



National Advocacy Plan

SLOVENIA

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TABLE OF CONTENTS

- Introduction to the advocacy plan 3
- 1 National policy context 4
 - 1.1 Legislative and strategic framework 4
 - 1.2 Objectives of policy work 5
 - 1.3 Analysis of key actors 6
- 2 Activities 10
 - 2.1 Interdisciplinary support group..... 10
 - 2.2 Policy brief composition and dissemination..... 11
 - 2.3 Round table on gender equality in energy..... 14
 - 2.4 Bilateral meetings 14
 - 2.5 Media and communication plan for advocacy activities 15
- 3 Up-scaling policy work to EU level 15
- 4 Managing risks 16

Introduction to the advocacy plan

Women are still highly unrepresented in all aspects of the energy sector. According to the International energy agency (IEA), “the energy sector remains one of the least gender-diverse sectors.” Before women enter the workforce – they are already underrepresented in decision making in their own homes, and they are underrepresented as students of technical and energy-related studies. They are not equally represented in the decision-making process or the leadership of energy sector companies.

Equal opportunity for all EU citizens is one of the most critical pillars of current energy and climate policies of the European Union, but still, women are facing unequal treatment in many sectors, including energy and climate. Therefore, EUWES aims to support women in creating opportunities for taking leadership in the energy sector. The purpose of this document is to fine-tune the plans for activities needed for making the role of women in the energy sector more visible.

The National Advocacy Plan for Slovenia developed by Focus Association for Sustainable development, summarizes the advocacy activities that will be carried out to reach out to the stakeholders and target groups and to communicate the key messages and recommendations of EUWES to bridge the gap of women underrepresented in the decision-making process, especially in areas deemed more technical such as energy and in higher management structures of utility companies, grid providers and further relevant energy companies.

Firstly, it provides an overview of the current state of the Slovenian national policy context, encompassing the legislative and strategic framework, the objectives of EUWES' policy efforts in Slovenia, and the analysis of key actors. Secondly, it outlines key activities, such as an interdisciplinary support group, roundtables, a social media campaign, and policy recommendations. Finally, it explains how Focus plans to make the national advocacy plan reach EU institutions and affect EU policies. Identified risks along this path are acknowledged, and corresponding mitigation strategies have been outlined.

1 National policy context

1.1 Legislative and strategic framework

Gender equality policies

The key legal instrument in Slovenia in the area of gender equality is the Equal Opportunities for Women and Men Act, which was adopted in 2002. The objectives and measures that are defined in the national program provide guidelines to the ministries and other governmental authorities both for planning and implementing their respective policies and programs as regards gender equality, and for mainstreaming gender into their work. The Ministry of Labour, Family, Social Affairs and Equal Opportunities (MDDSZEM) is in Slovenia responsible for the promotion of gender equality.

Ministries are themselves responsible for mainstreaming gender into their work. Under the Equal Opportunities Act the government and all ministries are obliged to consider gender equality when planning, designing, and implementing policy measures. All ministers have Coordinators for Equal Opportunities for Women and Men. They are the ones responsible for the implementation of duties within the competence of the Ministry, while the Department can assist them when requested to do so. The role of a Coordinator is an additional task of an employee, not their primary position. Their devotion to gender mainstreaming is often correlated to their personal inclination to the topic.

Most of the measures related to gender mainstreaming were promoted through EU funds. Two projects should be emphasized in this regard. The first was carried out in 2007 – 2008 and was aimed at raising awareness about the importance of gender mainstreaming in public administration. It analysed the use of tools to achieve gender mainstreaming, as well as carried out workshops for high representatives and coordinators for gender equality at the ministries. From 2010 to 2012, the second relevant project took place, the aim of which was to establish a system for gender mainstreaming and for the assessment of effects of national policy implementation by gender.

