

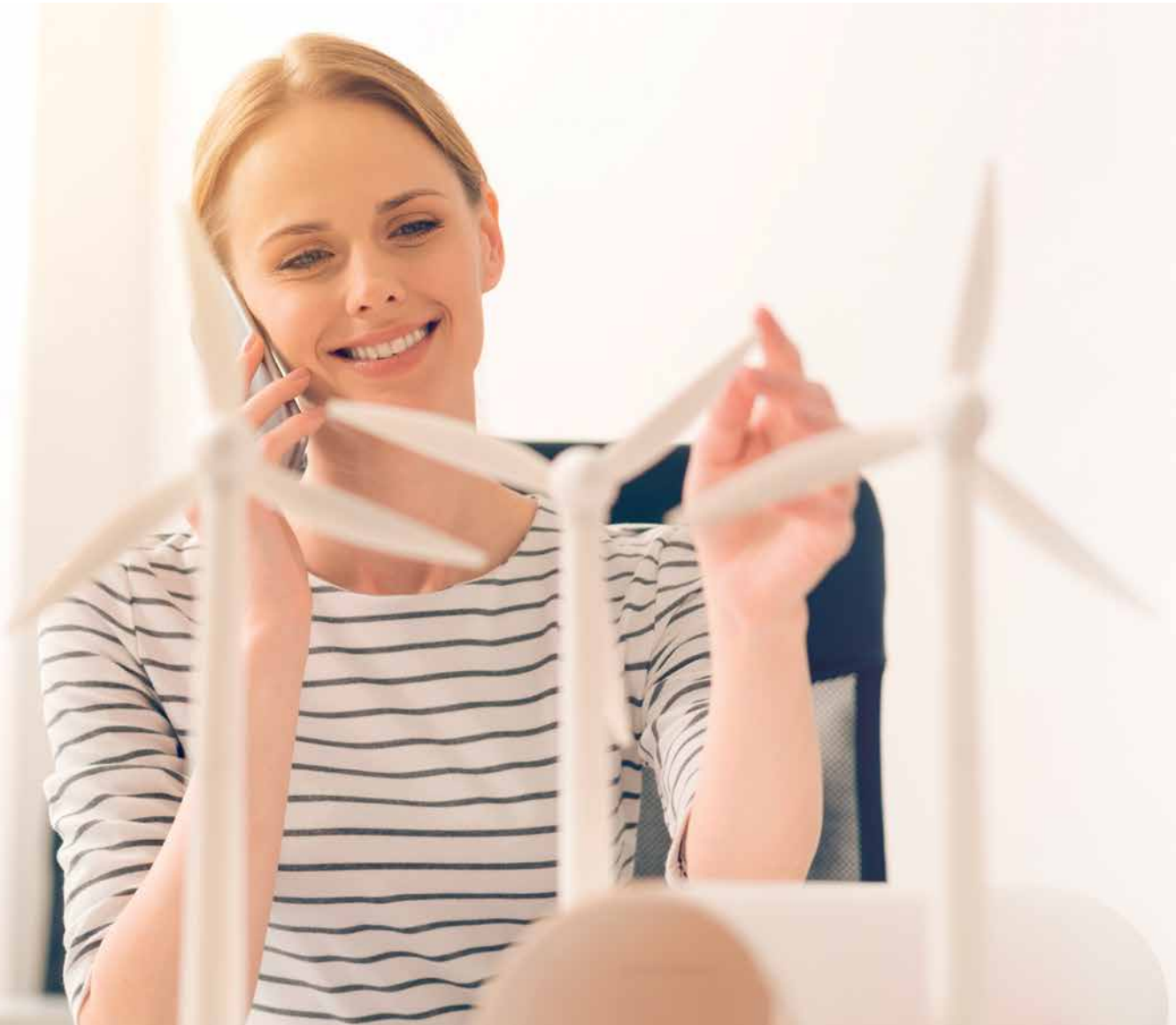


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Embassy of Switzerland  
Swiss Cooperation Office in Serbia



**WISE SEE**



**Women in sustainable  
energy, climate change,  
and environmental protection -  
LEADERSHIP FOR CHANGE**

# Contents:

<b>Introduction</b>	<b>3</b>
<b>Methodology</b>	<b>4</b>
<b>Women in sustainable energy, climate change, and the environment - representation, position, and attitudes</b>	<b>5</b>
<b>Women decision makers in the public sector - representation and power</b>	<b>6</b>
<b>Women in business - work and perseverance crucial for advancement</b>	<b>7</b>
<b>Women in the academic community and scientific institutes - a positive trend</b>	<b>9</b>
<b>Women in international organizations - gender-aware advocates of environmental sustainability</b>	<b>10</b>
<b>Women in civil society organizations - gender equality is a cross-cutting issue</b>	<b>11</b>
<b>Women in the media - struggle for good-quality reporting and status</b>	<b>11</b>
<b>Women consumers: farmers, entrepreneurs, and women in households</b>	<b>12</b>
<b>Women in agriculture - ready for smart development</b>	<b>12</b>
<b>Women entrepreneurs - training and support are necessary</b>	<b>13</b>
<b>Women in households - open to new knowledge and information</b>	<b>14</b>
<b>Attitudes - women in Serbia choose sustainability</b>	<b>16</b>
<b>Conclusions</b>	<b>18</b>
<b>Recommendations</b>	<b>19</b>
<b>CPOR and the project team</b>	<b>20</b>



## Introduction

The **WISE SEE (Women in Sustainable Energy South-East Europe)** project promotes women's active participation and representation and strengthening their role in the sustainable energy, climate change, and environmental protection sector.

Women are globally recognized as strong drivers of change in the transition to sustainable solutions for the energy sector, climate change, and environmental protection. In order to fully utilize women's potential, knowledge and skills, and to propel a new leadership model, it is important to include the gender perspective in policies, projects, and development plans pertaining to the fields of renewable energy sources (RES), energy efficiency, climate change, environmental protection, the circular economy, and related sustainable development goals in the Republic of Serbia. WISE SEE is a regional project, and Serbia is its first country of implementation.

*The project deals with the nexus gender – sustainable energy – climate change – environmental protection, which is a new approach to considering the gender component in what have become complementary sectors in the transition to a low-carbon economy and making energy greener.*

This process is realized by identifying women professionally engaged in these fields, researching women's attitudes and awareness, mapping the state of gender equality, and creating a WISE expert network aimed at increasing the visibility of women's expertise and their contribution to this field. In the second phase, the goal is to replicate the methodology, project-acquired experience, and lessons learned in other countries in South-East Europe.

