska d.d., BICRO BIOCentar d.o.o., BOSCH d.o.o., HAKOM, HENDAL d.o.o., HEP d.d., HRT-Hrvatska radiotelevizija, INA d.d., Institut Ruđer Bošković, Klinika za dječje bolesti - Klaićeva, Klinika za unutarnje bolesti - KBC Rebro, Zavod za dječju kirurgiju - KBC Rebro, Končar d.d., Končar - Elektronika i informatika d.d., KONČAR - Institut za elektrotehniku d.d., MUO - Muzej za umjetnost i obrt, Odvjetnički ured Milena Bjelajac, Odvjetničko društvo Bradvica Marić Wahl Cesarec, Lider media d.d., Prostor rodne i medijske kulture K-zona, Raiffeisenbank Austria d.d., STENTOR, Veterinarski institut, 3D Grupa - Klaster 3D tehnologija, ZOV - Zagrebačke otpadne vode d.o.o.

ZND is thanking the pupils of the following schools for taking part in its programs:

I. gimnazija Zagreb, Prva privatna gimnazija Zagreb, IV. gimnazija Zagreb, V. gimnazija Zagreb, VII. gimnazija Zagreb, X. gimnazija Ivan Supek Zagreb, XV. gimnazija Zagreb, Gornjogradska gimnazija Zagreb, XVI. gimnazija Zagreb, Islamska gimnazija dr. Ahmeda Smajlovića, Gimnazija Tituša Brezovačkog Zagreb, Klasična gimnazija Zagreb, LINIGRA Zagreb, Gimnazija Marul Zagreb, 1. srednja informatička škola Zagreb, Zdravstveno učilište Zagreb, Tehnička škola Zagreb, Škola primijenjene umjetnosti i dizajna Zagreb, Srednja škola Čakovec, Gimnazija dr. Ivana Kranjčeva Đurđevac, Srednja škola Novska, Obrtnička škola Požega, Ugostiteljsko-turistička škola Osijek, Industrijsko-obrtnička škola Nova Gradiška.

Governing Bodies

At the annual boards meetings held in April 2019 the previous Supervisory and Advisory Boards were given clearance and the members of the newly composed boards were appointed for the period 2019 - 2021. We thank our former board members, Doraja

Eberle, Boris Blažević, Boris Galić and Gunther Neubert, for their support of the cause of our foundation and contribution to activities of ZND.

Management Board

Dr. Caroline Hornstein Tomić
(Chair)

Daška Domljan

Gabriele Wahl Cesarec

Supervisory Board

Nicolas Baron Adamovich
(Chair)

Mirsada Kudrić (Deputy Chair)

Georg Eltz Vukovarski

Mladen Fogec

Sven-Thorsten Potthoff

Dr. Thomas Sichla

Princess Gloria von Thurn und
Taxis

Advisory Board

Krešimir Lipovščak (Chair)

Dr. Dino Dogan (Deputy Chair)

Prof. Dr. Damir Boras

Prof. Dr. Josip Burušić

Igor Lukić

Loredana Maravić

Dunja Maršić Brezetić

Dr. Irena Martinović Klarić

Pater Ivan Tolj

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Prof. Dr. Ivo Josipović





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