

# National Advocacy Plan

CROATIA

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## Introduction to the advocacy plan

Women are still highly underrepresented in all spheres of the energy sector, in political, economic and academic positions. According to the International energy agency (IEA), “the energy sector remains one of the least gender-diverse sectors”<sup>1</sup>. In their own homes, women tend to have less decision-making power when it comes to choosing energy supply, but even more so gender stereotypes in the educational system and society lead to a reduced share of women in technical and energy-related studies, which results in a lower share of women in leadership positions and the workforce of energy 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 to make the role of women in the energy sector more visible, envisioning feminist solutions and bringing gender-just recommendations to relevant stakeholders.

The advocacy plan for Croatia describes the activities that will be implemented to engage key beneficiaries in facilitating a supportive environment for female employees in the energy sector and female students of technical studies, particularly those relevant to the energy sector. The document first gives an overview of the national policy context in Croatia. It then describes the legislative and strategic framework under which the objectives of this advocacy plan will be achieved. After presenting some of the key actors and beneficiaries, the plan describes in detail all the activities designed to engage and empower key stakeholders and beneficiaries of the EUWES project.

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<sup>1</sup> Tam, Cecilia (2018): Gender diversity in energy sector is critical to clean energy transition, Gender diversity in energy sector is critical to clean energy transition – Analysis – IEA (last accessed 8<sup>th</sup> of January 2024).

# 1 National policy context

## ***Summary of the national analysis (D1.2 Report on the mapping of national gender policies in the energy sector)***

*D1.2 Report on the mapping of national gender policies in the energy sector* provides an overview of the national situation which includes the identification of the most relevant national gender and gender-related policies as well as labour policies in the energy sector, access to education, access to equal work conditions, promotion opportunities, and salaries.

The legal framework for gender equality in Croatia is ensured by Sex equality law (*Zakon o ravnopravnosti spolova*; Official Gazette, number 82/08, 69/17) and National policy for the promotion of sex equality. Public bodies that promote gender equality are the Office for sex equality (Governmental body), the Ombudsperson for Sex Equality, and the Croatian Parliament Sex Equality Committee<sup>2</sup>.

Gender mainstreaming is not a part of energy policies and the intersection of gender issues with energy policies is not recognized. The laws relevant to the energy sector and the shape of energy policies in Croatia are by no means relevant to gender policies, nor are they in any measure influencing or mentioning gender policies as such. The policies continue to be designed for a “gender-neutral” energy consumer. Similarly, the Croatian legal framework relevant to the energy sector does not mention or define specific measures aimed at gender equality.

Managerial positions in relevant public institutions (Ministry of Economy and Sustainable Development, the Ministry of Spatial Planning, Construction and State Property, and the Ministry of Maritime Affairs and The Environmental Protection and Energy Efficiency Fund) related to energy policies are male-dominated.

Women are underrepresented in the energy-related labour market as well. According to the official statistics (Women and Men in Croatia; the Croatian Bureau of Statistics) *Electricity, gas, steam, and air conditioning supply sector* employed 22,1% of women and 77,9% of men (2020). Although there are several active employment policy measures, gender-specific measures to promote the participation of women in the labour market are not developed and implemented.

Based on the public data, women are greatly underrepresented in managing structures of the energy companies. Share of women in the positions of directors: 13%, vice directors: 17%, and board members 31%.<sup>3</sup> Women suffer the consequences of the glass ceiling effect as they face invisible barriers while trying to advance to higher-level positions in careers in male-dominated areas.

Available public data from the Croatian Bureau of Statistics (DZS) on the enrolment of new students in the first year of studies show a clear underrepresentation of women in study programs in the technical

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<sup>2</sup> As explained in *D1.2 Report on the mapping of national gender policies in the energy sector* there is a difference in Croatian language between term sex (“spol”) and gender (“rod”). The official names of all institutions in Croatian use the term “spol” which translates as “sex” while in official English translation, they use the term “gender” which translates as “rod”. To be consistent with the D1.2. Report we opt to literally translate the names of the organisation and not use their official names.

<sup>3</sup> D1.2 Mapping of national gender policies in energy sector

sciences where approximately only one-third of students are female. This supports the claim that technical studies are still not only perceived as male-dominant but also attended mostly by male students. Although doctoral studies show a slight increase in the percentage of enrolled female students, the gender gap in undergraduate and graduate studies remains significant as female students make up only 28% of the enrolled students.

