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**Women in Sustainable Energy
South East Europe
Leadership for Change
- Serbia case study -
Geneva, September 25, 2018**

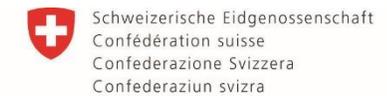
About the project

The project promotes active engagement, representation and strengthening the role of women in sustainable energy, climate action and environmental protection.

I project phase – Serbia

II project phase – methodology replication in other countries of the region – **PLANNING AND FUND RAISING AT THE MOMENT**

NEXUS gender equality – sustainable energy – climate change – environmental protection



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Република Србија
Министарство рударства
и енергетике



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Methodology



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MAPPING

Professionally engaged women in sustainable energy, climate action and environmental protection

RESEARCH

1. Women professionally engaged: attitudes, roles and position
2. Organizations: representation of women and their position
3. Women in general population: perception, attitudes, awareness and experience about sustainable energy, climate change and environmental protection

CAWI – Computer Assisted Web Interviewing, N=1.100

WISE WOMEN EXPERT NETWORK

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Gender equality in Serbia



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- Gender equality law brought in 2009
- New law drafted, the public hearing organized in Parliament, yet the law was not brought – the Ministry in charge announced it for the end of year
- Government introduced unpopular measures – dramatically reduced financial support for women on pregnancy/maternity leave
- Women in difficult position, often victims of violence, no anti-discriminatory measures in practice and no legal support provided
- Energy sector – no sector policy in place, not even recommendations

Categories of women that participated at the research



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Women decision makers in public sector – representation and power



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Institution	Women as a share of total employees	Share of women on the first decision-making level
Ministry of energy and mining	59%	18%
Ministry of environmental protection	68%	33%
Ministry of construction, infrastructure and transportation	61%	43%
Energy Agency	60%	18%
Environmental Agency	64%	0%

Women at government ministries and agencies most often hold positions on the second decision-making level, while positions on the first decision making level are “reserved” for men.

Do you believe men and women at the institution you work for have equal opportunities for advancement?

- Yes
- No
- Uncertain

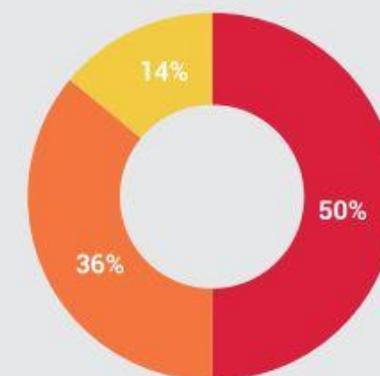


Chart:

Attitudes of female decision-makers on women's opportunities for advancement at institutions.

Women in business - work and perseverance crucial for advancement



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WOMEN'S REPRESENTATION	EPS	EMS
Of the total workforce	20%	22%
In middle management	33%	36%
In top management	13%	56%

Serbian TSO, Elektromreža Srbije (EMS), is an energy sector champion in the gender equality segment, with women holding 56% of top management positions.

Women in business - work and perseverance crucial for advancement



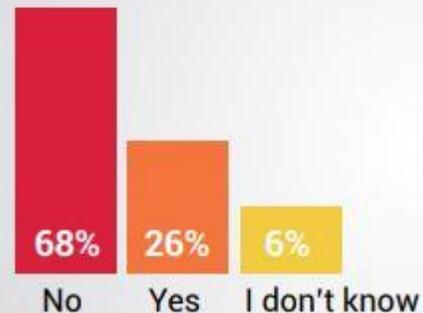
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"Frequent attacks and contradictory behavior by male colleagues."

"I was made redundant after maternity leave."

"At the former workplace, I was demoted following maternity leave, while a male colleague with less experience was promoted. Unfortunately, mobbing was also an everyday thing."

As a woman, have you faced an unpleasant situation at work?