The Center for the Promotion of Sustainable Development (CPOR), a civil society organization, is implementing the project in partnership with the Swiss Cooperation Office – SECO. The project has been institutionally supported by the Ministry of Environmental Protection of the Republic of Serbia, the Ministry of Mining and Energy of the Republic of Serbia, the United Nations Economic Commission for Europe (UNECE), and the Energy Community.



# Methodology

## Mapping women

The first step the project team took toward identifying women relevant to the goals of the WISE SEE project and obtaining their attitudes and opinions was to map women.

Mapping covered:

- a) women professionally engaged in sustainable energy, climate change, and environmental protection
- b) women energy users (consumers)

*Professional engagement was taken to mean not only traditional engineering jobs, but also a wider scope of various professions within target groups dealing with topics pertinent to the research: decision-makers and women in business, the media, the academic and scientific community, civil society organizations, and international organizations.*

Two groups of women were identified in the category of women consumers. The first group includes women who can benefit from the use of green technology and innovative energy solutions in their work. These are women entrepreneurs and women in agriculture. The second group is comprised of women in the general population, or women in households.

At the same time, the project identified and established communication with relevant organizations, institutions, and companies that supported the project team in the women mapping process. These organizations backed the project by informing their female employees of it and recommending them to take an active role.

## Research

The project team carried out comprehensive research that had three segments:

**1.** Research among women professionally engaged in sustainable energy, climate change, and environmental protection on their roles, attitudes, and status. This research was carried out over a two-month period (December 2017 – January 2018) on a sample of 300 women.

**2.** Research into women's representation and status in organizations and institutions in the fields relevant to the project. The organizations filled out questionnaires with data on women's representation and their position in the organization at different management levels. A series of qualitative surveys was also carried out in the form of an interview with organizations' male and female representatives.

**3.** Research into the positions of women in the general population (women in households) on sustainable energy and climate change. The main goals of the research were to survey the perception, positions, knowledge, and experience of the female population in the Republic of Serbia on the topics in question.

The research covered 800 women, with the Statistical Office's data from the latest census (2011) used in the sampling. The relevant nationally representative sample was created based on the size of the target group (women aged 25-55) within each of the four statistical regions and in both types of settlements. The research was carried out in January 2018.

*Computer-assisted web interviewing (CAWI) was the technique used to survey attitudes of professionally engaged women, as well as to survey women in the general population. This technique involves personal interviews during which a respondent provides answers through the appropriate online platform.*

Market research agency GfK carried out research on women in the general population and provided expert support in analyzing and processing data obtained from the research carried out on the overall sample.



## Women in sustainable energy, climate change, and the environment – representation, position, and attitudes

The energy sector is traditionally perceived as a sector dominated by men. However, sustainable energy, which relies on finding clean, renewable sources, meeting people's socio-economic needs with a minimum impact on the environment and the conservation of natural resources, and meeting present demands without jeopardizing future generations' ability to satisfy their needs, as well as the area of environmental protection and climate change, are not seen as predominantly "male" sectors.

New global trends in energy policies and policies in the areas of climate change and environmental protection, helped by global initiatives such as the UN's Sustainable Energy for All and the Clean Energy Education & Empowerment (C3E) initiative within the Clean Energy Ministerial (CEM) global project, all see women as active and key participants on the road to achieving sustainable development goals.



*Though equally capable, educated, and skilled, women often do not succeed to reach top positions in the organizations, institutions, and companies they work for.*

Also, even though women are the primary energy consumers in households and communities, they are often sidestepped in the process of consultation and public presentations of sustainable energy development projects, despite the fact that they are equally important community members with specific needs.

Chart:  
Categories of women mapped by the WISE project and surveyed

## Women decision makers in the public sector – representation and power

Even though they dominate employee numbers at line ministries and agencies relevant to topics covered by gender equality mapping, the share of women declines as the seniority of ranks rises.<sup>1</sup>

Institution	Women as a share of total employees	Share of women on the first decision-making level
Ministry of Mining and Energy	59%	18%
Ministry of Environmental Protection	68%	33%
Ministry of Construction, Transport, and Infrastructure	61%	43%
Energy Agency of the Republic of Serbia	60%	18%
Serbian Environmental Protection Agency	64%	0%

Table:  
Share of women at institutions and at the first decision-making level

*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.*

The Ministry of Construction, Transport, and Infrastructure is the only ministry covered by the research to be headed by a woman, Zorana Mihajlović, who is also a deputy prime minister. This ministry also has the largest share of women on the first decision-making level, 43%.

More than a half of women decision-makers who took part in the WISE research (55%) said that men and women at institutions they work for have equal status, while one-third note differences, and 12% are uncertain. Women responded similarly when asked whether men and women at institutions they work for have the same opportunities for advancement. A half responded "yes," 36% "no," and 14% are uncertain.

**43%**

Women account for 43% of positions on the first decision-making level at the Ministry of Construction, Transport, and Infrastructure

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

- Yes
- No
- Uncertain

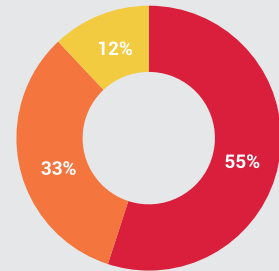


Chart:  
Attitudes of female decision-makers on the status of women at institutions.

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

- Yes
- No
- Uncertain

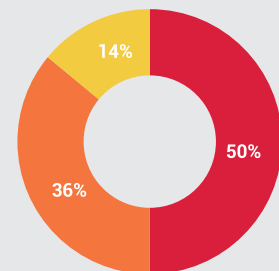


Chart:  
Attitudes of female decision-makers on women's opportunities for advancement at institutions.

Education in the country follows suit, ahead of learning through work on projects, education abroad, and internal education at the institution, while 12% of women decision-makers have not gone through an official education

<sup>1</sup> At government ministries, the first decision-making level includes the minister, state secretaries, assistant ministers, special advisers to ministers, and chiefs of staff; at agencies, the first decision-making level includes agency directors, assistant directors, department heads, and council members.

## Women in business – work and perseverance crucial for advancement

Global studies show that the share of women in top management positions in the energy sector is insufficient, which represents a loss for the companies in question and a limitation on talent, ideas, and innovation.

