



PRME Principles for Responsible
Management Education

REPORT 2022

**Sharing Information on Progress
(SIP) Report for the period 2019-2021**

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RENEWAL OF COMMITMENT

A LETTER FROM THE DEAN

The Faculty of Economics and Business, University of Rijeka, Croatia, is a proud member of PRME since 2019. As a higher education institution concerned with the development of current and future leaders, the Faculty of Economics and Business is highly committed to the implementation of the Principles for Responsible Management Education. The Principles for Responsible Management Education (PRME) is a United Nations-supported initiative launched in 2007. It is a platform developed to raise awareness of sustainability in schools around the world by educating business students

to become leaders capable of understanding the complexities of modern business and developing conceptual, social and critical thinking skills to design sustainable and responsible solutions for the future. By promoting the Six Principles in our daily work, we draw the attention of our stakeholders to the Sustainable Development Goals (SDGs) and align our academic work with the work of the UN Global Compact. Our goal is to be a promoter of expertise based on inclusion, equality regarding rights and opportunities, responsibility and sustainability in our environment,

while encouraging all our stakeholders to continuously challenge the status quo in order to improve responsibility and sustainability in times of uncertainty and ambiguity with our help and support. With all our activities and starting from our mission and vision, we support and develop the PRME principles (purpose, values, methods, research, partnerships, dialog). We continuously report our progress to our local, regional and international stakeholders, share information and best practices with other academic institutions and the broader community, and seek new solutions to take the PRME principles to a new level.

Based on our engagement and reporting results, we state our ongoing commitment to the following:

- Development of business-minded yet socially responsible managers capable of creating new value for business and



society in our local, regional and international environment based on inclusion, equality, responsibility and sustainability

- Continuous incorporation and promotion of the PRME values of inclusion, equality, responsibility and sustainability in our academic and teaching activities, goals, strategies, organizational processes and practices, as well as in our relationships with our local, regional and international stakeholders



and principles of inclusion, equality, social responsibility and sustainability into the value creation process of companies and into their relationships with their internal and external stakeholders

- Continuous collaboration with profit and non-profit organizations and their leaders to share the values of the Triple and Quadruple Helix model in exploring economic and social challenges and finding appropriate solutions based on PRME principles
- Continuous promotion and support of dialog and debate with our students, alumni, academic partners, for-profit and non-profit organizations, the media, and other interested groups with a focus on inclusion, equality, sustainability, and responsibility.

- Continuous introduction of new teaching methods, models, and materials to ensure a stimulating and rich learning experience for future responsible and inclusive leaders
- Continuous engagement in research activities based on a strong theoretical foundation and supported by empirical research to further explore the possibilities of introducing the values

Based on these commitments, I confirm that the Faculty of Economics and Business, University of Rijeka and its entire staff will continue to focus on promoting and developing the PRME principles and sharing them with its stakeholders in all its academic and social activities. We believe that our organizational practices can serve as an example and beacon for our students, our partners, and other stakeholders through which we can encourage others to

adopt and support the PRME principles. Above all, we aim to educate assertive and curiosity driven leaders who promote the principles of collaborative management, seek and design innovative solutions to promote and develop inclusion, equality, responsibility and sustainability as cornerstones of modern business and society. The results of our activities in 2019-2021 presented in this report are proof of that!

Professor Alen Host, PhD



The Faculty of Economics and Business, University of Rijeka was founded in 1961 and is today one of the leading accredited higher education institutions in Croatia and Southeast Europe (<https://www.efri.uniri.hr/en>). The Institution is a public institution established by the Croatian Ministry of Science and Education and is a separate legal institution within the University with legal and financial autonomy. It is accredited by the Croatian Agency for Science and Higher Education and by the University of Rijeka, both reaccreditations were granted in January 2018.



The governing bodies of the institution are the Dean and the Council of the institution (https://www.efri.uniri.hr/en/organizational_design_of_the_faculty/149). The Dean is assisted by four Associate Deans and the Secretary of the Institution. Together they constitute the Board of Directors of the Institution. The International Advisory Board, Departments and Committees are formed as advisory bodies to the Dean and the Council of the Institution (https://www.efri.uniri.hr/en/international_advisory_board/1114/239). The advisory committees include faculty members as well as students, businesses, and alumni. Faculty from foreign universities also sit on the International Advisory Board.

Since the academic year 2005/2006, Bologna programs at undergraduate, graduate and postgraduate levels have been implemented according to the 3+2+3 model. Two

postgraduate doctoral (PhD) programs are offered: PhD in Economics and Business Administration (EDAMBA member) and a joint PhD program Governance and Economics in the Public Sector with the Faculty of Administration, University of Ljubljana, Slovenia. In addition, 10 specialized postgraduate programs and 16 lifelong learning programs are offered (https://www.efri.uniri.hr/en/study_programs/12).



We are committed to educating entrepreneurial yet socially responsible managers who are able to create new value for business and society in our local, regional and international environment based on inclusion, equality, responsibility and sustainability. Our mission statement, visible online and in our premises, reads (https://www.efri.uniri.hr/en/mission_vision_and_core_values/652/173):

“In the international environment, we develop entrepreneurially oriented and socially responsible managers and contribute to the development of science.”

The vision of the Faculty includes integration into the European Higher Education Area and the European Research Area, accompanied by overwhelming support for the development of the economy and society. Integration is manifested

in the competitiveness of study programs, exchange of students, academic and administrative staff, joint international study and research projects, etc. Support for business is provided through the development of useful educational programs for business, joint mutually beneficial research projects, and comprehensive integration of student capacities.

Our efforts are also visible in our vision statement:

“Through continuous development, the Faculty will be recognized as a socially responsible and desirable higher education institution and a partner to the community in creating a sustainable society.”

The Faculty is an institution that continues to evolve and improve in terms of programs of study, research, and collaboration with various stakeholders.

We strive to continuously integrate and promote the PRME values of inclusion, equality, responsibility, and sustainability in our academic and teaching activities, goals, policies, organizational processes and practices, and in our relationships with our local, regional, and international stakeholders. We have informed our stakeholders about our core values:

- Responsibility • Excellence • Connectivity
- Partnership • Sustainability.

Faculty of Economics and Business has been accredited by numerous prestigious organizations (https://www.efri.uniri.hr/en/accreditations_and_memberships/672/170). This is a testament to our excellence and commitment to quality in all areas of our operations. There are several examples of good institutional practices: (1) memberships in EDAMBA, EFMD, AACSB, CEEMAN, and advanced PRME member (one of two higher education institutions in Croatia); (2) contracting lecturers from Croatia and abroad, as well as experienced professionals from the business community to teach; (3) the ECONQUAL project and Excellence and effectiveness in higher education in the field of economics project (E4), which led to the development of qualification standards and improvement of study program in the field of economics and business administration. As a result, an online undergraduate and graduate degree program was developed and accredited by ASHE; (4)



The institution is the first HEI to be accredited for the introduction of an online degree program in Business Administration in Croatia, with the first generation starting in the 2015/2016 academic year. Lectures for the undergraduate online program started in the academic year 2019/2020; (5) The Institution was the first HEI at the University to offer degree programs in English (Undergraduate and Postgraduate in International Business) from the academic year 2011/2012. (6) The institution started a joint PhD program with the University of Ljubljana; (7) The institution is the first HEI in Central and Eastern Europe to calculate its carbon footprint.



The strategic and organizational core values are reflected in the Faculty's activities toward its stakeholders. The primary activity of the faculty is teaching and training students in undergraduate, postgraduate, doctoral, and lifelong learning programs. We recognize that the complexity of business operations requires collaboration between organizations based on negotiation and dialog. The business model that can enable survival and competitiveness by integrating the sometimes conflicting interests of competitors is called

coopetition, which is based on simultaneous competition and cooperation. For this reason, many courses are designed to stimulate scenario and contingency planning based on stakeholder analysis and encourage students to identify the consequences that particular actions might have on the interests of identified stakeholders. Students will be encouraged to seek inclusive solutions and exhibit collaborative behaviors. We believe this approach could have positive implications for students' future ethical and socially responsible behavior.



We encourage excellence by recognising excellent students as our EFRI Stars: https://www.efri.uniri.hr/en/efri_stars/32. In addition, each year the best students are recognized at the festive faculty meeting to encourage outstanding contributions to faculty development. Of particular note is the Best Student Award, given to students who have demonstrated both academic excellence and volunteerism in the community.

Accreditations and memberships

ASHE The Croatian Agency for Science and Higher Education

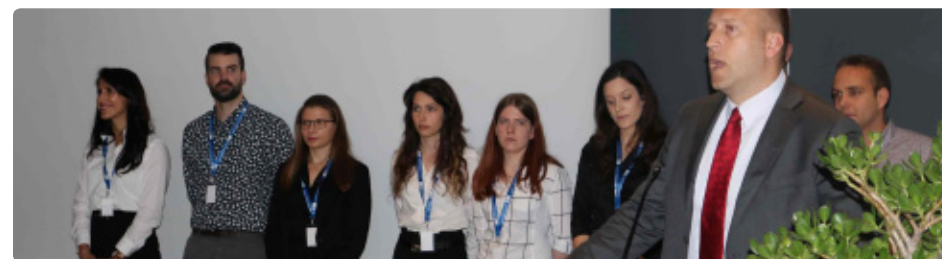
ASHE The Croatian Agency for Science and Higher Education was modelled after the best European practices in quality assurance in science and higher education. Becoming a full member of ENQA (European Association for Quality Assurance in Higher Education) and being listed in EQAR (European Quality Assurance Register for Higher Education) in 2011, the Agency proved its reliability as a quality assurance agency working in the European Higher Education Area.