### ***Political situation and the key actors***

Although Croatia is making improvements regarding gender equality, there are still areas where improvements are needed. According to the Gender Equality Index (EIGE)<sup>4</sup> Croatia ranks with 60.7 points in 2023., and the European Union average is 70.2 points. Gender inequalities in Croatia are present in the domain of knowledge and Croatia scores 54.2 points in this domain, which is 26<sup>th</sup> place in the EU. The domain of knowledge measures gender inequalities in educational attainment, participation in education and training over the life course, and gender segregation. According to EIGE, Croatia's biggest improvement has been in the domain of work, since 2020. The domain of work measures the extent to which women and men can benefit from equal access to employment and good working conditions.

Regarding political context, the main party in Croatia is the centre-right party Hrvatska Demokratska zajednica – HDZ (Croatian Democratic Union). After the election in 2020, HDZ formed a coalition government with SDSS (Independent Democratic Serb Party) and other small political parties representing ethnic minorities. This year, 2024, is an election year so mapping allies and supports is partly unpredictable.

Možemo! is a relatively new party that grew out of a degrowth grassroots movement and at the local elections in 2020 managed to form the local government for the City of Zagreb. They also have several members of the national Parliament and for advocacy purposes the most relevant would be the president of the Environment and Nature Conservation Committee of the Parliament. The president of the Environment and Nature Conservation Committee of the Parliament is a potential ally in advocating for a gender perspective in the energy sector, as Možemo! values and principles reflect environmental issues and social justice.

As DOOR has already cooperated with The Ministry of Labour, Pension System, Family and Social Policy, especially with the Directorate-General for the management of EU Operational programs, they will be invited to participate in advocacy activities. The Ministry works on following topics: labour law, labour market, employment, and active labour market policy, and project inputs and proposals for improving the status of women in the energy sector will be sent to them.

As the Ombudsperson for Sex Equality works on the area of gender equality in the labour market and is aware of the underrepresentation of women in certain sectors. DOOR already had a meeting with the Ombudsperson regarding the project and they are willing to use project outputs in their work. Also, they are a valuable ally as they are an official, independent body responsible for recommendations,

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<sup>4</sup> Gender Equality Index in 2023, EIGE: <https://eige.europa.eu/gender-equality-index/2023>



monitoring, and people's complaints on the national level.

Office for Sex Equality of the Government of the Republic of Croatia), the main body responsible for promoting and coordinating all activities related to gender equality and the status of women, will be informed about the activities, and invited to participate in project activities. As the Office is responsible for the implementation of the Gender equality plan and its measures, it is important to introduce our Recommendations and proposals for improving the position of women in the energy sector.

Relevant allies will also be Croatian Employment Services (HZZ) – Sector for the Labour Market and Employment Policies as they will be introduced with mapping outputs, the position of women in the energy sector, and the best measures for equal presentation of women.

Senior Researchers at the Energy Institute Hrvoje Požar are already participating in DOOR's work. As they have experience working in the energy sector, knowledge exchange with them will be crucial for advocating recommendations and measures created within the project.

Regarding the business sector, small companies are more ready to cooperate in gender equality than big companies. Usually, employees of such small energy companies are younger people, already aware of gender and other social inequalities. Also, it is easier to change a set of values and to introduce progressive ideas into small structures/organizations. Nonetheless, it is important to include big companies, such as HEP. HEP is a national energy company, dealing with the generation, distribution, and supply of electricity. The cooperation with HEP is already established, and DOOR will continue to work on introducing gender perspectives in their work. DOOR will work on encouraging equal gender representation, diversity, gender equality plans and education for women; and work-life balance policies.

Allies in the education sector will be faculties, especially FER (Faculty of Electrical Engineering and Computing). During the task of mapping the key stakeholders, FER expressed great support in raising awareness about gender equality. The faculty is already engaged in gender equality activities and is interested in cooperation with DOOR. Meetings with them have already been held and they are interested in participating and contributing to the advocacy activities.

NGO organisations and energy agencies will be very supportive of introducing gender policies in energy sector. Importantly, XEnergy, an organization that promotes the role and visibility of women in the energy transition and whose members are experts in energy sector, is interested in participating and contributing to advocacy activities.