The *Women in Clean Energy publication*<sup>2</sup> cites the International Renewable Energy Agency's (IRENA) 2016 study showing that women represent an average of 35% of the workforce at 90 surveyed renewable energy companies worldwide, a share greater than in the traditional energy sector.

Also, professional services firm EY's *Women in Power and Utilities (P&U) Index* tracks the number of women in the boardrooms of the world's largest utilities in revenue terms. In 2016, women made up only 16% of boards, a rise of just 1% over three years. At this rate, it would take as long as 42 years to reach a level of 30% women on boards, and 72 years to attain 40%, authors of the Women in Clean Energy publication conclude.

At Serbian state power utility Elektroprivreda Srbije (EPS), women account for 20% of the workforce and hold only 13% of top management positions (the supervisory board, general manager, and executive directors). At state transmission system operator Elektromreža Srbije (EMS), women make up 22% of the workforce and hold 36% of middle management positions. When it comes to women's share of top management positions, EMS has to be one of leading energy companies in the world.

WOMEN'S SHARE	EPS	EMS
Of the total workforce	20%	22%
In middle management	33%	36%
In top management	13%	<b>56%</b>

Table:  
Women's shares at EPS and EMS



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

The research segment covering women professionally engaged in sectors was led, with one-third, by women in energy companies, followed by women in financial services, law firms, and consulting, as 10% of respondents came from environmental protection companies, ahead of women in architecture, women in equipment manufacturing, and women in business associations.

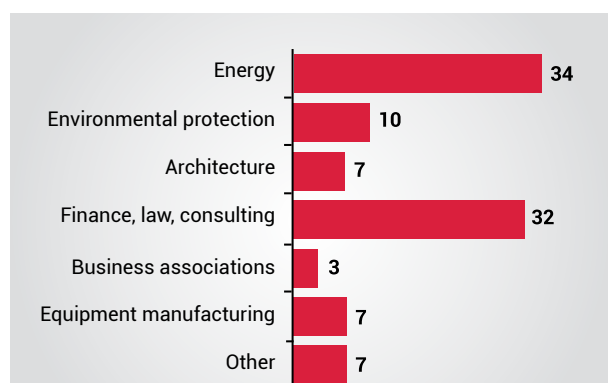


Chart:  
Breakdown of respondents by employer's industry

<sup>2</sup> Clean Energy Ministerial, Clean Energy Education and Empowerment (3CE), Women in Clean Energy, 2017

Three-fourths of respondents from the business sector feel equal to male colleagues

A somewhat lower percentage (69%) feel that women and men have equal opportunities for advancement at their current workplace

A vast majority (91%) is satisfied with their status at their current workplace.

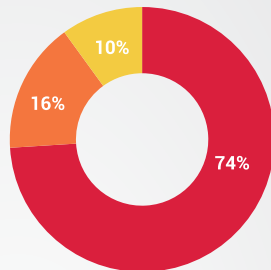
When it comes to benefits for women employees, only about one-third (31%) of surveyed businesswomen said that their employer provides certain benefits. The most common benefit cited by women is paid maternity leave, followed by flexible working hours, the option to work from home, and additional coverage for physical examinations. It is interesting to note that a large number of women perceive paid maternity leave as a benefit, even though this is a right guaranteed under the law.

Also, a third of women respondents said they encountered obstacles to career advancement.

Four out of 10 women said they faced unpleasant situations at work only because they are women, and 6% reported having faced a problem when taking maternity leave.

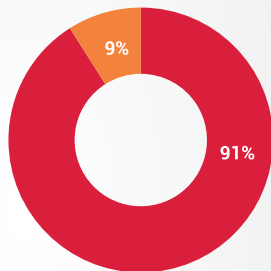
**Do women and men have an equal status at the company you work for?**

- Yes
- No
- I don't know/don't find it important



**Are you satisfied with your status at the workplace?**

- Yes
- No



**Do women and men at the company you work for have equal opportunities for advancement?**

- Yes
- No
- I don't know/don't find it important

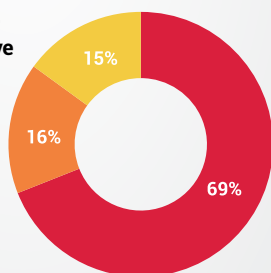


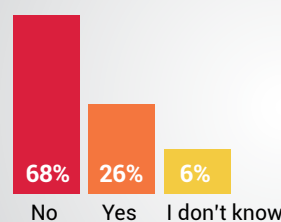
Chart: Status of women at their current workplace

*"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?**



**Have you faced a problem at work over taking maternity leave?**

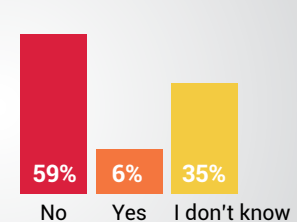


Chart: Unpleasant situations at work and experiences concerning maternity leave



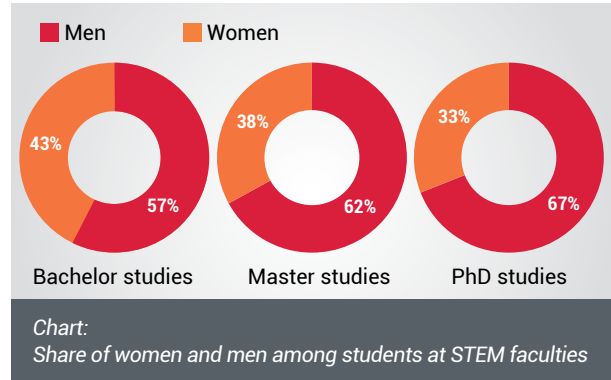
## Women in the academic community and scientific institutes – a positive trend

### Faculties

Young women in Serbia are increasingly opting for electric engineering, mechanical engineering, and technological studies (science, technology, engineering, mathematics – STEM) in universities, disciplines perceived as traditionally male. This positive trend is helping expand and diversify skills and talents, as well as develop more innovative solutions integral to sustainable energy development and the development of a circular economy, the transition to a low-carbon economy, and new models in the process of climate change adaptation and environmental protection.