EDAMBA

The European Doctoral Programs Association in Management & Business Administration is an association of institutions that provide high quality and academically excellent doctoral education in the fields of management and business. Its members include about 60 universities from 30 countries in Europe and other continents. Our Faculty and the Faculty of Economics and Business in Zagreb are the only Croatian members in EDAMBA. EDAMBA promotes the exchange of experience and cooperation

in both teaching and scientific research, thus enhancing the quality of doctoral education. EDAMBA gives PhD students the opportunity to participate in prestigious summer schools, i.e. research academies abroad. EDAMBA summer research academies allow participants to present their ideas and research to fellow researchers and renowned foreign professors and to participate in various workshops, lectures, and consultations related to their dissertation. 5 ECTS are awarded for participation in the Summer Academy.

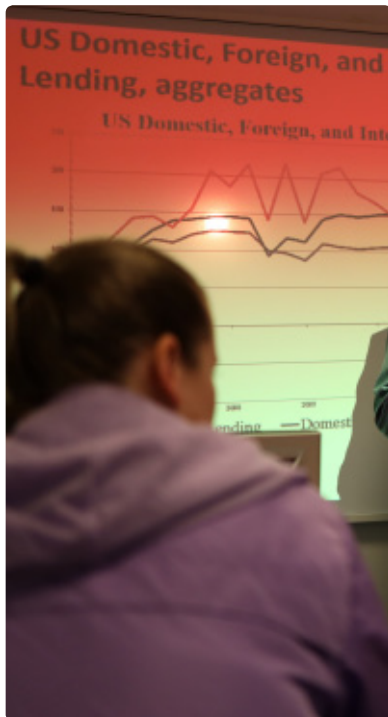


EPAS accreditation

Faculty of Economics and Business has received EPAS international accreditation for the Bachelor of International Business degree program (IB) through the EFMD Program Accreditation System. Institutions with EPAS accreditation are recognized for high-quality, internationalized degree programs. Worldwide, 115 degree programs have EPAS accreditation.

EFMD – The Management Development Network

EFMD - The Management Development Network is an international, not-for-profit business school and corporate membership organization recognized worldwide as an accrediting body for quality and impact assessment in management, providing accreditation services for business schools and business school programs, corporate universities, and online courses.



AACSB The Association to Advance Collegiate Schools of Business

AACSB The Association to Advance Collegiate Schools of Business brings together faculty, students and businesses to achieve a common goal: to produce the next generation of great leaders. Since 1916, the AACSB has stood for the highest standards of quality, providing quality assurance, business education information, and professional development services to more than 1,600 member organizations and nearly 800 accredited business schools worldwide. The organization's collective strength is built on diverse perspectives, a global mindset, and a commitment to making a difference.

ICC International Chamber of Commerce

ICC International Chamber of Commerce is the world business organization, helping businesses of all sizes and in all countries to operate both internationally and responsibly. ICC aims to promote international trade and investment as vehicles for inclusive growth and prosperity, responsible business conduct and a global approach to regulation by combining global influence with unique expertise in advocacy, standard setting activities and global services.



CEESENET Central and South-East European PhD Network

The CEESENET Central and South-East European PhD Network (<https://ceseephd.net/>) aims to promote and facilitate cooperation between Central and South-East European universities offering PhD education in economics, business and finance in order to improve the quality of their PhD programs. The network enables universities to organize joint courses in their respective fields of study, hold research seminars, exchange doctoral students and intensify research cooperation.

CEA The Croatian Employers' Association

CEA The Croatian Employers Association was founded in 1993 as a voluntary, non-profit and independent employers' association that represents, promotes and advocates the interests of its members. CEA was founded by a group of concerned Croatian entrepreneurs who recognized the potential of joint action and the importance of the employers' association in tripartite relations.



NISPAcee The Network of Institutes and Schools of Public Administration in Central and Eastern Europe
 NISPAcee - The Network of Institutes and Schools of Public Administration in Central and Eastern Europe was born from the sincere desire of people and institutions from the region to share their knowledge and skills and unite their efforts to address the current and future challenges in the field. We believe that the thorough and adequate identification of the present and future needs of member institutions, together with the effective means to satisfy them, is the most important element for the success of our organization.

Quality assurance policy of the Faculty of Economics and Business



The quality assurance policy of the Faculty of Economics and Business is carried out in accordance with the mission, vision and goals of the Faculty of Economics and Business and the University of Rijeka, which are set out in the Development Strategy of the Faculty of Economics and Business for the period 2017 - 2025 and the Development Strategy of the University

of Rijeka for the period 2014 - 2020. The Faculty of Economics and Business is increasingly focusing on the implementation of the Quality Assurance Manual of the University of Rijeka and the Standards and Guidelines for Quality Assurance in the European Higher Education Area (https://www.efri.uniri.hr/en/accreditations_and_memberships/672/170).

The Quality Assurance Committee established by the Faculty Council deals with the implementation of the Quality Assurance System (Based on ESG standards) and monitors the implementation of the Quality Assurance Policy at the Faculty of Economics.

Documentation of the quality assurance system includes the following:

- A quality assurance policy statement
- A quality assurance handbook
- Regulations on the quality assurance system
- Regulations on the procedure for student questionnaires to evaluate faculty performance.

II staff and students may make suggestions by completing the form proposing corrective and preventive actions and quality enhancing measures.

All interested parties may submit proposals in the following ways:

- Fill out the form and drop it in a postbox on the ground floor of the Faculty of Economics and Business next to the bulletin board marked "DEAN".
- bring it in person to the Dean's office
- send it by e-mail. The Dean will read the proposal and respond with a comment and provide the status of the proposal and feedback.

All proposals - proposed, approved, completed and rejected - are archived to improve the quality assurance system.



We strive to continually introduce new teaching methods, models, and materials to ensure a stimulating and rich learning experience for future responsible and inclusive leaders. By choosing the Faculty of Economics and Business, students become part of an institution with a long-standing tradition. They are taught by more than 60 PhD economists who teach and conduct research in a variety of business fields and guide them in their professional development (https://www.efri.uniri.hr/en/teaching_staff_efri/72). Our programs are developed and taught in collaboration with experts in the field,

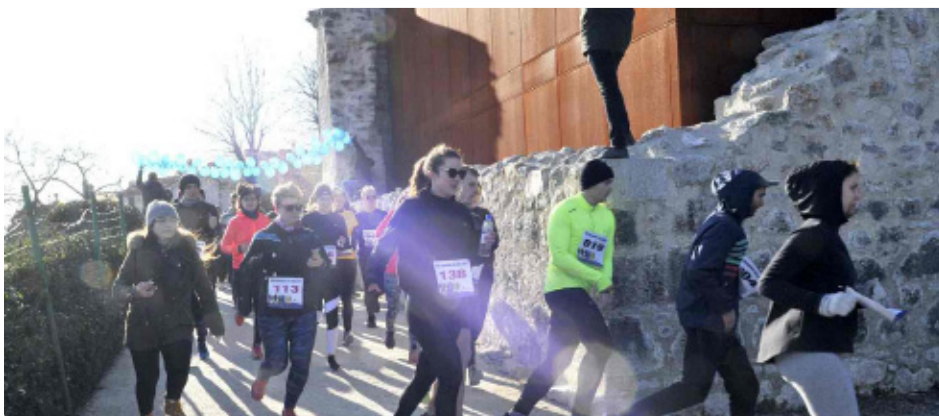
foreign scholars, and alumni, because excellence requires collaboration among all stakeholders. Excellence is therefore also what we demand from our students, because they are part of a generation that will play an important role in transforming the Croatian economy.

The Faculty of Economics and Business in Rijeka offers two undergraduate degree programs: Economics and Business Administration (https://www.efri.uniri.hr/en/study_programs/12). The undergraduate programs last three years - six semesters - and upon graduation students receive the academic title of Bachelor in Economics, univ.

in two ways: Full-time and part-time. Full-time students receive financial support from the Ministry of Science and Education, while part-time students must pay tuition fees. Upon completion of a bachelor's program, students receive at least 180 ECTS credits and can enrol in a corresponding master's program.

The knowledge and skills acquired during the undergraduate program fall into five categories: Knowledge and Understanding, Applied Knowledge and Understanding, Drawing Conclusions and Critical Thinking, Communication,

Learning Skills. The acquired skills are manifested in the ability to analyze, synthesize and solve problems in the field of economics and business administration; develop critical thinking; develop the ability to self-study, establish relationships between different types of knowledge, adapt to new contexts (flexibility); creatively solve business problems of institutions and enterprises, their organization, management and other highly skilled professions in the field of economics and business administration.