Energy cooperatives (KLIK, ZEZ) are aware of social and ethical aspects in the energy sectors and are interested in gender awareness raising and changing gender relations.

Some actors may oppose our work, especially conservative parties, or more conservative stakeholders. Also, male-dominated organizations/institutions could present the topic of the project as irrelevant. Therefore, it is important to explain and stress the socio-economic context of the underrepresentation of women in the energy sector and how the situation can be changed.

## Key messages

- ✦ Raising awareness about the position of women in the energy sector due to conservative social norms and gender stereotypes
- ✦ Improving legal framework relevant for the energy sector: introducing gender policies, gender equality, gender mainstreaming, or any gender concepts
- ✦ Cooperation between different sectors (education, labour market, private and public sector) is needed as many different actors must be included in tackling the gender gap in the energy sector.

## 1.1 Legislative and strategic framework

### ***Short overview of what should be adapted or newly proposed***

In Croatia, the legal framework relevant to the energy sector doesn't recognize gender policies, gender equality, gender mainstreaming, or any gender concepts.

It is important to increase the proportion of women working in male-dominated sectors, for example energy sector, especially in managerial positions in the public and private sector. Organizations and companies have to create a workplace that women find inclusive. Gender equality plans and measures must improve women's situation and ensure gender balance at all levels (from entry-level to leadership).

Long-term plans and programs will aim to increase the inclusion of women in technical study fields and careers. Women need to be supported and empowered in their career choices and not be judged by their choices. Creating opportunities for women and decreasing barriers to career choices for women will encourage them to enter male-dominated areas. It is crucial to promote gender equality and address gender discrimination and stereotyping at all levels of the education system. The aim is to encourage women/girls to participate in technical fields and ensure equal opportunities. In the long term, it will contribute to greater employment rates for women in the energy sector.

The problem of underrepresentation of women in male-dominated sectors must be included in gender mainstreaming policies. Structural and cultural barriers are the cause of the underrepresentation of women so there is a need for combining positive actions to support the under-represented groups

### ***Best strategies to achieve gender equality in legal framework in the energy sector***

In designing a legal framework best strategies to achieve incorporation of gender perspectives into all aspects of policy-making, were considered through this National Advocacy Plan for Croatia. Through the implementation of these strategies, a legal framework can be established that not only complies with societal values but also propels the energy sector towards a more sustainable and socially responsible future. Recognizing and including gender considerations in the legal framework is very important to create a fair system in the energy sector for women.



## 1.2 Objectives of policy work

### Objective 1

Advocate for the establishment, of a mentorship program between women with already established careers in the energy sector and female students at the faculties with study programmes or courses related to the energy sector. This amounts to one of the key recommendations from *D.1.2 Report on the mapping of national gender policies in the energy sector in Croatia*.

### Measures

- ✦ Reaching out to private businesses/companies and public companies in the energy sector and advocate for the establishment of mentorship and sponsorship programs, for example, as a part of their corporate social responsibility programs
- ✦ Invite women employees from the energy sector and STEM female students to the Work Package 2 trainings and encourage the establishment of a supportive informal network (Interdisciplinary support group)
- ✦ Foster the establishment of an informal network of women working in the energy sector or studying at the faculties related to the energy sector as a part of this mentorship and sponsorship program Interdisciplinary support group is one of the proposed actions in GA and this advocacy plan (under section 2)

### Objective 2

Establish a dialogue with employers in the private and public energy sector to make the workplace more gender equal and inclusive. 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.

### Measures

- ✦ Invite representatives of private and public companies in the energy sector to trainings/workshops developed under Work Package 2 and disseminate the findings and recommendations from D1.2 Report on the mapping of national gender policies in the energy sector in Croatia.
- ✦ Encourage employers in the private and public energy sector to participate in meetings to discuss the importance of developing and adopting codes of conduct or similar documents regulating the work-life balance policies and gender equality. If needed, DOOR can help in the development of such documents by providing expertise and guidance.

### Objective 3

Help in establishing relations between higher education institutions which provide study programmes or courses relevant to the energy sector and secondary education schools in Croatia to promote STEM fields among high school female students. Promoting study programs in STEM fields that are relevant to the energy sector to female students is especially important in areas of Croatia where

access to both secondary education and higher education is limited in comparison to the capital city of Zagreb and several other bigger cities.