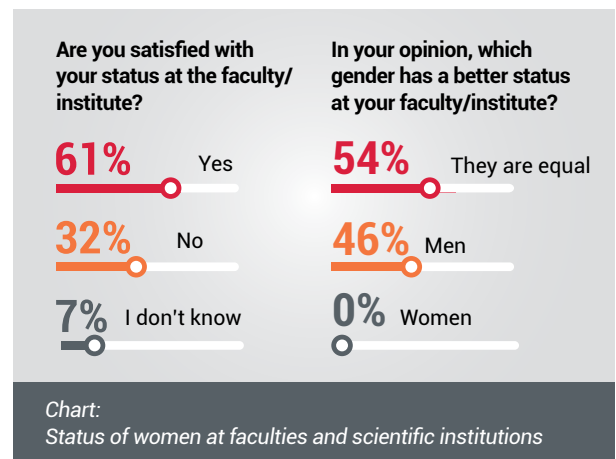
A sample of eight university faculties in Belgrade, Niš, Novi Sad, and Kragujevac, whose curricula are pertinent to the **WISE project**<sup>3</sup>, based on data on the numbers of enrolled male and female students in the past three years (enrollment years 2015, 2016, and 2017), shows that male students accounted for 57% and female students for 43% of those enrolled. The average percentage of female students decreased as academic level of studies increased from bachelor's to master's to PhD – from 43%, to 38%, and 33%, respectively. The Faculty of Technology and Metallurgy (the chemical engineering and environmental protection departments) had the largest share of female students, which made up 76% of overall student numbers in the last three years.

Women's representation among faculty at the surveyed university schools and departments is lower than men's – 35% to 65%. Even this ratio is largely due to the Faculty of Technology and Metallurgy, which has 14 women and 2 men on the staff of bachelor's-granting departments, otherwise the overall women's share would be even lower.



### Scientific institutes

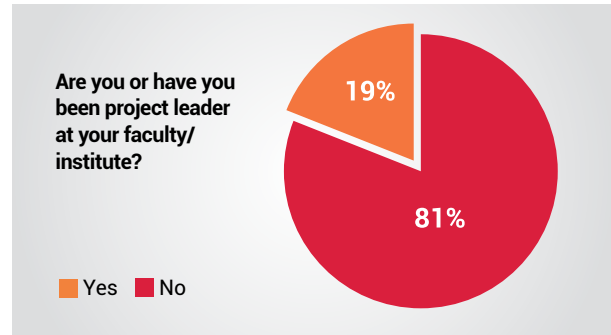
Most women among faculty and in scientific institutes covered by the research (82% of respondents) said that dedication to work was a key factor in their career advancement. Three-fifths of respondents in this group (61%) said that they were satisfied with their status, with nearly a half (46%) saying that men have a better status at work, while no female respondent felt they had an advantage over men.



The noticeable trend of women's strong interest in scientific institutes can be explained by the nature of the work, involving scientific research and laboratory work and no field work, and the fact that it provides opportunities for professional development and career advancement.

<sup>3</sup> The University of Belgrade Faculty of Electric Engineering, Faculty of Mechanical Engineering, Faculty of Technology and Metallurgy, and Faculty of Physics; the University of Novi Sad Faculty of Technology; the University of Nis Faculty of Electronic Engineering; and Singidunum University Faculty of Applied Ecology (FUTURA). The research was carried out only in those departments identified as relevant to the topics the project deals with.

Belgrade's Vinča Institute of Nuclear Sciences is a good example, as women not only have a dominant share of the total workforce (57% compared to men's 43%), but are also more numerous than men as holders of scientific titles (59% to 41%) and holders of PhD degrees (57% to 43%). Men are only more numerous than women among project leaders at the institute, accounting for 64%, compared to women's 36%.



## Women in international organizations – gender-aware advocates of environmental sustainability

Women employed at international organizations are very actively involved in sustainable energy, climate change, and environmental protection projects. Projects have been or are led by 75% of women respondents, and 70% of the projects in question have a gender equality component, which is increasingly required by donors.

The inclusion of the gender perspective in projects are promoted by the OSCE Mission to Serbia, UNDP climate change and environmental protection projects, with the support of UN Women, and in cooperation with the Women's Architectural Association (ŽAD), the Swedish International Development Cooperation Agency (Sida), and especially the German development organization Deutsche Gesellschaft für Internationale Zusammenarbeit's (GIZ) two regional projects – the GIZ Open Regional Fund for South-East Europe – Energy Efficiency (ORF-EE) and Open Regional Fund for South-East Europe – Biodiversity (ORF-BD).

**100%** of women from international organizations who took part in the research said it is important to them for their work to be in line with the principles of sustainable development.

## Gender perspective and energy efficiency – an example of good practice

*Open Regional Fund for South-East Europe – Energy Efficiency (ORF-EE)* is an energy efficiency, climate change, and sustainable urban transport project implemented in six South-East European countries through several sub-projects. ORF-EE was established on behalf of the German government and is implemented by GIZ.

The gender perspective has been defined as a cross-cutting issue in the project agenda, in line with GIZ's gender equality strategy, and is part of all project activities, realized through:

- ▶ A systemic approach and consistent integration of the gender perspective through the development of tools and control lists for the gender-sensitive implementation of project activities, reporting, the strengthening of capacities of the project team and partners, etc.;
- ▶ The visibility and promotion of the gender perspective (gender-sensitive language, visual representation, contents) in all materials prepared and published;
- ▶ An equal representation of women and men in all project activities, as well as gender-sensitive hiring of external experts;
- ▶ The promotion of the gender perspective in the creation of relevant local policies.

The project applies gender equality policy markers (the OECD gender equality policy marker), with the GIZ ORF-EE project being marked G0 in the phase launched in 2017, which generally means that the project does not target gender equality (and which is not its main goal), but that measures and activities are taken to prevent the reproduction and deepening of gender inequalities. This systemic marking is in keeping with the complexity of the ORF-EE project agenda in SEE. However, ORF-EE often surpasses the systemic approach to the issue of gender equality. A female gender equality advisor has been named within the project.

## Women in civil society organizations – gender equality is a cross-cutting issue

A total of 88% of women in civil society organizations who took part in the research manage projects, with a half of them coming from organizations focused on gender equality.

Of 36 environmental protection, sustainable energy, or climate change projects stated to have a gender equality aspect, only 14 actually include both components, and these deal with the promotion of ecofeminism, organic production, and textile recycling.