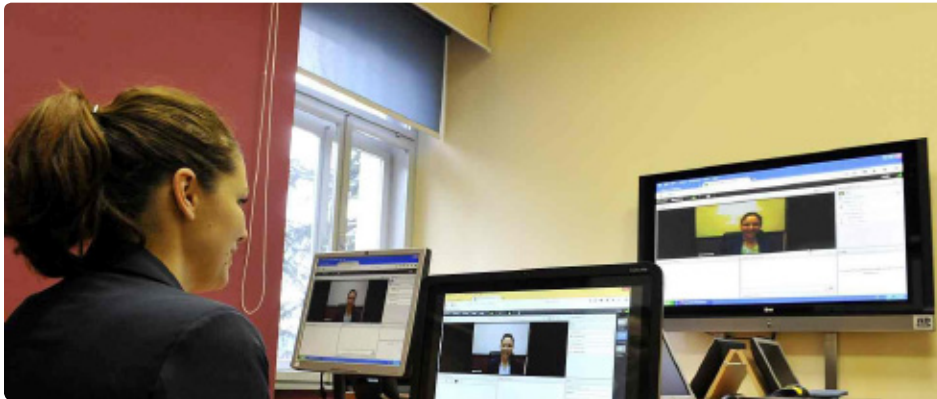
Depending on the chosen program (Economics or Business Administration) and field of study, the acquired qualification of the Bachelor in Economics/ Business Administration enables students to find a job and perform demanding professional activities in companies and government administration.

Students who study at the Faculty of Economics and Business in Rijeka and graduate with a Master's degree acquire competencies and skills that are important and necessary for their future careers. These include competences in the areas of analysis, synthesis and complex problem solving in economic and business issues, the development of critical thinking, the possibility of independent and associative learning, flexibility and adaptability, the ability to apply research methods and procedures for creative problem solving in

institutions and companies, their organization and management, and the ability to perform highly qualified activities in the field of economics, i.e. the development and implementation of scientific and professional achievements in practice.

Teaching is carried out according to the curricula, which provide for a large number of elective courses, including the student internship. This allows students to flexibly tailor their course content according to their abilities and interests. In addition to regular academic content, our programs promote student networking and understanding of global experiences and Croatian business practices. In addition to our faculty, lecturers from foreign universities and well-known experts from industry and public administration are involved in the teaching process as guest lecturers.

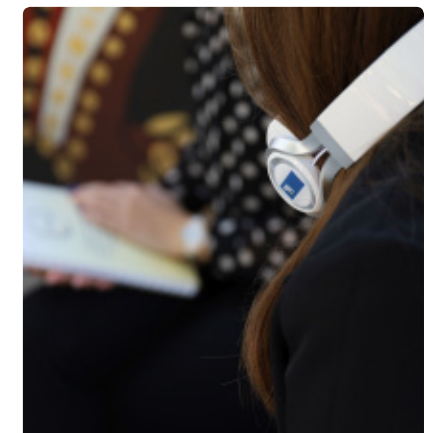
The Faculty of Economics and Business in Rijeka is a leader at the Croatian level in a whole range of activities. Competitiveness in the labor market in terms of knowledge, skills and abilities is most evident in our students who graduated from the International Business program, the first undergraduate and graduate academic program conducted entirely in English. Well-educated economists with impressive English skills are in high demand both among Croatian employers and internationally.



The Faculty of Economics and Business offers postgraduate studies (doctoral program) in economics and business administration leading to the academic title of Doctor of Economics (https://www.efri.uniri.hr/en/study_programs/12). The postgraduate (doctoral) program in Economics and Business Administration is conducted as a full-time or part-time program with a duration of 3 years and awards a total of 180 ECTS

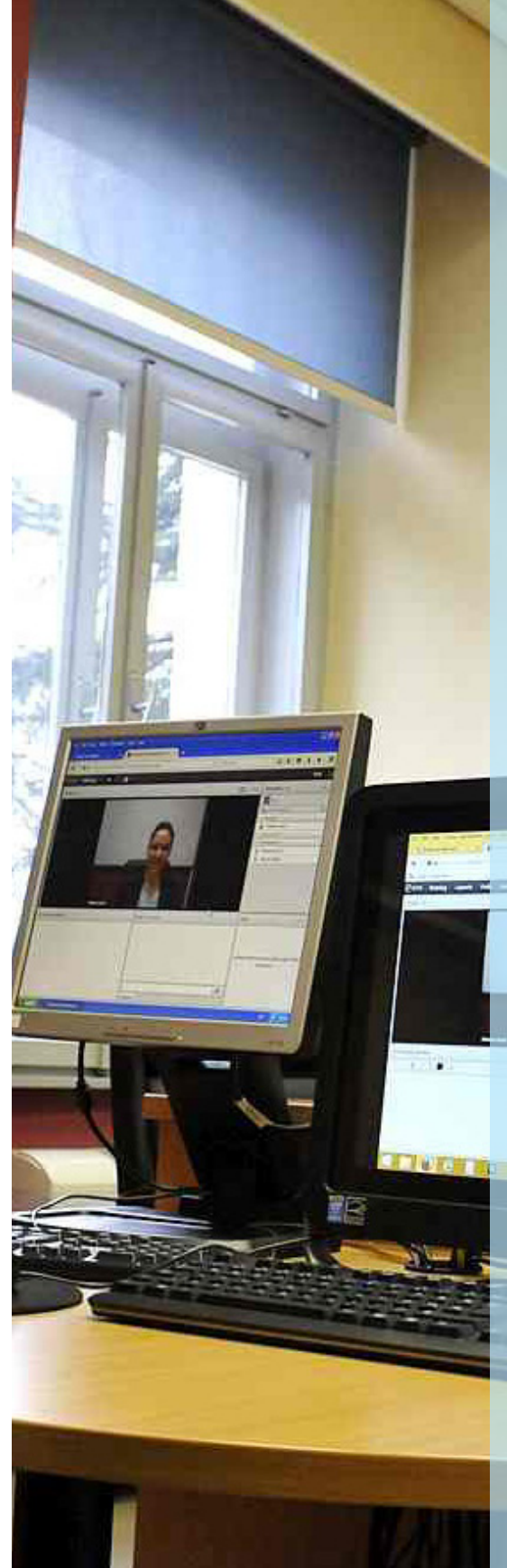
credits upon completion of the program. Candidates have the opportunity (not the obligation) to spend a full semester at prestigious foreign universities or to take individual exams (free of charge), as well as the opportunity to attend EDAMBA, CESEENet and other workshops and seminars. If candidates cannot afford to go abroad, the Faculty of Economics and Business brings the world to them:

- By organizing numerous seminars, lectures and workshops given by some of the best foreign lecturers in the Faculty premises (or online).
- Numerous foreign co-lecturers for courses that are part of the doctoral program of the Faculty
- Individualized, step-by-step support for candidates in the registration and writing of the dissertation. Support is not limited to mentors, but also includes foreign workshop speakers, scholarly colloquia with other members of the academic staff, including those from abroad, and a unique doctoral conference.



We are particularly proud of our International Business (IB) undergraduate and graduate programs (In English) (https://www.efri.uniri.hr/en/study_programs_in_english/203). The international focus of the IB program is reflected in the following activities directed at students: (1) case studies, practical examples, and video materials related to the international business environment; (2) interaction with faculty from foreign universities; (3) greater international exposure through lectures; presentation of examples of research to students, usually at international conferences, providing additional international experience that is then shared with students in lectures; (4) lectures by experienced business professionals providing an international perspective; (5) contemporary international research and professional articles incorporated into the curriculum; (6) multicultural teams in connection with

student activities, e. g. participation in international student projects (X-culture) and course team activities; (7) introduction of a one-week study visit to multinational companies in Italy, Austria and Slovenia (Port of Koper, ILLY and its Università del Caffè, Start-up Incubator in the Savinjska region in Celje, the Slovenian Post Office, Zotter, Alpen-Adria University Klagenfurt, RIKO Ltd. in Ljubljana); (8) lectures by distinguished professors (Harvard, Humboldt, NUS) and representatives of multinational companies (Tesla, P&G, RWE, KPMG, L'Oréal, Erste Bank, Japanese tobacco industry, etc.) and active participation in international conferences organised by the institution; (9) participation in international case studies such as X-culture, BBICC and L'Oréal and summer schools (increase from 1 to 2 - EFRI summer school and GSEM fall school - Russia).



We regularly adapt our programs to the progress of digital technology. The dynamic changes in our society have encouraged us to take a first step towards online study, which allows our students to use their time more efficiently while maintaining the same level of knowledge and skills. Therefore, we were the first Croatian academic institution to introduce an online bachelor's and master's program that can be followed from anywhere in the world (https://www.efri.uniri.hr/en/online_studies/202). The first academic year in which this new way of studying was introduced was 2015/2016, when the first generation of students enrolled in the online study of entrepreneurship. Therefore, the transition to fully online study during the COVID -19 pandemic was somewhat less challenging for us.

Our students' international experience, often an unmistakable sign of their CV's, also contributes to their success. An above-average number of students complete part of their education at one of the international partner faculties, either through the mobility program or at institutions that have signed a cooperation agreement with the faculty.

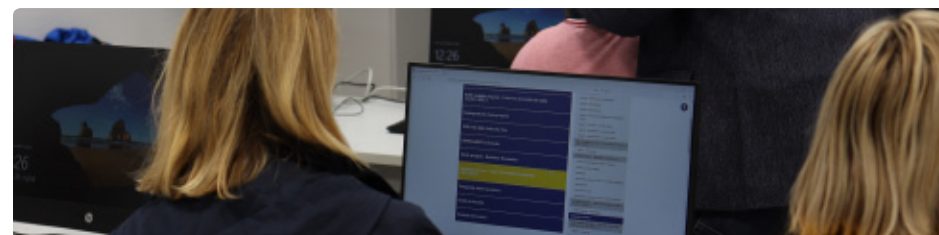
The first step to building a career is to gain work experience during the studies. The Faculty cooperates with successful companies from all over Croatia, which enable our students to combine their knowledge with practice. Thanks to the memberships in international institutions, our students have the opportunity to choose multinational companies where they can gain experience according to their own interests and ambitions.