As a consequence, in 2015 MDDSZEM adopted a set of Guidelines for Gender Mainstreaming in the Work of Ministries 2016-2020. The Guidelines acknowledge the need to strengthen gender equality policy, including the gender mainstreaming work of ministries and coordinators. In 2023, the Ministry of Public Administration adopted the Methodology for the estimation of impacts of governmental measures on various societal issues, which include gender equality, but not at a very detailed level. The National resolution until 2030 devotes one chapter to gender mainstreaming, guiding ministries on how to carry out this task. The Equal Treatment Act of 2006 was succeeded by the Protection against Discrimination Act in May 2016.

None of the above-mentioned documents address the nexus between the energy sector, energy poverty and gender. They do include some issues that are relevant for this nexus, among them the gender pay gap, the importance of overcoming gender stereotypes that reproduce gendered roles in STEM, increasing the share of women employed in STEM as well as women in decision-making positions in

companies, while recognizing that older women are one of the groups that are most at risk of facing poverty.

Energy policies

Analysis of the key energy policy documents (Energy law, National Climate and Energy Plan and Regulation on energy poverty among others) was conducted in order to explore the gender aspect in the energy policies in Slovenia. Key finding of the review is that none of the listed key energy policies includes gender aspects or any highlights of vulnerable groups. Gender issues do not seem to be a concern of the energy policies and measures in Slovenia at this moment. However, this is not to say that the issue of gender equality does not appear in the energy sector at all. There are sporadic interventions by different stakeholders that emphasize the underrepresentation of women in the energy field.

1.2 Objectives of policy work

Objective 1: to raise awareness among at least 20 decision/policy makers via in person meetings, taking part in public consultation processes for energy legislation, organizing events and via media work. (Achieved by: bilateral meetings, participation at public consultation events, written inputs into policy process, round table)

Given the fact that there is still a lack of awareness among decision and policy makers in Slovenia about the importance of gender diversity in the energy sector, our primary goal is to raise awareness among decision and policy makers about the pervasive underrepresentation of women in the energy sector, emphasizing the critical need for gender equality. Through our advocacy efforts, we aim to highlight the existing gender disparities at various stages, from education and career choices to leadership roles. By fostering a deep understanding of these challenges, we seek to instigate a collective acknowledgment within decision-making circles, paving the way for informed policy discussions and initiatives that prioritize gender inclusivity in the energy sector.

Objective 2: at least 1 impactful measure to be integrated into official policies. (Achieved by: bilateral meetings, participation at public consultation events, written inputs into policy process)

Focus will time advocacy activities around existing policy processes where it will participate with written inputs and in person participation at public consultation events. Our recommendations will be presented in a format that will be practical for policy makers to use in their work. These will increase the likelihood of our recommendations being part of official legislation.

Objective 3: to establish a dialogue with at least 10 employers in the private and public energy

sector to make the workplace more gender equal and inclusive. (Achieved by: dissemination of policy brief, participation of the representatives at the round table, trainings/workshops WP2)

Focus will disseminate an adapted version of the policy brief to the energy sector in Slovenia. Representatives of public and private energy companies will be invited to participate in the trainings/workshops developed under Work Package 2. We will try to encourage the development and adoption of documents such as codes of conduct which will regulate and foster the work-life balance policies to improve gender equality, prevent discrimination, and ensure equal opportunities for men and women in hiring, promotion, and leadership positions within the energy sector.

Objective 4: to raise awareness of at least 5 higher and secondary education institutions in the STEM fields about the ways to promote STEM study programmes among female students. (Achieved by: dissemination of policy brief, participation of the representatives at the round table, trainings/workshops WP2)

Focus will disseminate an adapted version of the policy brief to the educational sector in Slovenia. Representatives of educational institutions as well as students will be invited to participate in the trainings/workshops developed under Work Package 2. One of the speakers on the round table will also be from the educational sector.

Objective 5: to disseminate the key policy recommendations from the policy brief through media channels, project's website, and social media to raise awareness among general public about the gender and energy nexus in Slovenia. (Achieved by: communication activities, dissemination of the policy brief, round table on gender inequality in energy sector)

Key recommendations from the policy brief will be communicated via our channels. When posting on social media or engaging with media via press releases messages will be designed in a clear and accessible manner fostering discussions on gender inequality in the energy sector. Round table will be an excellent opportunity for communication, since it will gather individuals from the energy and educational sector as well as the policy sphere.