### **Measures**

- ✦ As a part of the advocacy campaign, DOOR will organize a round table on International Women's Day, March 8<sup>th</sup> 2024. The round table will be divided into two sets, each addressing critical aspects of women's contributions and opportunities and acknowledging the two EUWES target key beneficiaries - women employed in the energy sector and female students enrolled in technical studies. The description of the round table can be found under Chapter 2 of this document.
- ✦ Organise six trainings, one training per key stakeholder group (decision makers in the energy sector, decision makers in the education sector and decision makers in the labour market), and one training per key beneficiaries (women employed in the energy sector and female students enrolled in technical studies). The description of the training can be found under Chapter 2 of this document.
- ✦ As a part of the advocacy campaign, DOOR will organize at least two workshops. First workshops targeting key stakeholders, namely professors at technical high schools in rural areas. Additionally, a second workshop is planned to be part of the "Exhibition of the University of Zagreb," and will focus on high school female students interested in enrolling in technical studies. The description of the workshops can be found under Chapter 2 of this document.

### **Objective 4**

Disseminate the objectives of the EUWES project and key policy recommendations from the *D.1.2 Report on the mapping of national gender policies in energy sector in Croatia* through media channels, project's website, and social media to raise awareness about the gender and energy nexus in Croatia: specifically, the extent to which stereotypes in education affect students' performance, choices of career and school, gender pay gap in energy sector and lack of women at the managerial positions in companies in energy sector. The target audience should be employers in the energy sector, higher education institutions, and public bodies and institutions relevant to the energy sector.

### **Measures**

- ✦ Social media campaign as described in Chapter 3
- ✦ Invite at least one representative of each key stakeholder group (decision makers in energy sector, decision makers in education sector and decision makers in the labour market) to a round table as part of the advocacy plan for Croatia and disseminate information about the EUWES project, its result, and the aims of key recommendations.
- ✦ Dissemination of the *Policy brief* through an e-mail list created under Working Package 3 and at a conference scheduled for June 2024.

## 1.3 Analysis of key actors

### LIST OF KEY ACTORS N°

Key actor name	Why is it important?	How can it be engaged?
Višnja Ljubičić, the Ombudsperson for sex equality, and Kristijan Kevešević, deputy Ombudsperson	Ombudsperson is responsible for collecting and analyzing data on gender disparity, discrimination, complaints etc. Ombudsperson monitor the implementation of Sex Equality Act	The ombudsperson will be engaged by invitation to workshops and a final conference. She will be sent a policy brief to include in her yearly reports. The ombudsperson will be communicated with key recommendations from the D1.2 document.
Tina Šimonović Einwalte - The Ombudswoman of the Republic of Croatia	The Ombudswoman is responsible for the promotion and protection of human rights and freedoms, the performance of the mandates of the National Equality Body, as well the National Preventive Mechanism for the protection of the persons deprived of their liberty and is also entrusted with external reporting of irregularities within the Whistleblowers' Protection Act.	The ombudswoman will be engaged by invitation to workshops and final conferences. She will be sent a <i>Policy brief</i> to include it in her yearly reports. The ombudswoman will be communicated with key recommendations from the D1.2 document.
Ministry of Labour, Pension System, Family and Social Policy	Ministry of Labour, Pension System, Family and Social Policy is responsible for development and implementation of system audit, establishment and improvement which is important to see if Gender Equality Act is being implemented.	The Ministry will be engaged by invitation to a set of three trainings for key stakeholders, workshops, and final conference. The Director of the Directorate-General will be targeted for public talks and will be sent a <i>Policy brief</i> to include it in her yearly reports. The Ministry will be communicated with key recommendations from the D1.2 document.
Croatian Employment Services (HZZ) – Sector for the Labour Market and Employment Policies	Croatian Employment Services is a public institution working as mediator between labour supply and demand.	HZZ will be engaged by the invitation to a set of three trainings for key stakeholders, workshops, and final conference. A representative of the Sector for the Labour Market and Employment policies will be targeted for public talks and will be sent <i>Policy brief</i> to include it in her yearly reports. The Sector will be communicated with key recommendations from the D1.2 document.