The Faculty's International Relations Committee has worked very hard to improve the quality of international partnerships. As a result, they have rejected proposals for Erasmus and bilateral agreements from 10 universities (Germany, Brazil, Indonesia, Kosovo, Dominican Republic, Bulgaria, Armenia, Turkey and Italy) and are considering terminating agreements with 12 universities (from Poland, Portugal, Italy, Slovakia, Romania, Latvia, Greece, Turkey and Hong Kong) that do not meet our quality criteria. However, new agreements (Erasmus and bilateral) have been signed in the last 2 years with more than 20 outstanding institutions from France, Germany, Italy, Morocco, Portugal, Saudi Arabia, Spain, Slovenia, Turkey, Russia, Kyrgyz Republic, Armenia, Thailand and Egypt.

Due to COVID -19, teacher mobility has been reduced to a minimum in the last 2 years. Thus, 12 teacher mobilities (Poland, Georgia, Kyrgyzstan, Ukraine, Serbia) and 6 staff mobilities (Georgia, Ukraine, Latvia) were canceled. Faculty mobility was also canceled (more than 10 mobilities per year were planned). Nevertheless, we were able to carry out 10 faculty and staff mobilities (to France, Slovenia, Portugal, Serbia, Germany and Romania) and 18 faculty and staff mobilities (from Poland, Romania, Bulgaria, Italy, Georgia, Ukraine, Turkey, Serbia and Macedonia) during this period.

Student mobility figures should be taken with caution as the last 2 years have been heavily influenced by the COVID -19 pandemic (<https://www.efri>.

uniri.hr/en/student_mobility_and_internationalization/115). Although in the last 2 years more than 70 new students canceled their mobility due to the pandemic, our school has hosted over 110 students from Poland, France, Finland, Kazakhstan, Russia, Ukraine, Italy, Czech Republic, Romania, Turkey, Slovakia, Slovenia, Spain, Portugal, Greece, Germany, Austria, Latvia and Hungary. In the same period, our school has sent over 75 students abroad, which is a great result. Being a member of PRME, EFMD and AACSB and also accredited by EPAS, we are looking for new partnerships with internationally accredited schools in order to increase the quality of exchange students and staff, but also of our study programs taught in English.



Our overall goal is the continued international recognition of our programs in the spirit of an open and modern school that reaches beyond the walls of the institution, constantly expanding the horizons of sustainable development and the development of competitive innovative systems, and raising its standards in collaboration with local and regional government. Membership in PRME contributes to this goal and increases the competitiveness of the school, which is fully integrated into the European and global educational space. The school makes an important contribution to the economy by developing useful educational programs in business administration and management as well as useful research projects to make our school a desirable and reliable higher education institution that is a partner for the business community as well as for domestic and foreign scientific and educational institutions.

The Faculty of Economics and Business University of Rijeka (EFRI) places great emphasis in its curriculum on educating leaders who are concerned not only with the 'how' of business, but also with the 'why' of business; it asks decision-makers to rethink the role of business in society and to reflect on the nature of fundamental issues in business, such as profit and value creation. We consistently include speakers from non-managerial backgrounds such as politics, culture, history and science in our educational programs to broaden the horizons of modern managers and promote understanding of a broader business context. Offering education that integrates responsibility, ethics and sustainability is one of faculty's most impactful ways to address societal challenges.

Since the last PRME report, we have revised our bachelor and master's study programs. New compulsory and elective courses focusing on ethics and responsible management have been introduced as follows.

Undergraduate level:

Business Ethics - Required Course

- The purpose of this course is to develop an understanding of the relationship between basic moral principles and market activities.

Environmental Policy - Required course, study program Economics

- The purpose of this course is to introduce students to the key elements and factors of environmental policy as the basic regulatory authority for the negative impacts of economic activities on the environment and to enable students to critically examine the process of formation of integrated environmental policy in public and corporate governance.

Business and the Environment - Elective, Business Administration Program.

- The purpose of this course is to introduce students to the major aspects of economics and the environment and why economic activities cause negative changes in the environment. In addition, students will understand the importance of sustainable development as an important framework for future economic progress.

Civil society and voluntary organization – Elective

- The purpose of this course is to emphasize the importance of civil society and nonprofit organizations and to familiarize students with the organizational, financial, and human resource characteristics of working in the nonprofit sector.

Economic aspects of social competence and civic responsibility – Elective

- The goal of this course is to introduce students to civic competence and civic responsibility as multidimensional phenomena and to recognise their multiple economic implications. The goal is to encourage students' active participation in the needs of society as socially responsible citizens.

Decarbonisation and competitiveness of EU – Elective

- The aim of this course is to introduce students to the decarbonization process and its economic impact on the business sector and its competitiveness based on the “Green Deal” strategy provided by the EU. The focus of the course is on the three most affected economic sectors: Business, Transportation and Tourism.

Economic Perspectives on Religion – Elective

- The goal of the course is to provide an understanding of the socioeconomic relationship between economics and religion, to provide insight into the costs and benefits generated by religion, and to confirm the existence of economic laws and phenomena in the realm of religion. Students will be introduced to the impact of religiosity on economic growth and development and vice versa, with an emphasis on Christianity but also on other religions.

Gender Economics - Elective

- The purpose of this course is to explore the similarities and differences between men and women and to determine how gender differences contribute to various economic impacts in terms of levels of economic activity, work activity, income, poverty, and other indicators used to determine a person's economic well-being.

Graduate studies

Socially Responsible Business - Elective.

- The purpose of this course is to deepen students' understanding of socially responsible business and how to apply the appropriate models in business and nonprofit organizations to ensure the long-term sustainability of important aspects of business.

As part of the PhD program, we also offer a course that deals specifically with sustainable development: Economics in Society. This course takes an in-depth look at the key issues surrounding the relationship between business and the societies in which PhD students participate - including the challenges of climate change and the transition to a low-carbon economy.





PRME PRINCIPLE 4

RESEARCH

In the last three years, the faculty has participated in over 50 scientific projects, 22 of them international or with international researchers. In the last ten years, the faculty has published 301 papers and conducted 59 professional projects (<https://www.efri.uniri.hr/en/projects/73>). We are committed to continuously engage in research activities based on a strong theoretical foundation and supported by empirical research to further explore the possibilities of introducing the values and principles of inclusion, equality, social responsibility and sustainability into the value creation process of companies and into their relationships with their internal and external stakeholders.

We present our novel results:

Food and Society is a project funded by the European Social Fund and the Government of the Republic of Croatia. The main goal of the project was to sensitize students to the problems of food waste and the related challenge of building a sustainable food chain, i.e.

a system that reduces food waste and enables the use of surplus food for charitable purposes. At least 50 students from the Faculty of Economics and Business were expected to participate in the project by researching different facets of the above issues. Their research could be part of their

bachelor's or master's thesis. Under the guidance of 16 of our professors and teaching assistants, more than 100 students participated. Twenty-two of them were then selected for a study visit to Brussels, where they visited the EU Parliament, the EU Commission and some social entrepreneurial projects in the Belgian food chain. Before the end of the project, the Faculty of Economics and Business launched a lifelong learning program on food waste reduction in institutions, companies and households. The program was accepted by the University of Rijeka and was implemented at the Faculty of Economics and Business in the fall of 2019

with a total of 12 participating students. After the completion of the project, Associate Professor Nenad Vretenar from the Faculty of Economics and Business decided to gather some participants of the project to write a book on the topic of food waste. The book was published and consists of 19 chapters in three main parts and has a total of 37 authors, 22 of whom are students who participated in the Food and Society project. It received four positive reviews from reviewers of three Croatian universities and was recently accepted for publication as a scientific monograph by the Faculty of Economics and Business and the University of Rijeka.



The scientific monograph entitled “Energy and the Economy in Croatia and the EU: New Insights” and edited by Associate Professor Pavle Jakovac provides an overview of the main research findings from the first and second year of the research project entitled “Electricity Consumption, Financial Development and Economic Growth: an empirical analysis of the situation in Croatia (ZIP -UNIRI130-7-20)” (https://www.efri.uniri.hr/en/electricity_consumption_financial_development_and_economic_growth_an_empirical_analysis_of_the_situation_in_croatia_%E2%80%82%E2%80%82%E2%80%82/2084/319).

The project is funded by the University of Rijeka for the period 2020-2022. The development of modern society is unimaginable without electricity as a ubiquitous and almost irreplaceable source of energy. Energy is a key factor

for human development; it ensures the standard of living and enables the growth of the economy, and electricity is one of its most important forms. In the modern world, efficient energy supply, especially electricity in its most flexible, commercial and clean form, is an important foundation for economic growth and development.

Although research on the causal relationship between electricity consumption, financial development, and economic growth has been conducted in the scientific literature over the past 20 years, the results are still contradictory.