1.3 Analysis of key actors

LIST OF KEY ACTORS N°

Key actor name	Why is it important?	How can it be engaged?
Bojan Kumer	Minister of Environment, Climate and Energy with whom we have direct contact.	He can be engaged via in person meetings or emails if the advocacy activities align with current political agenda.
Tina Sršen	State secretary for energy (Ministry of Environment, Climate and Energy)	bilateral meeting, policy brief dissemination

Hinko Šolinc	General director of Directorate for energy (Ministry of Environment, Climate and Energy)	bilateral meeting, policy brief dissemination
Erik Potočar	Head of the energy use division (Ministry of Environment, Climate and Energy)	bilateral meeting, policy brief dissemination
Tomislav Tkalec	Head of the renewable energy division (Ministry of Environment, Climate and Energy), former member of environmental NGO	direct contact, bilateral meeting, member of the interdisciplinary support group, policy brief dissemination
Andrej Gnezda	Director of the department for climate policy (Ministry of Environment, Climate and Energy), former member of environmental NGO	direct contact, bilateral meeting, member of the interdisciplinary support group, policy brief dissemination
Helena Valas	Head of the sector for equal opportunities (Ministry for labour, family, social affairs and equal opportunities)	bilateral meeting, member of the interdisciplinary support group, policy brief dissemination, as a speakers a the round table
Ana Marinšek	Ministry for labour, family, social affairs and equal opportunities	bilateral meeting, member of the interdisciplinary support group, policy brief dissemination, as a speakers a the round table
Nataša Pirc Musar	President of Slovenia - supportive of advocacy against any gender discrepancies. Previously spoke about the gender inequality in energy sector	bilateral meeting, policy brief dissemination
Urša Zgojznik	Co-president of Vesna - green party, former member of environmental NGO	bilateral meeting, member of the interdisciplinary support group, policy brief dissemination, as a speakers a the round table
Mojca Vendramin	Director of Slovenian Eco fund, familiar with energy poverty issues	bilateral meeting, member of the interdisciplinary support group, policy brief dissemination, as a speakers a the round table
Duška Godina	National energy agency	member of the interdisciplinary support group, policy brief dissemination, as a speakers a the round table
Neli Žagar	National energy agency	member of the interdisciplinary support group, policy brief dissemination, as a speakers a the round table
Vlasta Krmelj	Mayor of Selnica ob Dravi, energy expert	member of the interdisciplinary support group, policy brief dissemination, as a speakers a the round table
Petra Šeme	energy manager of the Municipality of Ljubljana	member of the interdisciplinary support group, policy brief dissemination, as a speakers a the round table

Nada Drobne Popović	One of the few representatives of women working in energy sector	As a speakers a the round table, member of the interdisciplinary support group, policy brief dissemination
Dejan Paravan	One of the few representatives of women working in energy sector	As a speakers a the round table, member of the interdisciplinary support group, policy brief
Anamarija Borštnik Bračič	One of the few representatives of women working in energy sector	As a speakers a the round table, member of the interdisciplinary support group, policy brief dissemination
Eneja Osterman	One of the few representatives of women working in energy sector	As a speakers a the round table, member of the interdisciplinary support group, policy brief dissemination
Uršula Krisper	One of the few representatives of women working in energy sector	As a speakers a the round table, member of the interdisciplinary support group, policy brief dissemination
Tatjana Vogrinec Burgar	One of the few representatives of women working in energy sector	As a speakers a the round table, member of the interdisciplinary support group, policy brief dissemination
Mojca Kert	One of the few representatives of women working in energy sector	As a speakers a the round table, member of the interdisciplinary support group, policy brief dissemination
Mojca Černelč Koprivnikar	One of the few representatives of women working in energy sector	As a speakers a the round table, member of the interdisciplinary support group, policy brief dissemination
Tanja Srnovršnik	One of the few representatives of women working in energy sector	As a speakers a the round table, member of the interdisciplinary support group, policy brief dissemination
Valerija Hozjan	One of the few representatives of women working in energy sector	As a speakers a the round table, member of the interdisciplinary support group, policy brief dissemination
Darko Kramar	One of the few representatives of women working in energy sector	As a speakers a the round table, member of the interdisciplinary support group, policy brief dissemination
Nina Štros	President of Slovenian branch of Greenpeace	As a speakers a the round table, member of the interdisciplinary support group, via email as a possible channel of dissemination