The gender aspect of projects dealing with environmental protection, sustainable energy, and climate change was identified as women's participation in project activities, gender equality training as part of project activities, and gender responsive budgeting, which is a good example of the application of tools to integrate the gender perspective in projects.

## Women in the media – struggle for good-quality reporting and status

Women journalists who took part in the WISE research showed by far the most interest in the issue of RES, followed by environmental protection and climate change.

When it comes to rating communication with representatives of various institutions and organizations for the purpose of reporting, women journalists believe there is room for improvement in state institutions, though they did cite the Ministry of Environmental Protection and the Ministry of Agriculture as examples of good practice. Judging from communication marks given by women journalists in the survey, local governments should seriously work on their communication with the media, though there are notable exceptions, including Pirot, Ražanj, Belgrade, and Subotica.

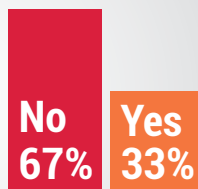
Women journalists have good communication with civil society organizations and international organizations, while the business sector should also improve its communication, as no woman journalist gave it 5 on a scale of 1-5 for quality of communication.



Women journalists covering sustainable energy, climate change, and environmental protection are not satisfied with their status, firstly due to an inability to report on these topics in continuity, but also due to their freelance status (50% of women reporters are permanently employed and 50% are freelancers) and their unsatisfactory financial situation.



Is the status of women journalists covering energy, climate change, and environmental protection satisfactory?



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



Chart: Status and problems of women journalists

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

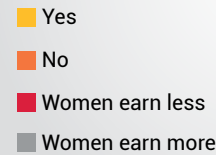


Chart: Pay earned by women journalists compared to male counterparts

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

**Women in agriculture – ready for smart development**

Even though the sample of women farmers who took part in the research is modest (N=24), this group of women left a strong impression that they are very informed and ready to use RES in the operation of their agricultural households. These women are educated, computer-literate, on top of trends, are visiting fairs, and continually educating themselves. All of these respondents are fully (63%) or partially aware of the development and application of new technologies in agriculture, and all are aware of the sustainable development concept (58% fully and 42% partially).

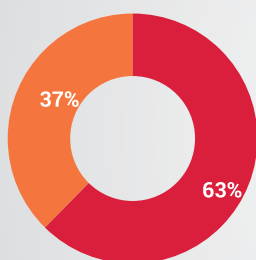
partially). The biggest number of these respondents are fruit and vegetable growers, followed by grain and livestock farmers, while a smaller number are organic food and medicinal herb growers. Two out of five of these respondents state that they are in the manufacturing business.

*Women farmers left the strong impression that they are very informed and ready to use renewable energy sources in the operation of their agricultural households.*

Only one in four of the surveyed women in agriculture said that they are members of an agricultural cooperative, that they have a registered agricultural household, or that they own a house, land, equipment, livestock, etc.

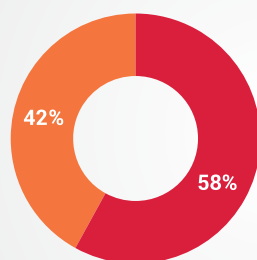
Three-fourths of respondents from the agricultural sector said that they are aware of which renewable energy sources they can use in their agricultural households' operations, while only 8% said that they use some type of renewable energy source in their work.

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



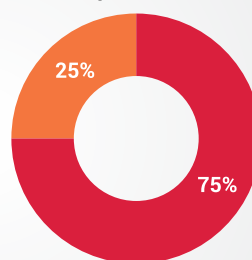
Yes No Partially

**Are you aware of the sustainable development concept?**



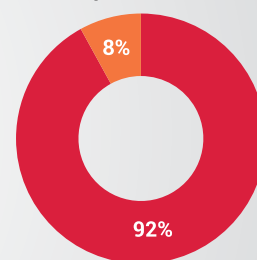
Yes No Partially

**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 – training and support are necessary

All of the surveyed women entrepreneurs know what energy efficiency is, and a great majority (88%) is aware of what it entails in business, as well as what their monthly energy costs are (84% of respondents).

Seven out of 10 surveyed women entrepreneurs take care of energy consumption at their firms on their own, and only three out of 10 believe they can save energy based on their own calculations.

Women entrepreneurs who have not yet taken steps to that effect are very interested in getting an estimate of potential energy savings, but are only aware to a certain degree of the energy efficiency options they could apply to their business. Only 20% of respondents have actually invested in some of these measures.

The survey also showed that 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.



Sanja Milosavljević, entrepreneur, owner of Moje gnezdo  
Photo by: Stefan Đaković

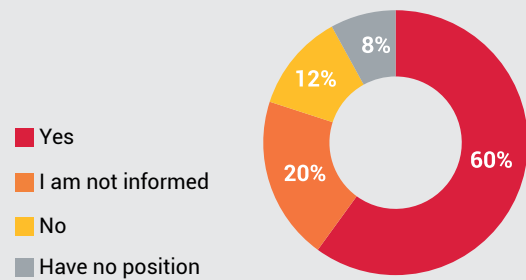


Chart: Are you interested in using allocated funds (state measures and incentives) in your operations to improve energy efficiency?

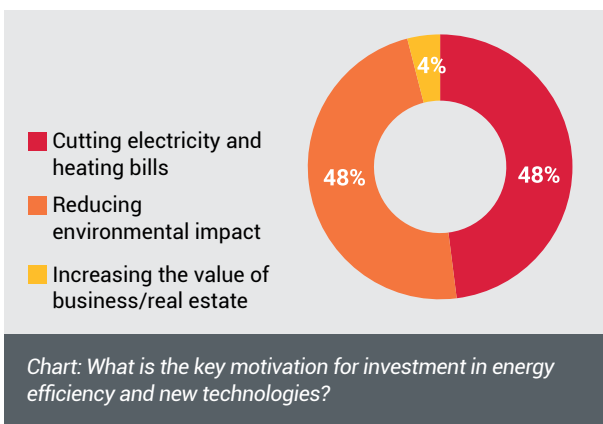
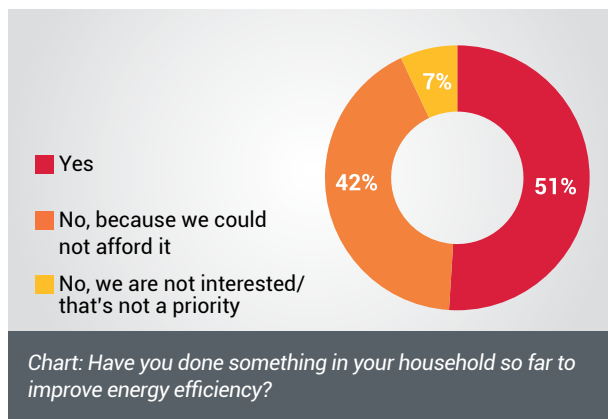
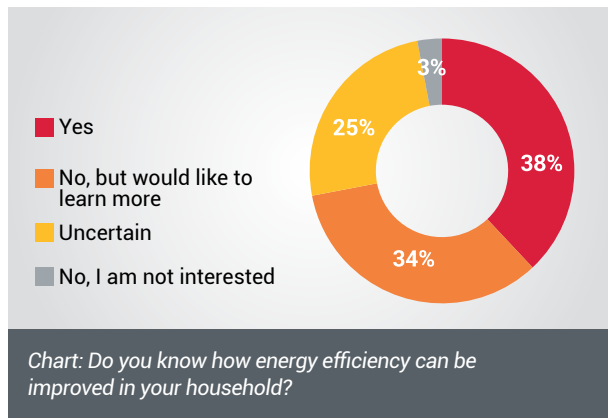