Ernst&Young study:
Women in Power Utilities →
companies with more women in BoDs have better business results

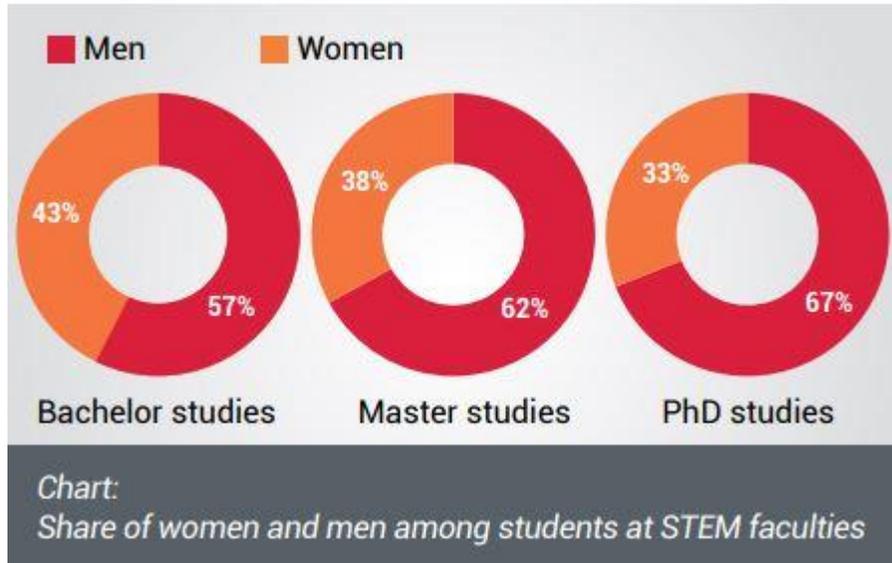
Women feel that they are not fully equal with men, yet rarely recognize gender inequality and even downplay problems stemming from fixed gender roles and identity.

In most cases, they believe that women's career advancement and status for the most part depend on themselves, on their efforts and dedication, even though one-fourth of them have faced problems and obstacles because they are women.

Women in the academic community and scientific institutes – a positive trend

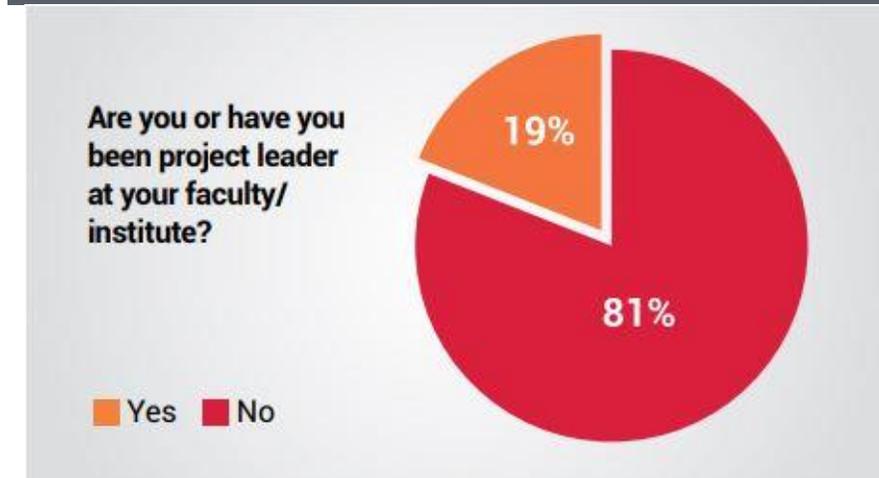


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RECOMMENDATION:

Motivate young women to opt for STEM faculties. In this way, the professional base of women, future leaders, would be significantly expanded.



Women in media – fighting for high-quality reporting and own position



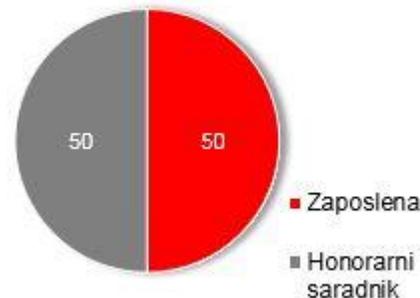
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What are the biggest problems of women journalists covering energy, environmental protection, and climate change?



Chart: Status and problems of women journalists

Radni status



Working status: 50% employed, 50% part-time job

Do women journalists earn the same pay as male counterparts covering energy, climate change, and environmental protection?