Ajda Cafun	Umanotera - Slovenian foundation for sustainable development	As a speakers a the round table, member of the interdisciplinary support group, policy brief dissemination
Jasminka Dedić	independent researcher, former	As a speakers a the round table, member of the interdisciplinary support group, policy brief dissemination
Barbara Kvac	Pioneer in the field of energy cooperatives in Slovenia.	As a speakers a the round table, member of the interdisciplinary support group, policy brief dissemination
Brina Jeretina	Youth for climate justice	As a speakers a the round table, member of the interdisciplinary support group, policy brief dissemination
Maša Cvetežar	Youth for climate justice	As a speakers a the round table, member of the interdisciplinary support group, policy brief dissemination
Sašo Medved	Faculty of engineering	As a speakers a the round table, member of the interdisciplinary support group, via email as a possible channel of dissemination
Nevenka Hrovatin	Faculty of Electrical Engineering	As a speakers a the round table, member of the interdisciplinary support group, via email as a possible channel of dissemination
Jure Vetršek	researcher at the Innovation-Development Institute of the University of Ljubljana	member of the interdisciplinary support group, via email as a possible channel of dissemination.
Andreja Urbančič	Jožef Stefan institute	As a speakers a the round table, member of the interdisciplinary support group, via email as a possible channel of dissemination
Sara Arko	researcher at the Innovation-Development Institute of the University of Ljubljana	As a speakers a the round table, member of the interdisciplinary support group, via email as a possible channel of dissemination
Katarina Trstenjak	Jožef Stefan institute	As a speakers a the round table, member of the interdisciplinary support group, via email as a possible channel of dissemination
Barbara Petelin Visočnik	Jožef Stefan institute	As a speakers a the round table, member of the interdisciplinary support group, via email as a possible channel of dissemination

Marjana Šijanec Zavrl	ZRMK d.o.o. Building and Civil Engineering Institute	As a speakers a the round table, member of the interdisciplinary support group, via email as a possible channel of dissemination
Renata Slabe Erker	The Institute for Economic Research	As a speakers a the round table, member of the interdisciplinary support group, via email as a possible channel of dissemination

2 Activities

SUMMARY ACTION PLAN N°

Activity	For whom?	When?	Who?
2 meetings with interdisciplinary support group	Project officers	February 2024 - November 2024	Focus
Policy brief composition	Policy/Decision makers	February 2024 - June 2024	Focus
Policy brief dissemination	Policy/Decision makers	June 2024 - April 2025	Focus
Roundtable on gender equality in energy sector	Policy/Decision makers, Energy industry, General public	June 2024 - April 2025	Focus
Bilateral meetings	Policy/Decision makers, Energy industry	February 2024 - April 2025	Focus
Organizing 2 international panel discussions and 2 international policy dialogues on gender equality in the energy sector.	Policy/Decision makers, Academia	May 2024 - April 2025	Focus

2.1 Interdisciplinary support group

Focus will establish an interdisciplinary support group comprising a maximum of 12 key experts and stakeholders in the fields of gender, education, labor market, and the energy sector. The primary objective of this group is to help partners involved in the advocacy campaign. Throughout the project's duration, the group will conduct at least two meetings: the first meeting will focus on identifying key stakeholders for advocacy activities and will take place by June 2024, while the second meeting will be

dedicated to refining national policy recommendations.