Chart: What is the key motivation for investment in energy efficiency and new technologies?

Those women entrepreneurs surveyed have not applied for energy efficiency loans or renewable energy loans offered by banks, but a majority (60%) are interested in using the state's measures and incentives to improve this aspect of their operations.

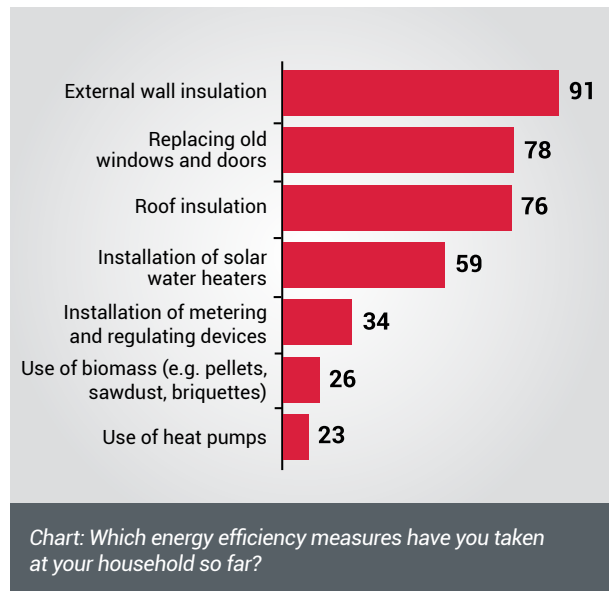
## Women in households – open to new knowledge and information

The general impression is that women in Serbia are very interested in energy efficiency and renewable energy sources – 72% of respondents would like to learn more about measures to improve energy efficiency, led by the youngest age group (25-34). It is especially heartening that only 3% are not interested in this topic. A half of the women surveyed said that their households had already invested in improving energy efficiency. A large portion of those that have not, 42%, said that they cannot afford it, while 7% said they do not even think about it.

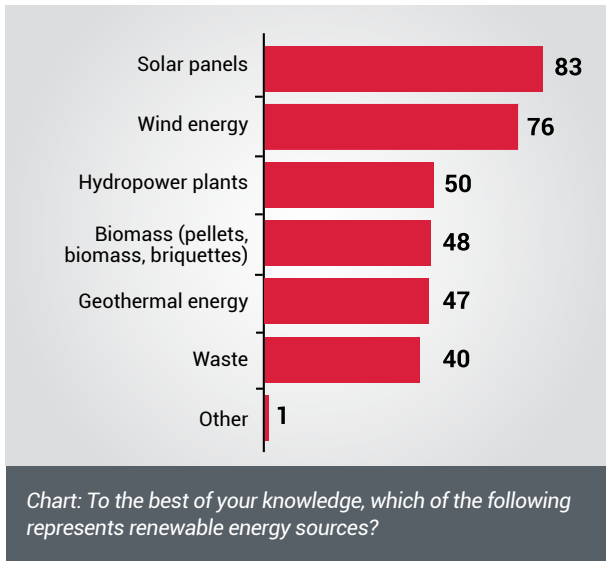


Energy efficiency investments by households in Serbia most frequently go towards external wall insulation (71%) and replacing windows and doors (66%), while 9 out of 10 respondents said that the main reasons for this were savings (88%) and environmental protection (76%).

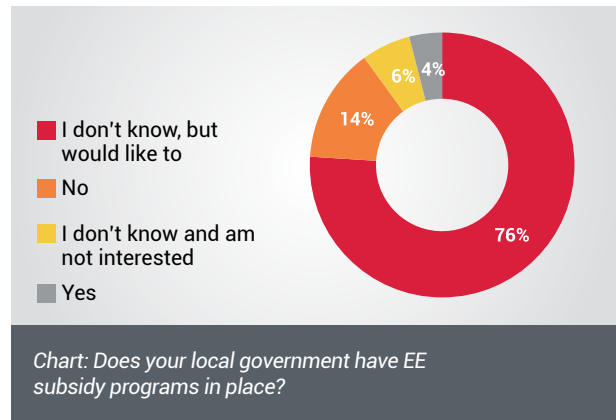
**72%** of women in households in Serbia would like to learn more about measures to improve energy efficiency.



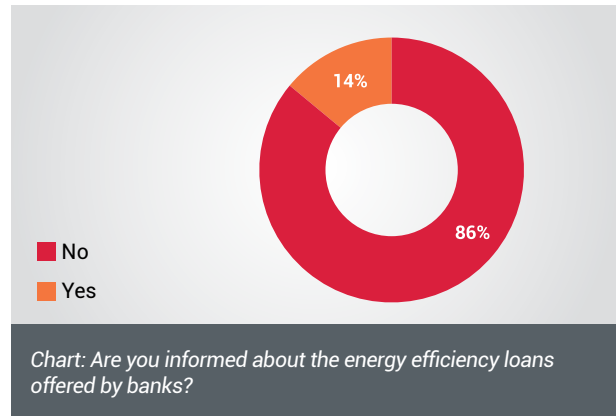
The first things that come to mind concerning renewable energy sources are solar panels (83%) and wind energy (76%); therefore, it is not surprising that respondents identified solar and wind energy as the most prospective forms of RES in Serbia.