- Yes
- No
- Women earn less
- Women earn more

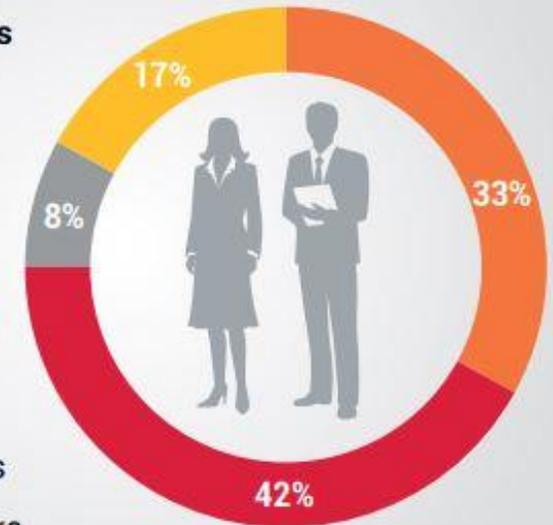


Chart: Pay earned by women journalists compared to male counterparts



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**Women consumers:
women in agriculture, entrepreneurs and
women in households**



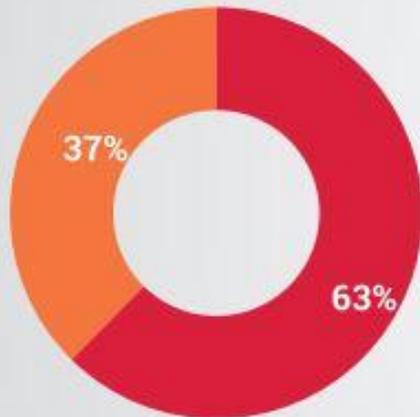
WOMEN IN AGRIBUSSINES:
leave strong impression that they are very informed and ready to use renewable energy sources in the operation of their agricultural households.

Women in agribusiness – ready for smart development



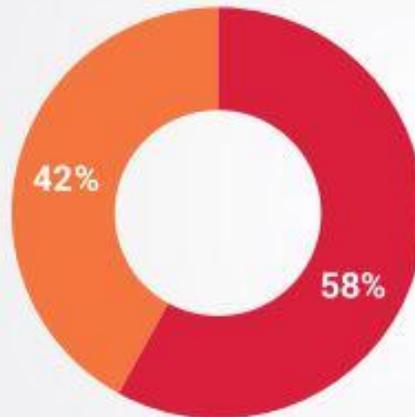
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Are you aware of the development and application of new technologies in agriculture?



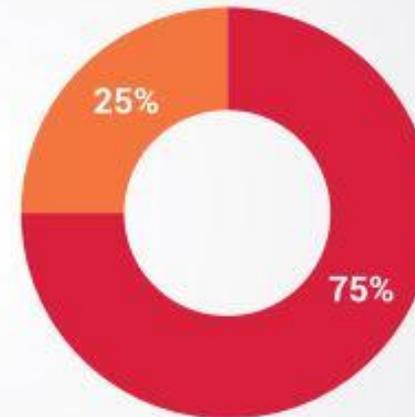
Yes No Partially

Are you aware of the sustainable development concept?



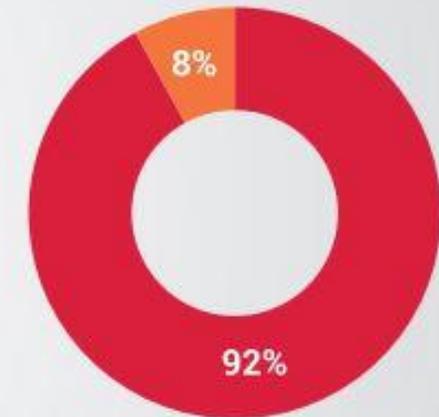
Yes No Partially

Are you aware which renewable energy sources you can use in your agricultural household's operations?



Yes No

Do you use some type of renewable energy source in your agricultural household's operations?