The increasing availability of data through the use of additional control variables in a multivariate framework and newer econometric methods allow researchers to gain deeper insight into the causal relationship between the aforementioned variables,

making the results more robust and representative. Therefore, investigating the causal relationship and economic impact of the above variables is an important and challenging research task.

A detailed overview of the empirical research conducted so far shows that this particular topic has not been systematically studied and addressed in Croatia. This fact was the main motive for choosing the topic of this project. The aim is to determine the direction and intensity of the causal relationship between electricity consumption, financial development and GDP in a multivariate framework.

The results of the project will also shed light on the role of financial sector development in electricity infrastructure development and, in particular, whether a well-developed financial sector

drives electricity demand in Croatia. This scientific monograph and the topics covered in the papers are one of the contributions to the successful implementation of the above scientific project.

The scientific monograph “Energy and Economy in Croatia and the EU: New Insights” consists of eight interrelated chapters in which the authors discuss key problems and challenges of the EU and the Republic of Croatia in adapting the economy and the energy sector to new modern trends.

Scientifically sound research findings form the basis for identifying key challenges and defining and implementing effective measures needed for a more efficient “green” transition as the ultimate goal.

In order to develop a harmonized approach to carbon footprint calculation, the implementation of the three-year LIFE Clim'Foot project "Climate Governance: Implementing public policies to calculate and reduce organizations carbon footprint" has started in five countries of the European Union: France, Italy, Greece, Hungary and Croatia. The project coordinator is the French Agency for Environment and Energy Management ADEME. The Croatian project partner is the Energy Institute Hrvoje Požar (EIHP), while the Faculty of Economics of the University of Rijeka (EFRI) has been involved in this European project from the very beginning. The project leaders are Prof. Saša Žiković, PhD and Dejan Miljević, PhD (https://www.efri.uniri.hr/en/eco_efri/662/169). Within the project, a national model for calculating the carbon footprint of companies was created and adapted

to Croatian conditions. The calculation is based on the French Bilan Carbone model and is in line with international standards and recommendations of the European Commission. For the development of the model, a national database of greenhouse gas emission factors was developed, consisting of 172 national factors. The national carbon footprint calculation models are currently being tested on about a dozen selected companies. The Faculty of Economics of the University of Rijeka is one of the selected organizations, that was the first to prepare all the necessary data with the support of EIHP and calculate the direct and indirect greenhouse gas emissions of all flows of people, energy and materials for which the Faculty is responsible or on which it depends. The carbon footprint calculation will allow us to learn about the structure of



greenhouse gas emissions and select measures to reduce the carbon footprint. In addition to the calculation, the project also includes the creation of the Carbon Footprint Governance Strategy, whose goal is to maximize the reduction of a company's carbon footprint per unit of invested funds by implementing the selected cost-effective measures, ultimately leading to a reduction in greenhouse gas emissions and mitigation. The Faculty of Economics of the University of Rijeka, together with EIHP, will also participate in the development of the Carbon Footprint Governance Strategy. At the Faculty of Economics, University of Rijeka (EFRI), we have been developing and participating in programs and projects related to sustainable development, energy and ecology for many years. We are the founders of the unique multidisciplinary MBA "Energy Economics", conducted in cooperation with the Energy Institute Hrvoje Požar.

Measurement methods

The carbon footprint calculation provides a general overview of faculty greenhouse gas emissions. Analysis has identified potential measures for energy use and overall carbon footprint. By monitoring business activities, improvement measures are developed and potential problem areas are identified. The carbon footprint is calculated using standards and regulations such as the Greenhouse Gas (GHG) Protocol. The carbon footprint is monitored in three scopes of direct and indirect emissions according to the GHG Protocol.

Scope 1:
direct emissions
(mandatory
reporting) -
includes all
direct emissions
from sources
controlled by the
entity, such as
transportation
and energy
production.

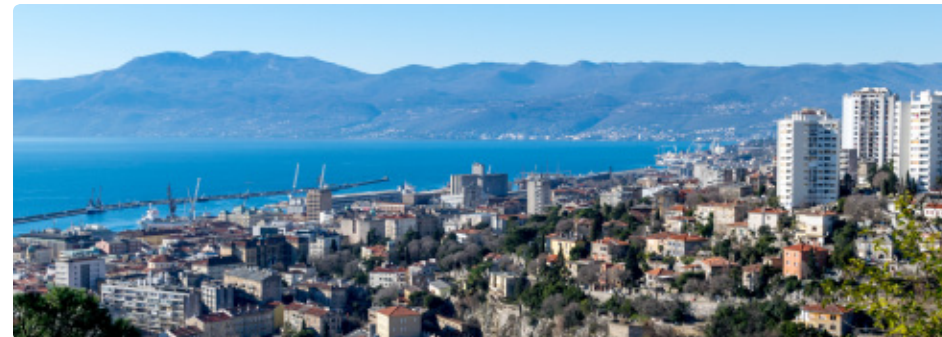
Scope 2:
indirect
emissions
(mandatory
reporting) -
emissions from
purchased
energy, mainly
electricity, heat
from heating
plants.

Scope 3:
indirect
emissions
(voluntary
reporting) -
emissions
resulting from
the entity's
activities, e.g.
travel, waste.

CO2 EMISSION REDUCTION TARGETS

EFRI's total carbon footprint in 2016 was 992 tCO₂e. 2016 is also the base year for our measurements. In 2020, the total carbon footprint was 273 tCO₂e. Compared to the

previous year, it decreased by 74%. The main reason for the decrease in emissions is the pandemic caused by the Corona virus, which has led to changes worldwide.



Encouraged by the LIFE Clim'Foot project in which we participate, we have decided to start analysing EFRI's activities and want to develop and implement activities that will lead to a reduction in EFRI's greenhouse gas emissions in the future.

As part of the LIFE Clim'Foot project, EFRI has set its short-term goals until 2020 and its long-term targets by 2030:

- 4.1% less greenhouse gas emissions by 2020 compared to 2016 levels,
- 15% less greenhouse gas emissions by 2030 compared to 2016 levels.

Since 2019, this indicator is only an auxiliary indicator and has been replaced by two new indicators - carbon footprint

efficiency per employee and carbon footprint efficiency per student.

The short- and long-term targets related to carbon footprint efficiency per employee are:

- 2% less greenhouse gas emissions by 2020 compared to 2016 levels.
- 10% reduction in greenhouse gas emissions by 2030 compared to 2016 levels.

Short- and long-term carbon footprint efficiency goals per student are:

- 10% less greenhouse gas emissions by 2020 from 2016 levels.
- 25% reduction in greenhouse gas emissions from 2016 levels by 2030.

Our set goals are listed in the table below:

Table EFRI's Carbon Footprint-Related Targets

Year	Fixed target	Target	Reduction (in tCO ₂ e)	Intended carbon footprint (in tCO ₂ e)
1		Efficiency in relation with number of employees	Per employee	
2016.		Base year	9.73	
2020.	-2.0 %	Short-term target	- 0,195	9.53
2030.	-10.0 %	Long-term target	- 0,973	8.75
2		Efficiency in relation with number of students	Per student	
2016.		Base year	0,426	
2020.	-10.0 %	Short-term target	- 0,043	0.383
2030.	-25.0 %	Long-term target	- 0,106	0.319
3		Total		
2016.		Base year		991.9
2020.	-4.1 %	Short-term target	- 40.7	951.2

Source: EFRI

The following papers were published or are in the process of publication:

- Miljenović, Dejan (2019): "In Search for Company Sustainable Value", Economics of Digital Transformation, Drezgić, Saša, Žiković, Saša, Tomljanović, Marko (Eds.), University of Rijeka, Faculty of Economics and Business, pp. 195-212.
- Sikirić, Ana Marija (2019): Gender economics: Introduction to gender studies, Bojanić, Sanja; Miloš, Brigita (Eds.), University of Rijeka, pp. 87-102.
- Rupčić, Nataša; Lamovšek, Nejc (PhD student) (2019): "Stakeholder management in healthcare: a case study", Zbornik radova Veleučilišta u Pibeniku, Vol. 6, No. 1-2, pp. 45-60.
- Ani Trstenjak, Saša Žiković, Hoda Mansour (2020): "Making Nautical Tourism greener in the Mediterranean", Sustainability, 12, 6693, MDPI.
- Žiković Saša, Tomas Žiković Ivana, Vlahinić Lenz Nela (2020): "A Disaggregated Approach to Energy-Growth Nexus: Micro-Regional View", Energy Strategy Reviews, 28, 100467,9
- Mjeda Trina, Vlahinić Lenz Nela, Cerović Ljerka (2020): "The Microeconomic Approach to Food Demand Modelling: Empirical Results for Croatian Households", Economic Research - Ekonomska istraživanja, 33
- Mance, D.; Vilke, S.; Debelić, B. (2020): "Sustainable Governance of Coastal Areas and Tourism Impact on Waste Production: Panel Analysis of Croatian Municipalities", Sustainability, 12, 7243
- Nada Denona Bogović, Zvonimira Šverko Grdić (2020): "Transitioning to green economy - possible effects on Croatian economy", Sustainability, 12(22), 9342