A small number of women are informed about energy efficiency loans (14%) and their local governments' activities in this field (18%), but 76% would like to learn more about the available subsidy programs. Women in Belgrade are especially interested in learning more.



**76%** of women would like to learn more about the available subsidy programs to improve energy efficiency.

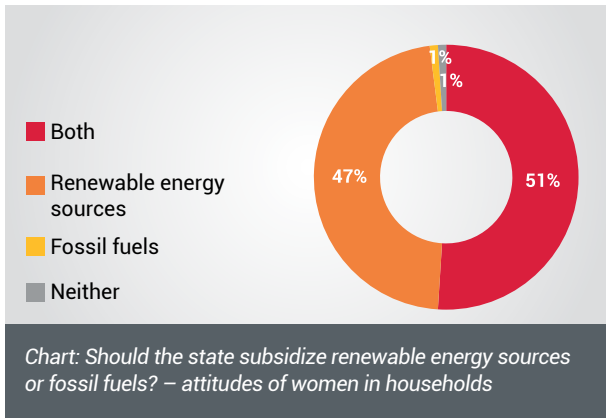


A great majority of the female population (84%) believe that they are well informed about climate change, citing global warming (90%), the melting of glaciers and polar ice caps (82%) and shifting seasons (80%) as its most serious consequences. As they are mostly not informed about measures and ways to adjust to climate change, women in Serbia are very open to new knowledge in this area, and are ready to hear more about the training programs organized by their municipalities or cities.

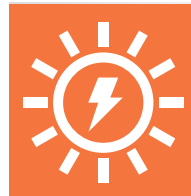
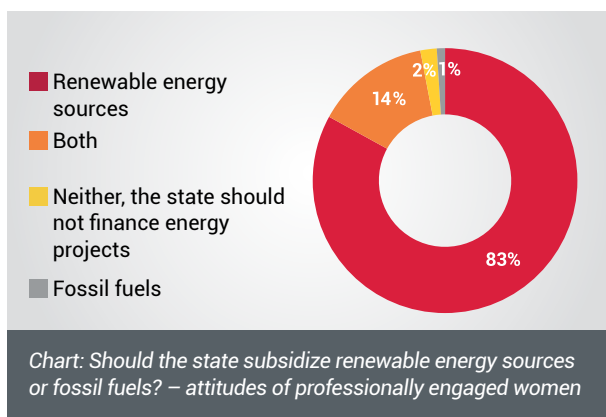
## Attitudes – women in Serbia choose sustainability

The research carried out on a nationally representative sample of women in Serbia (women professionally engaged in sustainable energy, climate change, and environmental protection, and women in households) showed that women support the state in creating energy and climate change policies promoting sustainable energy development based on the implementation of green technologies and smart and advanced solutions. Also, it is important to women for their work to be in line with the principles of sustainable development.

*More than four-fifths of professionally engaged women (83%) believe that the state should subsidize RES, while 15% feel that both RES and fossil fuels should be supported.*



**50%** of women in households hold that the state should subsidize both RES and fossil fuels, while 47% favor RES.



83% of professionally engaged women believe that the state should subsidize renewable energy sources.



83% of professionally engaged women and 68% of women in households would buy a state-subsidized electric vehicle.

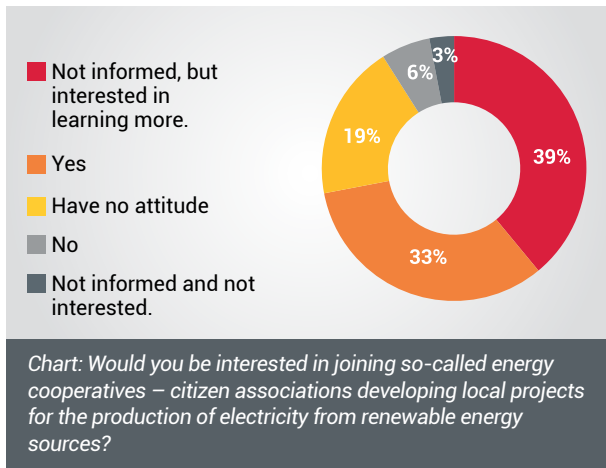
### Buying a subsidized electric vehicle:

- ▶ 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.

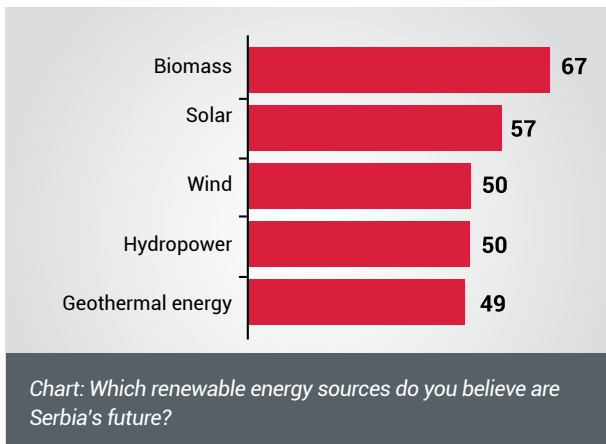
### Inclusion of citizens in the development of RES projects through association in energy cooperatives

- ▶ 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, while the share of women in civil society organizations with the same attitude is above-average.