No Yes

Chart: Application of technologies and the sustainable development concept

WOMEN ENTREPRENEURS

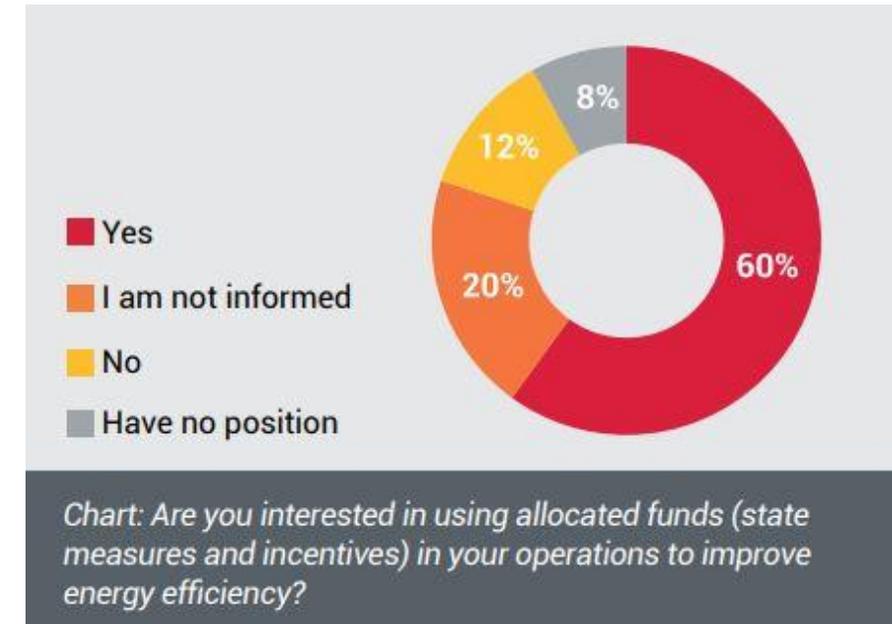
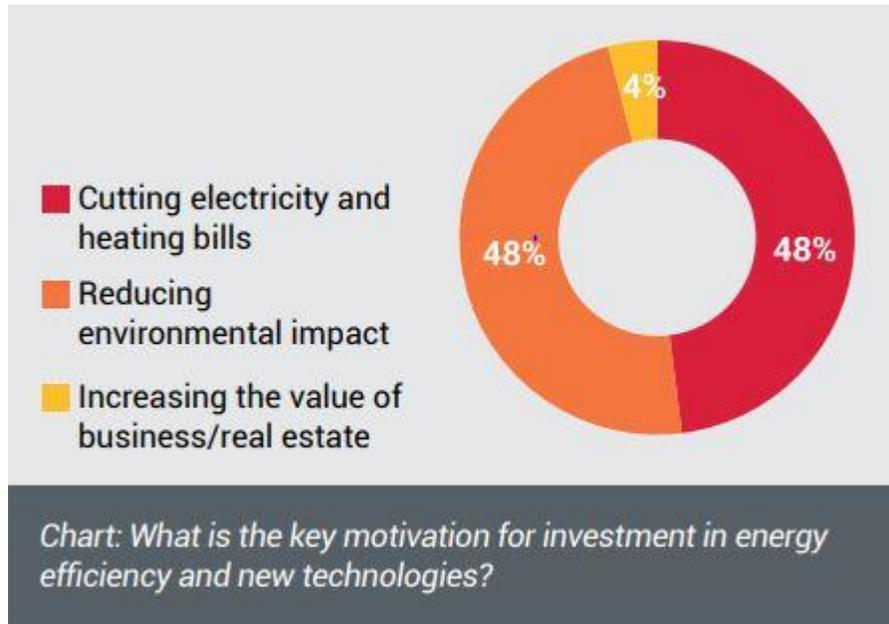
- All of the surveyed women entrepreneurs know what energy efficiency is
- 84% of them know what their monthly energy costs are
- Seven out of 10 surveyed women entrepreneurs take care of energy consumption at their firms on their own
- Only three out of 10 believe they can save energy based on their own calculations