- Danijela Rabar, Mirjana Grčić Fabić, Antonija Petrić (2020): "Financial performance-efficiency nexus in public health services: A nonparametric evidence-based approach", *Economic Research-Ekonomska Istraživanja*, Vol. 33, No. 1, pp. 3334-3355.
- Rupčić, Nataša: (2021): "To teach or not to teach business ethics - that is the question", *Proceedings of FEB Zagreb 12th International Odyssey Conference on Economics and Business*, Načinović Braje, Ivana; Janković, Božidar; Ferjanić Hodak, Danijela (Eds.), Faculty of Economics & Business, University of Zagreb, pp. 527-540. (predavanje, međunarodna recenzija, cjeloviti rad (in extenso), znanstveni)
- Sikirić, Ana Marija (2021): "The Effect of Childcare Use on Gender Equality in European Labor Markets", *Feminist economics*, Vol. 27, No. 4, pp. 90-113.
- Sikirić Simčić, Ana Marija (2021): "Measures for reducing period poverty at workplace", *Gender, Work & Organization*, 11th Biennial International Interdisciplinary Conference 30 June - 2 July 2021 Transforming Contexts, Transforming Selves: Gender in New Times Book of Abstracts, Online, 2021. pp. 380-380.
- Drezgić, S., et al. (2021): "Social, Economic and Environmental Sustainability of Port Regions: MCDM Approach in Composite Index Creation", *Journal of Marine Science and Engineering*, Vol. 9, No. 1, pp. 1-17,



- Vlahinić Lenz, N., Barbara F. (2021): "Globalization and GHG Emissions in the EU: Do We Need a New Development Paradigm?", *Sustainability*, Vol. 13, No. 17, 9936.
- Maradin, D., Cerović, L., Šegota, A. (2021): "The efficiency of wind power companies in electricity generation", *Energy strategy reviews*, Vol. 37, 100708
- Mance, D.; Krunić, K.; Mance (2021): "Protecting Species by Promoting Protected Areas and Human Development - A Panel Analysis", *Sustainability* Vol. 13, 11970
- Vrdoljak, Eduard, et al. (2021): "Is it too expensive to fight cancer? Analysis of incremental costs and benefits of the Croatian National Plan Against Cancer", *The European Journal of Health Economics*, 1-11.
- Vončina, L., Strbad, T., Fürst, J. et al. (2021): "Pricing and Reimbursement of Patent-Protected Medicines: Challenges and Lessons from South-Eastern Europe", *Appl Health Econ Health Policy*
- Maljković, Danica, Vlahinić Lenz, Nela, Saša Žiković (2022): "The pitfalls of shared metering: Does the self-interest in district heating systems cause tragedy of the commons", *Energy Research&Social Science*, 83
- Rupčić, Nataša, Babšek, Matej (PhD student): "Stakeholder analysis as tool for organisational learning in social services: does internal social capital play a role?", accepted for publication in the *International Journal of Public Sector Performance Management*



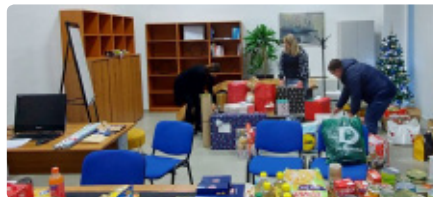
PRME PRINCIPLES 5, 6

PARTNERSHIPS AND DIALOGUE

We are committed to continuous collaboration with profit and non-profit organizations and their leaders to share the values of the Triple and Quadruple Helix model in exploring economic and social challenges and finding appropriate solutions based on PRME principles.

We also continuously promote and support dialog and debate with our students, alumni, academic partners, for-profit and non-profit organizations, the media, and other interested groups with a focus on inclusion, equality, sustainability, and responsibility.

The institution has its own website, each program has its own website, it has a social media presence in the form of an official Facebook page, an official LinkedIn page, an official Instagram profile (https://www.instagram.com/efri_uniri/?hl=en), a Twitter account (<https://twitter.com/efrijeka?lang=en>), a YouTube channel (<https://www.youtube.com/user/EFRIjeka/videos>), and through advertising on Keystone academics (<https://www.keystoneacademic.com/>).



We also have a rich photo album as a reminder of our most important and moving days and moments, such as graduation ceremonies, visits to partners, summer schools and more: <https://www.efri.uniri.hr/en/galerija>


To celebrate the 60th anniversary, the lecturers published articles in the local newspapers “Novi list” (<https://www.novolist.hr/>) and presented their research and ideas to the local and national public.

EFRI alumni community activities and faculty-alumni relations have recently intensified (<https://alumni-efri.hr/>). Events organized by the Alumni Community of the Faculty of Economics and Business in Rijeka, have become part of the regular activities of the Faculty. Former students of

the Faculty are present at all activities organized by the Faculty and the importance and significance of the Alumni Community is highly recognized. By maintaining relations with alumni and strengthening their presence, in addition to intergenerational relations, current students become familiar with the concept and importance of the alumni community.

During the mentioned period, systematic updating of the database of graduates at all levels was carried out, and activities for the alumni community were organized. In addition, members of the ALUMNI EFRI community largely participated in activities primarily aimed at students, such as Career Week. Pandemic activities took place online, with the exception of a few visits.





Alumni participate in the work and organization of faculty activities in the capacity of:

- As guest speakers at conferences, panel discussions, Career Weeks, courses,...
- As potential employers for other alumni and current students. (<https://alumni-efri.hr/job-offers/?lang=en>)
- As a collaborators in projects and activities
- As consultants for the corporate sector.

ACTIVITIES:

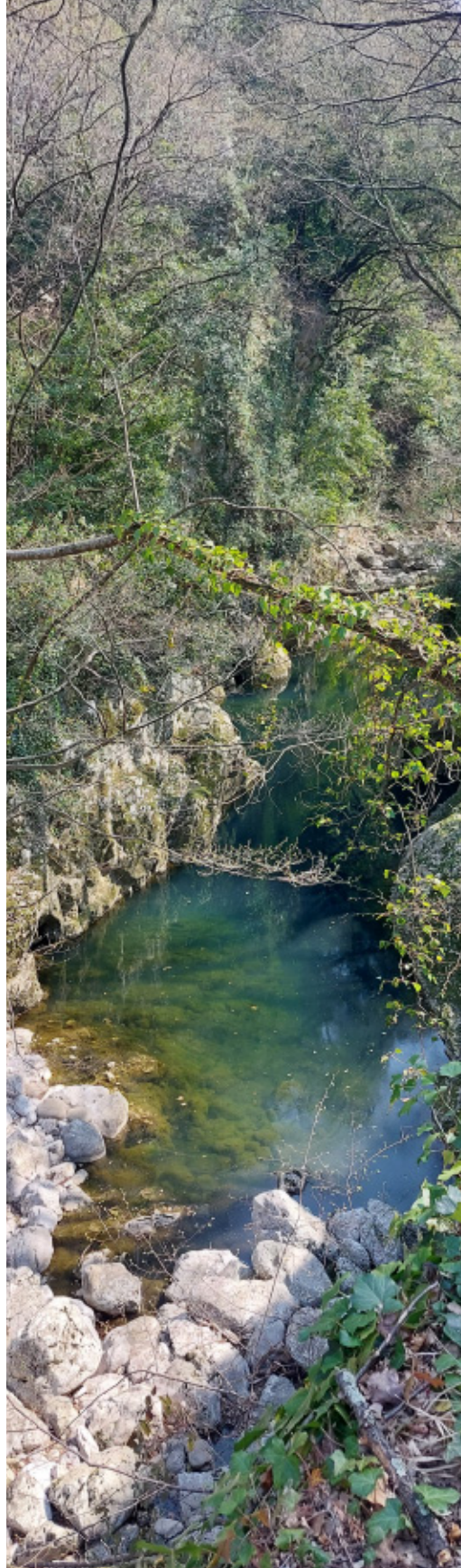
- January 23, 2020 - Study visit to the Department of Robotics and Automation at the Faculty of Mechanical Engineering and Naval Architecture in Zagreb and the Croatian Vehicle Center.
- Description of activities: Members of the ALUMNI EFRI community visit the institute, i.e. a team of experts who developed and successfully improved the Ronna robot, which won 1st place at the Hamlyn International Conference as the best innovation of 2018; at CVH introduction to the company's business.https://alumni-efri.hr/?post_type=ajde_events&p=2265&preview=true
- July 17, 2020 - Participation of representatives of the Faculty of Economics and Business in Rijeka and the Alumni Association EFRI, Dunja Škalamera Alilović PhD, Associate Professor and Vanja Rubeša in the first meeting for the establishment of the Alumni Network of the University of Rijeka (ALUMNI UNIRI)<https://alumni-efri.hr/alumni-efri-participated-in-the-initial-session-of-alumni-uniri-network/?lang=en>



- October 8, 2020 - Online guest lecture by Zvonimir Savić, Ph.D. on “EU Recovery and Resilience Mechanism - How Will It Affect Croatia’s Recovery?”
- Zvonimir Savić holds a Ph.D. from EFRI. He works as a Special Advisor to the Prime Minister of the Republic of Croatia and is the Director of the Financial Institutions and Economic Analysis Division at the Croatian Chamber of Commerce. <https://alumni-efri.hr/events/online-guest-lecture-by-zvonimir-savic-ph-d/?lang=en>
- October 28, 2020 - Online lecture by Prof. Luka Čičin-Šain, PhD on “The SARS-CoV-2 pandemic - truths and misconceptions”.
- Prof. Luka Čičin-Šain, PhD is a scientist from Rijeka who leads a team at the Helmholtz Center for Infection Research in Braunschweig, Germany.<https://alumni-efri.hr/online-guest-lecture-by-prof-luka-cicin-sain-ph-d/?lang=en>
- November 10, 2020 - Visit to Hilton Rijeka Costabella Beach Resort and Spa.
- Activity Description: Members of the ALUMNI EFRI community had the opportunity to visit the first resort hotel of the Hilton chain in Croatia and on this occasion learned more about the importance of this investment. <https://alumni-efri.hr/events/a-visit-to-hilton-rijeka-costabella-beach-resort-and-spa/?lang=en>