2.2 Policy brief composition and dissemination

Key recommendations will be structured based on whose responsibility the implementation of the certain measure is (decision/policy makers, educational sector, energy industry). The policy brief will then be adjusted based on who we will be contacting, since some of the recommendations might not be relevant for all recipients. The dissemination of the policy brief as a whole will be done through the list of decision-makers on the national level done in the project activity D3.3. via email. Parts of the policy brief will be used in our written inputs to the public participation process for various legislation (revision of the NECP, new proposal for Energy law, Measures for the Social climate fund etc.). Certain recommendations from the policy brief will be used in our social media and website posts.

The final list of recommendations will be concluded while drafting the policy brief, but it may include the following recommendations:

- **Chapter on gender and environmental issues in the National programme on gender equality:** In light of increasing environmental degradation and climate change, and the urgent need for a green transition, we would recommend that one of the chapters in the National programme on gender equality be devoted to the nexus between gender and environmental issues, among them also energy. In line with existing, yet limited research on gender and energy in Europe, we would propose that special attention be paid to the issue of energy poverty, with special measures dedicated to decreasing energy poverty among single mothers and elderly women. Prior to that, it is important to conduct a thorough analysis on energy poverty and gender in Slovenia to obtain information on the existing state of affairs.
- **Decrease inequalities in the field of upbringing and education:** The latest National educational programme has a whole section dedicated to decreasing inequalities in the field of upbringing, education, science and culture and overcoming gender stereotypes. This is one of the most important measures to deconstruct power inequalities and we recommend that a lot of effort and financial support be dedicated to these activities. It is also important to understand to a larger extent the gender stereotypes and roles of men and women when it comes to environmental issues, as the research in this field is relatively new.
- **Increased support to women in energy and in positions of power:** In the research it has become clear that women in positions of power in energy do acknowledge differences between women and men, including the fact that it was not easy for them to be accepted by their predominantly male colleagues, or the more difficult role in terms of work-life balance, but at the same time they tend to be sceptical of positive measures such as quotas, as they are often perceived as the reason that they obtained their position and not the fact that they are highly qualified for the managerial position. It has been noted in international research that women in STEM can also adopt negative coping strategies to deal with gender bias, such as denial of its

existence, which is even more present in traditionally male sectors. We would therefore recommend that more efforts be invested in offering support to women in the energy sector and in positions of power as an example of a positive coping strategy, acknowledging that gender bias in STEM is a problem and supporting means to overcome it.

- **Further research to establish the nexus between gender and energy:** Based on the findings of the research, namely the fact that energy is not a special focus in gender policies and that gender is not mainstreamed into energy policies, we would recommend an in-depth research in the field of energy poverty and gender in Slovenia, gender biases in the energy sector and education system. This would allow for specific steps to be taken to change the (im)balance of power.
- **Strengthening of Coordinators for equal opportunities:** Coordinators are responsible for mainstreaming gender into a specific field of work at the level of ministries. We would recommend that the job of a coordinator be the sole responsibility of an employee and not just an additional task that they carry out after completing their primary responsibilities. We would also recommend additional training for the coordinators, implemented on one hand by MDDSZSEM to improve the more general skills and knowledge, and methodologies for gender mainstreaming, and on the other hand by experts that focus on specific sectors to advance the work in their relevant areas of work.
- **Raising awareness about gender / intersectional aspects and energy issues:** Energy policies have a history of being focused on supply of energy, not on consumption, and as a consequence, energy policies assume that women and men have the same needs, values, experiences and aspirations towards energy production and use. Policies for energy transition would need to consider the distinct gender and intersectional differences in the use of energy, as well as in energy production. It is still very much needed to raise awareness about the issues related to gender, as well as other social categories which are intersectional, and the energy sector. There is a large deficit in awareness and capacity building - incl. enhancing expertise in this area – about gender and energy, especially among the policy- and decision-makers. It is needed to develop a gender-aware understanding of energy production and consumption.
- **Collecting sex-disaggregated data with an intersectional perspective (race, age, class, ability...) on energy aspects:** In part, the lack of awareness is linked to the lack of data. Apart from scarce case studies and small samples, the EU does not have available energy related data disaggregated by sex, age and disability related to energy use and production. Absence of sex-disaggregated data is likely to reinforce existing inequalities and the vicious cycle between lack of data and no remedial action. Good data is the basis of policy making as well as allowing benchmarking and tracking progress.
- **Engendering energy indicators:** In the light of aforementioned lack of awareness and data, the development of gender and intersectionality sensitive indicators in the energy field would be an important step in informing better policies to be more gender-sensitive. It would also serve to design targets for action. The revision of National Energy and Climate Plans of the EU member states, which is due in 2024, could be a good occasion to provide engendered energy