Women entrepreneurs – training and support are necessary



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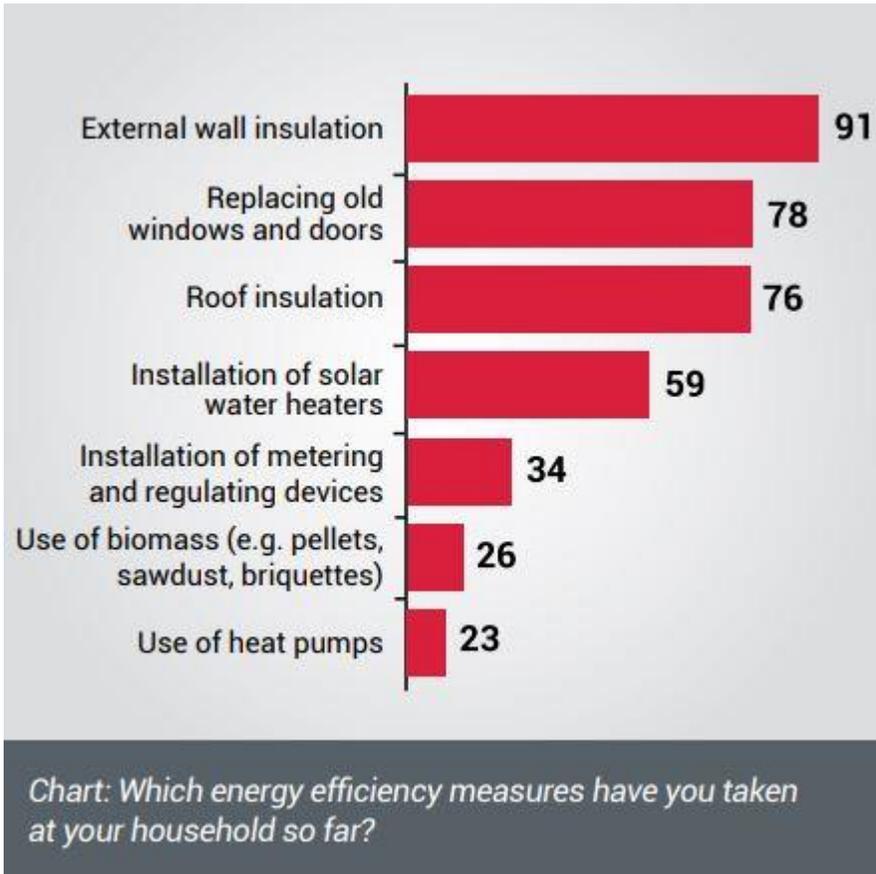


Women entrepreneurs are not aware of the ESCO (energy service company) concept (with only 28% of these respondents having heard of ESCOs). At the same time, they cite financial reasons as the main obstacle to their improving energy efficiency.

Women in households – open to new knowledge and information

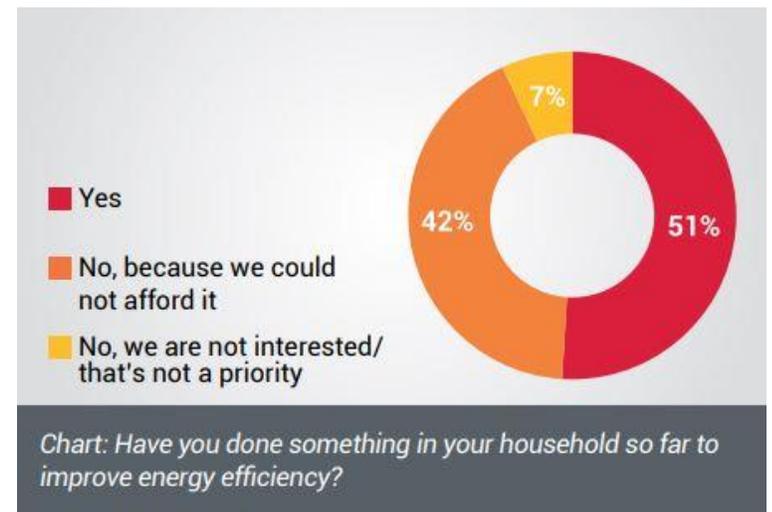
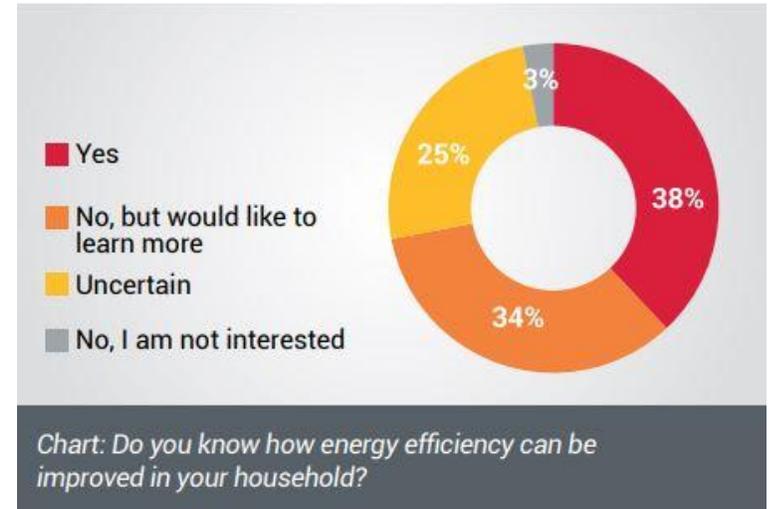