- December 11, 2020 - “Opportunities of EU funds for entrepreneurs” conference.
- Description of activities: The aim of this conference was to raise awareness of the opportunities available to entrepreneurs through EU funds, while identifying barriers to applying.
- Lecturers: State Secretary of the Ministry of Regional Development and EU Funds Spomenka Đurić, Maria Turalija (HAMAG BICRO) and Vedran Kružić, Director of the PGC Regional Development Agency.<https://alumni-efri.hr/events/conference-possibilities-of-eu-funds-for-entrepreneurs/?lang=en>
- February 18, 2021 - Roundtable “ALUMNI EFRI Careers in Politics”
- Description of activities: The discussion brought together the mayors and chiefs of the EFRI Alumni Community to talk about their experience of studying at EFRI, their career path and their achievements, motivation and plans.
- The participants: Bojan Simonič, Mirela Ahmetović, Ana Kučić, Sanja Udović and Željko Plavčić.<https://alumni-efri.hr/events/round-table-alumni-efri-careers-in-politics/?lang=en>
- February 25, 2021 - “Business Model Innovation” online lecture.
- Activity Description: The aim of the lecture is to provide participants with information about innovation and business models, how to analyze and improve them to make their business more competitive, profitable and sustainable, and how to cope with rapid market, technological, social and global changes.
- Speaker: Boris Golob, STEP RI <https://alumni-efri.hr/events/online-lecture-business-model-innovation/?lang=en>



- March 11, 2021 - Online Lecture “Trends in Financial Markets.”
- Activity Description: The lecture provided an overview of recent macroeconomic and financial developments.
- Lecturer: Mario Bambulović, HANFA
- <https://alumni-efri.hr/online-lecture-trends-in-financial-markets/?lang=en>
- March 24, 2021 - Visit to Hilton Rijeka Costabella Beach Resort and Spa, organized as part of EFRI Networking Week - Connect & Act.
- Activity Description: Members of the ALUMNI EFRI community were among the first to visit the resort hotel of the Hilton chain in Croatia, taking this opportunity to learn more about the importance of this investment.<https://alumni-efri.hr/alumni-efri-visited-the-new-hilton-hotel-on-costabella-in-rijeka/?lang=en>
- March 24, 2021 - Panel “ALUMNI EFRI International Careers”
- Activity Description: Panelists discussed their experiences studying International Business at EFRI, the careers they are building in an international environment, the challenges they face, and their aspirations and plans.
- The participants: Dora Katana Martić, Luis Emilio Pinedo Jurić, Eni Deković and Antonio Sterpin.<https://alumni-efri.hr/events/panel-alumni-efri-international-careers/?lang=en>

- September 16, 2021 - Workshop “Opportunities and possibilities for business development with ESI funds”.
- Description of activities: The workshop presented grants from ESI funds, the content of the call (Call for proposals for grants), as well as open and announced EU calls for proposals.
- Lecturer: Tina Đurišić (ALUMNI EFRI) <https://alumni-efri.hr/events/online-workshop-opportunities-and-possibilities-for-business-development-with-esi-funds/?lang=en>
- September 22, 2021 - “Business Opportunity Panel.”
- Activity Description: Alumni shared with current students, future colleagues in the job market, their experiences of studying and entering the job market after graduation, and provided information about business opportunities and job openings offered in the organizations where they currently work.
- The participants: Dario Zorić, Aleksandra Ignatoski, Tomislav Živković, Ljubomir Jelić and Bruno Fabo <https://alumni-efri.hr/events/business-opportunity-panel/?lang=en>
- October 14, 2021 - “Strategy on A4” online lecture.
- Activity Description: During the lecture, participants were introduced to the creation of a business and strategic plan in a simple and concise manner.
- Lecturer: Boris Golob (STEP RI) <https://alumni-efri.hr/events/online-lecture-strategy-on-a4/?lang=en>

- October 22, 2021 - Webinar “Financing Small and Medium Enterprises with Private Capital and through the Progress Market.”
- Description of Activities: The webinar provided information about the equity fund (private equity / venture capital fund) as a source of financing for business and about the possibilities of financing small and medium enterprises through the Progress market.
- Presenters: Dragana Resan (Invest Equity Fund Management Company) and Morana Plejić (Zagreb Stock Exchange d.d.). <https://alumni-efri.hr/webinar-financing-small-and-medium-enterprises-with-private-capital-and-through-the-progress-market/?lang=en>
- November 12, 2021 - Visit and tour of Rijeka Development Agency Porin and Torpedo Production Park.
- Description of activities: Presentation of the community ALUMNI EFRI with the activities of RDA Porin and the services of the advanced entrepreneurial infrastructure of Torpedo Production Park.
- Host: Dario Zorić (ALUMNI EFRI) <https://alumni-efri.hr/events/visit-and-tour-of-the-rijeka-development-agency-porin-and-the-torpedo-production-park/?lang=en>



The Faculty of Economics and Business, through its Career center (https://www.efri.uniri.hr/en/the_career_centre/400/24) has implemented a student employability project – CEZAR (https://www.efri.uniri.hr/en/o_projektu/1792/324). The goal of the project is to improve the quality and opportunities of internships through collaboration between the Faculty and the business community. Ultimately, the goal is to improve the skills of employees and ensure student employability and career development.

EFRI Networking Week was organized online in March 2021 with the goal of bringing current and former students together to share experiences and ideas.

We work with many companies and non-profit organizations, as well as national and international associations, to provide our students with diverse internship opportunities and to further their careers. Some of them are mentioned in this report (<https://www.efri.uniri.hr/en/internship/25>).



As part of the project, we are proud to host our annual Networking Week and Career Days, where we invite guests from for-profit and non-profit organizations, as well as our alumni, to share their experiences. Networking Week in March 2020 has been canceled due to the pandemic. Career Days were held online in November 2020 as part of the CEZAR project with the aim of informing students about opportunities in the job market, continuing education, and professional skills development. A total of 52 guest lecturers participated, including 29 alumni. Career Days in November 2021 were organized in hybrid form during which many employers and business experts took part to familiarize the students with job market needs, business trends and opportunities awaiting them at the end of their studies. A total of 53 guests took part, including 23 alumni.

Students at the Faculty of Economics and Business in Rijeka have the opportunity to apply their theoretical knowledge in practice, enrich it and gain additional experience by choosing an internship as an elective course. It can be chosen in the 3rd year of undergraduate studies and in the 2nd year of postgraduate studies. The internship, lasting 120 hours, can be completed in one of the many companies with which the Faculty has a cooperation agreement.

The Faculty is a partner institution in the Private Sector Initiative for Young People project, launched by the Croatian Employers' Association in cooperation with the European Bank for Renewal and Development.

It will:

- provide quality student internships in successful companies according to recognized international standards
- promote cooperation between employers and educational institutions to improve students' skills and knowledge during their education
- provide employers with access to an even greater pool of talent and potential employees.

More than 120 employers, large, medium, and small, have joined the initiative, and more than 600 student internship positions have been arranged. Applications are still open, and we expect more interested employers to participate, offering internships and valuable work experience to our students.

Under the initiative, the student internship will last a minimum of 6 weeks and a maximum of 6 months, with the possibility of a year-round commitment, depending on the work cycle of the companies and faculty commitments of the student.

Each student will be assigned three tasks during their internship:

- daily tasks in support of the company's core activities
- a longer assignment, a project they will work on individually - the topic will be selected by the employer and the student, and
- a one-day supervision by a manager.

At the end of the internship, both students and employers are required to submit a report on the internship to the initiative's website.

City Internships Programs

CI is an accelerator for career entry. It works with traditional educators and business leaders to close the skills gap that leaves entry-level jobs unfilled and half of graduates underemployed. Since 2011, their structured, results-oriented programs have combined hands-on training, in-class seminars and workshops, and hands-on coaching. They equip

graduates with the skills, experience, and employer contacts needed to succeed in today's ever-evolving and competitive workplace. CI creates globally engaged, career-ready graduates. Upon graduating from college, CI graduates find meaningful employment three times faster and have starting salaries 30% higher than their peers.

The Global Accelerator Program (GAP) is the flagship program. It is an 8-week summer program that takes place in London and New York. All students complete an 8-week internship with a leading employer in their chosen career field. Students may participate in the GAP program as a resident or as a non-resident ("commuter"). All GAP students participate in a cohort-based "Career Navigator" and "Business Leaders" course of seminars and workshops designed to maximize students' career readiness and business awareness. Our on-site coaches and mentors use productive struggle to equally challenge and support students, facilitating self-discovery of their career preferences, strengths, and potential. The Global Explorer Program (GEP) offers a more personalized experience. Students can complete a 6- to 12-week program (with a corresponding length of internship in their chosen career field) in one of 20 cities and at any time during the year (programs begin monthly). All GEP students participate in a personalized online version of our esteemed Career Navigator and Business Leaders courses. All GEP students also have regular access to career coaches and receive ongoing guidance.