indicators.

- **Involvement of women in all their diversity in design of plans for operationalising the energy related directives:** Operationalisation of the energy related directives can still fix some of the disparities for women in all their diversity that are currently still integrated in the directives. That is why it would be recommendable to ensure a relevant participation of women at all levels of designing operationalisation plans for the implementation of the energy related directives.
- **Prioritizing women in training and jobs related to building renovation and renewables:** It should be considered how temporary measures, such as quotas, can best be used to promote equal opportunities for women to take an equal part in the construction jobs, as well as in jobs related to deployment of renewable sources of energy. Also, in training and building up skills and qualifications it should be considered carefully how to ensure that women are given equal opportunities to take part and to be included.
- **Protecting women against rising rents or other costs due to renovation or deployment of renewables:** It is necessary to work out more detailed plans on how to ensure that the rents and other housing related costs do not rise as a consequence of renovations, so that this burden does not disproportionately affect women.

For the dissemination of the policy brief (as a stand alone document or just certain recommendations from the policy brief) we will also take advantage of the processes that coincide with the timing of our advocacy campaign. These processes include:

- **European Parliament elections:** European Parliament elections will take place in June 2024, They provide a significant advocacy opportunity for gender issues by allowing citizens to influence the composition of the European Parliament, where decisions impacting gender policies are made. During the election campaign we will try to intervene by sending the candidates our policy brief, possibly asking them about their stance on gender inequality issue in the energy sector. We will also time our social media posts accordingly.
- **NECP:** National Energy and Climate Plans (NECPs) play a crucial role in shaping a country's energy policies and strategies. To support gender equality in the energy sector through NECPs, it's essential to integrate gender considerations into the planning, implementation, and monitoring processes. Even though the revision of the Slovenian NECP is at the advanced stages, there is still a possibility to intervene with written inputs and through participation at the consultation events.
- **Social climate fund:** By June 2025 Member States need to submit their Social Climate Plans with measures and investments that will be funded by the Social Climate Fund. The measures and investments supported by the Fund shall benefit households, micro-enterprises and transport users but in particular households that are suffering energy and transport poverty. Since women are identified as ones who are at greater risk to suffer from both energy and transport poverty, it is important that the proposed measures and investments reflect that reality. Since the process of drafting Social Climate Plans in Slovenia will start at the end of 2024, it is a great opportunity to influence the process at the initial stages and try to include findings from

the EUWES project in the initial draft.

- **New proposal for the Energy law:** Energy law in Slovenia is the main law in the energy field covering topics related to the production, distribution, consumption, and regulation of energy. Since it currently does not include any gender vocabulary, we will try to advocate for inclusion of gender aspects into the final proposal. Public consultation for the new proposal starts in March 2024. Focus will give written input and will participate in person at public consultation events. The recommendations included in our written input will be based on the recommendation from the policy brief.
- **National Education and Training Program for the period 2023-2033:** Since the preparation of National Education and Training Program for the period 2023-2033 is a rather closed process we are not very optimistic about the possibility to influence the content of the programme, but we will at least try to submit a written input concentrated on the need to start incentivizing change at the early stages of childhood education. We will be advocating for the implementation of inclusive and diverse curriculum content that inspires interest in STEM subjects among all students, irrespective of gender. The recommendations might include mentorship programs and partnerships with STEM professionals which can expose young girls to role models, fostering their enthusiasm and comprehensive teacher training programs focused on promoting inclusivity and gender sensitivity in the classroom.