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72%

of women in households in Serbia would like to learn more about measures to improve energy efficiency

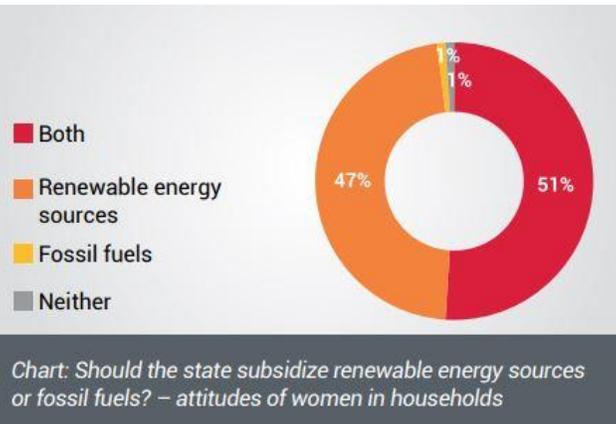


Attitudes – women in Serbia choose sustainability



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STATE SUBSIDIES

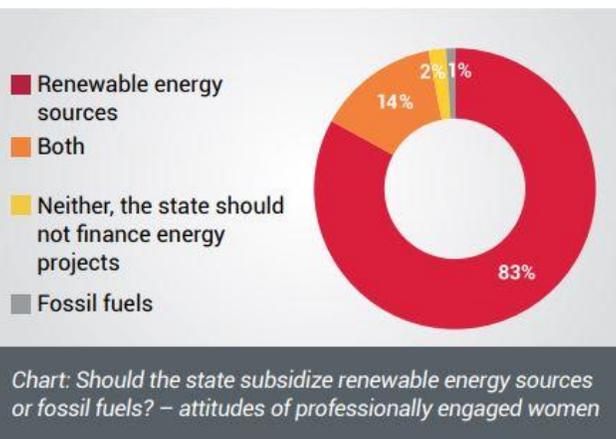


BUYING A SUBSIDIED ELECTRIC VEHICLES

- ✓ 83% of professionally engaged women, led by women in the business sector (91%), would buy a state-subsidized electric vehicle.
- ✓ Two-thirds of women in household would opt for buying a subsidized electric vehicle, while 29% are not certain.

PARTICIPATION IN ENERGY COOPERATIVES

- ✓ One-third of women in households would gladly associate in energy cooperatives, while nearly 40% are interested in learning more about these cooperatives.
- ✓ Nine out of 10 (or 91%) of the surveyed professionally engaged women believe that citizens should be included in RES projects.



Conclusions



- Sustainable energy, climate change, and environmental protection are sectors creating room for a more active involvement of women, more than conventional energy based on fossil fuels.
- Women in the general population are strongly in favor of sustainable solutions. They support the state in creating policies promoting sustainable energy development.
- There are no measures in place to improve gender equality by supporting women and enabling their career advancement and breaking the glass ceiling in public administration, public companies, and faculties and scientific institutions.

Recommendations



- **Recommendations for decision-makers** - Improve women's representation at the decision-making level at public institutions and public companies in the energy, climate change, and environmental protection sectors through the introduction and implementation of equal opportunities measures
- **Recommendations for the business sector** - Improve women's representation at the top and senior management levels, and promote women's leadership role in the transition to sustainable and smart solutions in energy, climate change, and environmental protection.
- **Scientific institutes and faculties** - Adopt measures to improve gender equality (plans to achieve gender equality) that would support women in faculties and scientific institutions and enable their career advancement and breaking the glass ceiling;
- Motivate young women to opt for STEM studies.
- **Women entrepreneurs and farmers** - inform women entrepreneurs about options for improving energy efficiency and implementing green technologies in business through training and awareness programs.
- **Women in the general population** - Work on informing and educating women, and including them in the existing women empowerment programs, as well as programs promoting the use of new and sustainable technologies, including renewable energy sources.



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Thank you!

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