The Remote Program (RP) is new for 2020 and offers an experience that provides the benefits of a structured and well-managed remote internship without the logistical and financial burden associated with relocating. As with the GEP, students can complete a 6- to 12-week program (with a correspondingly long internship in their chosen career field) in one of 20 cities and at any time during the year (programs begin monthly). All RP students participate in a personalized online version of our esteemed Career Navigator and Business Leaders courses. All RP students also have regular access to career coaches and receive ongoing guidance. All programs are open to undergraduate and graduate students of all years and majors. Program locations are: London, Dublin, Paris, Madrid, Barcelona, Shanghai, Tokyo, Bangkok, Hong Kong, Melbourne, Toronto, New York, Los Angeles, Paris, Washington D.C., Boston, Chicago, Miami, San Francisco, Medellin

and Santiago. Internship Career Fields: Banking & Financial Services, Consulting & Professional Services, Marketing, Advertising & PR, Law & Politics, Media, Entertainment & Journalism, Arts, Fashion & Design, Startups & Entrepreneurship, Technology & Engineering, and Charities, Nonprofits & NGOs. Program Periods/Dates: GAP: Summer only. (London and New York only) GEP & RP: Year-round, rolling start. (All locations.) Under the Best of South-East Fellowship Program, undergraduate or graduate students of economics, business or law at accredited universities in Slovenia, Croatia, Bosnia and Herzegovina, Serbia, Montenegro and Northern Macedonia are given the opportunity to study at the University of Graz for one year. The trainee program focuses on one year of practical experience at Steiermärkische Sparkasse in combination with courses at the University

of Graz, while the internship program focuses on studies at the University of Graz during the academic year in combination with practical experience at Steiermärkische Sparkasse in the summer after the academic year. The goal of the program is to provide students with international training opportunities, work experience and a springboard for their professional life. Candidates selected for the program will be enrolled at the University of Graz as exchange students for the duration of one year. European funding guide is a project of the Initiative for Transparent Learning (Initiative for Transparency in Student Funding). The aim of this project is to find appropriate funding and scholarships for each student. Through your individual profile and their database, each student will receive the information relevant to them. They also provide access to a database of internships in companies throughout the EU! Erasmus Intern is a web

platform that connects companies and organizations with students and young people interested in international experience. Erasmus Intern is a project funded by the European Commission and implemented by the Erasmus Student Network - ESN. Europe-internship.com brings together thousands of young people with over 30,000 companies worldwide. They help students apply for internships across Europe and support companies in finding and hiring young talent. Since 2010, over 30 000 companies have registered and over 100 000 users are actively looking for an internship. Internships with EU institutions The European Commission, the European Investment Bank, the European External Action Service and many other European institutions have published a call for a large number of interns to complete their internship with them for at least one month.



PRINCIPLE 6

INCLUSION AND SUSTAINABILITY PROMOTION ACTIVITIES

The Faculty is highly engaged in the community by providing an open door and platform for a dialogue on various ideas, perspectives, approaches and solutions for economic and social problems. To promote inclusion, the Faculty offers scholarships to our less privileged students based on social criteria accepted by the Faculty Council. The Faculty is also deeply committed to improving accessibility for our students with limited mobility by providing physical access to all classes, ensuring longer exam periods and other accommodations, and financial support.

Social responsibility is the backbone of our work in the community where we are located. We are initiators of projects that promote positive change in our society and transform the way we think about the world around us. The Faculty supports the principles of the circular economy by sorting its own waste. We are the first higher education institution in Central and Eastern Europe to calculate its carbon footprint in order to reduce greenhouse gas emissions and mitigate climate change. In doing so, we have paved the way for other business schools in our region to do the same.

We independently fund scholarships for international business students from alternative care institutions, and by participating in humanitarian campaigns, we help families and institutions in need. In order to promote help and inclusion, we provide mental health and psychological support in cooperation with the University of Rijeka, assistance with addiction problems, maintain an office for students with disabilities, and promote sports and physical health. (https://www.efri.uniri.hr/en/health_i_wellbeing/303).



Our rich and dedicated charity work is also worth mentioning: (https://www.efri.uniri.hr/en/charity_work/711/190)

EFRI Humanitarian Action for Social Self-Help (December 2022)

In collaboration with the Social Self-Help Service, we sent gifts to about 60 users of the Social Self-Help Service “Bread of Saint Elizabeth” according to their wishes and needs. As the number of poor citizens has increased, the faculty staff provided a larger number of gifts than in previous years in order to help as many elderly people in poor condition as possible. Due to the longer duration of the pandemic, the number of donations directed to users of the Social Self-Service was reduced, so all staff and a large number of students donated food and basic hygiene items in addition to gifts.

The gifts were presented by faculty representatives at a joint gathering in front of the Social Self-Service.

EFRI Humanitarian Action - 60 Years of Humanity (December 2020)

The EFRI community, which brings together students, alumni and staff of the Faculty, celebrated the end of the year with a humanitarian action under the motto “EFRI - 60 years of humanity”, which symbolically announced the entrance into the anniversary year of the Faculty of Economics and Business, University of Rijeka. Decades of teaching and scientific

excellence were accompanied by the enthusiasm and desire to help the needy in our society, which is one of the values that the members of our EFRI community carry with them. In this very difficult time, we decided to help people who often remain “under the radar” in such actions. These are people with lower financial status, mostly elderly, sometimes without housing, some of them with disabilities, and all of them have a common denominator

- they are left alone in life. Reservations for the purchase of 50 gifts were received the same day, thanks to students and ALUMNI members from all over Croatia who quickly organized to pay bills and buy vouchers for the clients. Along with the gifts, large quantities of food and hygiene items were also collected and placed on the shelves of the Social Self-Service in Rijeka.

3rd EFRI Humanitarian Trail Run (October 2021)

In 2021, despite the difficult times caused by the coronavirus pandemic, the EFRI Sports Association organized the traditional 3rd

EFRI Humanitarian Trail Race, which took place on October 30, 2021 in the city of Kastav. The event started with a guided exercise in the fresh air, followed by a race (or walk) on a 5 km course through the forest of Kastav. The best runners in the different age groups were awarded with medals. The social gathering continued with a lunch for all participants. As the run has a humanitarian character, the collected funds were donated to the Portić Association from Rijeka for their project “Aunts and Barbs Storytellers”, which facilitates the stay of children in the Children’s Hospital Kantrida.



2nd EFRI Humanitarian Trail Run (October 2019)

The 2nd EFRI Humanitarian Trail Run was held on October 19, 2019 in the city of Kastav. The run was organized by EFRI Sport Association in cooperation with the Faculty of Economics and Business, University of Rijeka, EFRI Student Union and the City of Kastav. There were prizes for the fastest three participants in the categories of men and women who ran the entire distance, as well as for all registered children. The goal of the run is to promote sports and a healthy lifestyle among students and the general public. The run has a humanitarian character, as it supports the work of the Association for Down Syndrome - Rijeka 21.

The Association for Down Syndrome - Rijeka 21 brings together people with Down syndrome, their families and volunteers in an effort to establish social contacts, carry out various activities, but also to inform and support the families and raise public awareness about the problems of people with DS in order to involve those affected in all areas of social life. One of the goals of the association in the coming period is to provide the protégés with experts such as speech therapists to accompany their development.

UNIRI PERIOD (December 2021-present)

Free menstrual supplies are available in several faculty restrooms for low-income students. This is the first step of the UNIRI Period project, which aims to reduce economic disparities by providing hygiene items at the College of Rijeka and raise awareness about the importance of reproductive and menstrual health in the community.

Humanitarian online quiz themed Donate and Play! (December 2020)

On December 23, 2020, the Faculty of Economics in Rijeka organized an online humanitarian quiz under the motto Donate and Play! with the aim of raising funds for the Rijeka 21 Association, which operates in Primorje-Gorski Kotar County and brings together people with Down syndrome, their parents, volunteers and others interested in its diverse activities.

Voluntary blood donation (May 2018, November 2018, April 2019, October 2019, April 2020, October 2020, July 2021)



The Faculty of Economics in Rijeka and the Student Association EFRI, in cooperation with the Red Cross, organize a blood donation campaign in the premises of the Faculty or in agreed locations on campus.

FUTURE GOALS

After our application and during the reporting period, we made great progress. Going forward, we intend to continue our current activities based on the values expressed in our vision and mission. In particular, we want to continue to work on internationalization and the promotion of sustainability goals in our study programs and activities. We aim to achieve this goal by engaging in projects that expand our knowledge base and the knowledge and skills of our students and alumni to collectively respond to the social and environmental challenges of the future. We would continue to support the sustainability of our local community through various educational programs, roundtables, workshops, etc., with a particular focus on sustainable entrepreneurship, circular economy, student startups, etc. We would continue to build and strengthen our social capital through collaboration with our for-profit and non-profit partners based on the Triple and Quadruple Helix model. All of our activities will be based on the stakeholder approach, i.e., dialog with our students, business and public sector partners, and all other stakeholders involved in economic, entrepreneurial, and social development.



PRIME

*an initiative of the
United Nations Global Compact*