2.3 Round table on gender equality in energy

Focus will organize a round table on gender equality in the energy sector by the end of 2024 or in the beginning of 2025. The round table will be a stand-alone event or part of a conference, depending on the available opportunities. Speakers will be chosen either among members of the interdisciplinary group or other stakeholders. The format of the round table is to be decided, but it will roughly consist of 3-5 speakers who will answer questions by a moderator. The debate will be based on trying to answer questions such as: Why is gender equality crucial for the success of the energy transition? How can policy measures proposed by the EUWES project bridge the gender gap in the energy sector? What role can policymakers play in fostering a more inclusive environment for women in STEM professions? How can educational institutions contribute to breaking the cycle of underrepresentation of women in technical and energy-related fields? What are the key challenges hindering women's progression into leadership roles in the energy sector, and how can they be overcome? There will also be an interactive slot, where the audience could join the debate.

2.4 Bilateral meetings

Focus will conduct bilateral meetings with decision/policy makers. The meetings will be organized in particular if there will be a clear need from decision/policy makers to have Focus' input into the policy process and an in person meeting will be the best way to convey our message. Bilateral meetings will also be conducted with the members of the energy industry to present recommendations from the policy

brief.

2.5 Media and communication plan for advocacy activities

Communicational activities will follow the recommendation regarding messaging of the Communication and dissemination plan (Deliverably D4.1). They will also strictly adhere to the visual identity of the project. Communicational officer will be in charge of producing press releases, posts on webpage and materials for social media. Meetings with journalists or editors will be conducted in order to incentivise articles, TV and Radio reports.

LIST OF KEY MEDIA N°

Key media name	How to engage them?	When?	Who?
Newspapers (Delo, Dnevnik, Večer...)	press releases, meetings with the editors (journalists)	Throughout the project duration	Communication officer
Radio stations	press releases, meetings with the editors (journalists)	Throughout the project duration	Communication officer
TV channels	press releases, meetings with the editors (journalists)	Throughout the project duration	Communication officer
Online news portals (MMC, 24ur.com, N1)	press releases, meetings with the editors (journalists)	Throughout the project duration	Communication officer

3 Up-scaling policy work to EU level

Key recommendations that will be presented at the EU level will be produced within the T3.3. of the project. They will be used to promote project EUWES on EU level and to connect with other projects aiming to promote gender equality.

One of the options for impacting EU level legislation from the national level is to engage with the European Parliament elections and try to make the candidates talk about gender inequality issue in the energy sector. Focus will also organize 2 international panel discussions and 2 international policy dialogues on gender equality in the energy sector. Focus has already sent an application for the EUWES policy session at the European Sustainability Week 2024.

4 Managing risks

RISK MANAGEMENT PLAN

Risk	Level of risk (small, medium, high)	Importance of risk (highly important, important, less important)	Mitigation activities
Decision and policy makers exhibit a lack of responsiveness, primarily stemming from a disinterest in the	Medium	Important	<ul style="list-style-type: none"> -Referring to the international recommendations on the subject -Direct contact with decision/policymakers -Well written policy recommendations
Lack of media coverage	Low	Important	<ul style="list-style-type: none"> -Using Focus' network of friendly journalists -Make a direct contact with journalists/editors
Limited reach on social media	High	Important	<ul style="list-style-type: none"> - Adapting content for different types of social media - Posting at the certain dates that would yield higher reach (March 8...)
The recommendations do not become part of the official policies	High	Important	<ul style="list-style-type: none"> - Direct contact with decision/policymakers - Engage with the policy processes at the right time
Public opinion does not recognize the importance of the gender equal energy sector	Medium	Important	<ul style="list-style-type: none"> - Simplification of the vocabulary - Examples of how energy sector benefits by including more women



EUWES