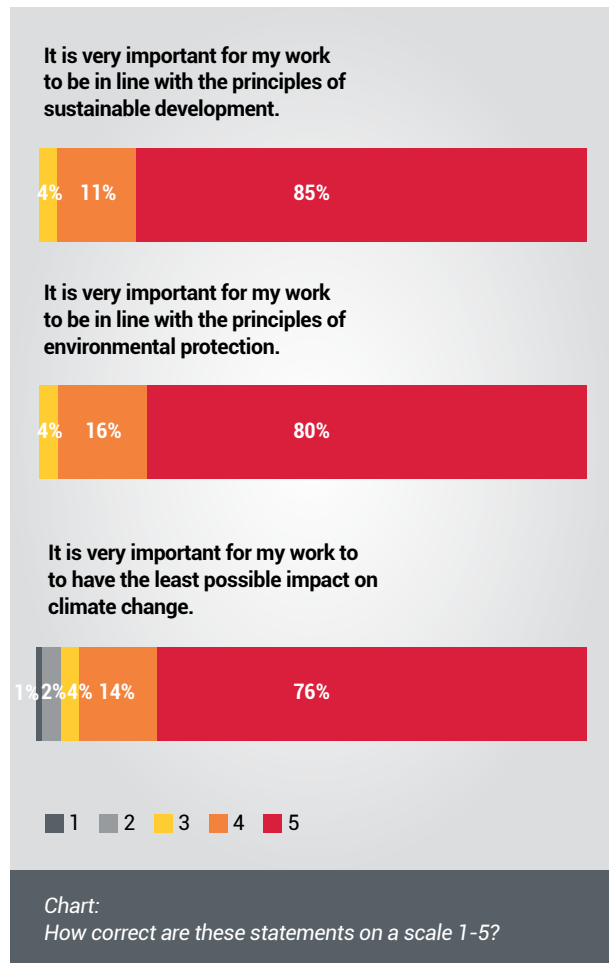




Two-thirds of respondents (67%) selected biomass as Serbia's strongest potential in the field of RES, while 57% also opted for solar energy. A half of respondents also voted for wind, hydropower, and geothermal energy. A majority of female representatives of civil society organizations (67%) opted for wind, while this source was selected by an above-average share (32%) of women employed at universities and scientific institutions.



It is important to women for their work to be in line with the principles of environmental protection and not to contribute to climate change.



## Conclusions

Sustainable energy, climate change, and environmental protection are sectors creating room for a more active involvement of women, more so than conventional energy based on fossil fuels.

- ▶ New perspectives in these sectors globally, as an important part of the developmental paradigm, pave the way for women's stronger engagement not only for the sake of gender mainstreaming as a moral and social obligation, but also for concrete business gains, as studies have shown that gender diversity enables organizations to achieve better results. With their skills, knowledge, and innovation, women are showing a strong leadership potential in the transition to a low-carbon economy.
- ▶ Even though a positive trend is noticeable concerning women's representation in sustainable energy, climate change, and environmental protection in Serbia, their numbers at public institutions and companies decreases as the seniority of ranks increases. Public power grid operator Elektromreža Srbija (EMS) boasts an above-average share of women in top management positions, 56%, which is a high percentage for an energy company, and not only where Serbia is concerned.
- ▶ 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 still 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.
- ▶ 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.
- ▶ The business sector has no measures for improving gender equality either, and benefits for women employees are offered by only a small number of companies. It is interesting to note that paid maternity leave is predominantly perceived as a benefit, not a guaranteed right.
- ▶ Women entrepreneurs and farmers are interested in improving energy efficiency and implementing green technologies in operations. Women farmers are very informed about the latest technologies that can be applied, while women entrepreneurs are notably eager to be informed about available loans, state subsidies, and expert and advisory services.
- ▶ Women in households are very informed about energy efficiency. Not being able to afford it is the reason most frequently cited for not implementing measures to improve energy efficiency
- ▶ Women in households are not at all informed about activities organized by their local government when it comes to incentives to improve energy efficiency and activities concerning climate change, though they show strong interest in being informed about these topics.
- ▶ Gender aspects in RES, climate change, and environmental protection projects implemented by international or domestic civil society organizations are increasingly binding and requested by donors, given that gender equality is globally recognized as a prerequisite for sustainable development.
- ▶ Women in the general population are strongly in favor of sustainable solutions. They support the state in creating policies promoting sustainable energy development. They would buy an electric vehicle if a subsidy were to be provided. At the same time, they are very interested in the concept of energy cooperatives.

## 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;
- ▶ Include women in decision-making roles in the national dialogue, but also in the global dialogue on policies, and encourage women's national, regional, and international networking.

### 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.
- ▶ Assess the positions of women and men (implement a gender audit), as well as obstacles to career advancement, and review plans to improve gender equality.
- ▶ Support companies in introducing and applying measures and policies for a work-family balance, designed for working women, but also men.

### Civil society organizations:

- ▶ A further development of civil society organizations' capacities to integrate the gender perspective in environmental protection, sustainable energy, and climate change projects is a prerequisite for improving and enhancing project impact and results.
- ▶ Support women's organizations in developing expertise in the area of sustainable energy, climate change, and environmental protection.

### Women entrepreneurs and farmers:

- ▶ Inform women entrepreneurs about options for improving energy efficiency and implementing green technologies in business through training and awareness programs;
- ▶ Provide more information to women entrepreneurs and farmers on available mechanisms of the state's financial support and incentives and secure expert and advisory services;
- ▶ Create policies to support women entrepreneurs and farmers in using innovative green technologies and applying circular economy principles.

### 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 electric engineering, mechanical engineering, and technology studies (science, technology, engineering, mathematics – STEM). In this way, the professional base of women, future leaders, would be significantly expanded and their skills and talent are of the essence for business innovation;
- ▶ Women need to be encouraged and supported in managing scientific projects and their inclusion in cooperation between scientific institutions and businesses should be ensured.

### 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.



## Women in sustainable energy, climate change, and environmental protection - LEADERSHIP FOR CHANGE

### The Center for the Promotion of Sustainable Development (CPOR)

The Center for the Promotion of Sustainable Development (CPOR) is a civil society organization based in Belgrade. The organization aims to promote sustainable development in Serbia and the Balkan region with a focus on sustainable energy, climate change, environmental protection, and gender equality, through raising awareness, advocacy, disseminating information, educating the public, and organizing events.

CPOR is well-connected and has forged cooperation and partnerships with a large number of domestic and international organizations, institutions, and companies whose strategies, development programs, and activities help achieve sustainable development.

CPOR was founded in 2014, and in 2015 it launched Balkan Green Energy News, the fastest-growing sustainable energy and green economy portal in the Balkans.

### WISE SEE project team:

**Branislava Jovičić,**  
project manager


**Maja Turković,**  
sustainable energy expert


**Višnja Baćanović,**  
gender equality expert


**Aleksandra Ajdanić,**  
communications expert


**Marija Nešović,**  
project assistant

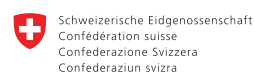
#### Contact:

 Bulevar Zorana Đinđića 45e/2, 11070 Belgrade, Serbia

 [info@wisesee.org](mailto:info@wisesee.org)

 +381 11 31 21 259

 [wisesee.org](http://wisesee.org)



Embassy of Switzerland  
Swiss Cooperation Office in Serbia