Croatian Energy Regulatory Agency (HERA) / Croatian Transmission System Operator (HOPS)	Croatian Energy Regulatory Agency (HERA) and Croatian Transmission System Operator (HOPS) represent important key stakeholders in public energy sector. They should be targeted with advocacy activities.	Representatives from both HERA and HOPS will be invited to a set of three trainings for key stakeholders, workshops, and final conference.
Martina Vajdić – Market Specialist and Analyst at CROPEX (Croatian Power Exchange Ltd.)	Martina Vajdić is a key beneficiary. She is also a woman with an already established career in Croatian energy sector.	Martin Vajdić was interviewed in D1.3. She will be contacted as a follow-up to attend three trainings for key beneficiaries. She will be also invited to a round table and will be encouraged to participate in possible mentorship programs and to engage in interdisciplinary support group.
Sandra Magajne - HEP Group	Sandra Magajne is a Head of Department International Cooperation, Education and Marketing HEP ESCO, Croatian national energy company	Sandra Magajne represents will be targeted for three trainings as a key stakeholder since she is a head of department in Croatian national energy company. She will also be invited to participate in interdisciplinary support group.
Marija Selak Raspudić – Chairperson of the Gender Equality Committee of the Croatian Parliament	The Gender Equality Committee oversees and promotes the signing of international documents on gender equality and monitors them, it participates in the drafting, implementation, and analysis of the implementation of the National Gender Equality Policy in the Republic of Croatia, co-operates and establishes measures and activities to improve gender equality and propose packages of measures to eliminate discrimination between the sexes.	The Gender Equality Committee is an important actor for this advocacy plan – it represents a legislature in Croatia, and such has authority and power in multiple areas important for this advocacy plan. Chairperson of the Committee will be targeted for public talks and will be sent policy briefs to include them in her yearly reports. The Chairperson will regularly be communicated with key recommendations from the D1.2 document and will be invited to participate in an interdisciplinary support group.
Maja Božičević Vrhovčak - Senior Researcher at the Energy Institute Hrvoje Požar	Maja Božičević Vrhovčak is a Senior Researcher at the Energy Institute Hrvoje Požar – a public institution conducts scientific research in the field of energy, the provision of professional support to public authorities, and advisory services in the domestic and international markets. Therefore, she has an established career in the energy sector.	Maja Božičević Vrhovčak will be invited to training for beneficiaries, round table, workshops and the final conference. She will also be invited to a round table and will be encouraged to participate in possible mentorship programs and to engage in interdisciplinary support group. She will be included in DOOR's series of short stories of women in energy sector.
Vesna Kovač, Ivana Miočić, Bojana Čulum Ilić - Universitas	Universitas is a non-profit organization that works on the improvement of higher education in Croatia	Universitas can be a helpful partner in the organization of mentorship programs and interdisciplinary support group.
Mirna Gržanić - Assistant professor, Department of	Mirna Gržanić is a key beneficiary. She is also a woman with an already established career in	Mirna Gržanić was interviewed in D1.3. She will be contacted as a follow-up to attend three trainings

Energy and Power Systems at the Faculty of Electrical Engineering and Computing, University of Zagreb	education sector related or relevant to the energy sector.	for key beneficiaries. She will be also invited to a round table and will be encouraged to participate in possible mentorship programs and to engage in interdisciplinary support group.
Minea Skok - Senior Researcher at the Energy Institute Hrvoje Požar	Minea Skok is a Senior Researcher at the Energy Institute Hrvoje Požar – a public institution conducts scientific research in the field of energy, the provision of professional support to public authorities, and advisory services in the domestic and international markets. Therefore, she has an established career in the energy sector.	Minea Skok will be invited to a round table, workshops, and the final conference. She will be also invited to a round table and will be encouraged to participate in possible mentorship programs and to engage in interdisciplinary support group.
Daria Karasalihović Sedlar - Faculty of Mining, Geology and Petroleum Engineering Zagreb and XEnergy	Daria Karasalihović Sedlar is a professor at the Faculty of Mining, Geology and Petroleum Engineering and a member of XEnergy - a non-profit and non-governmental organization that gathers experts who actively promote the role and visibility of women in the energy transition. Therefore, she has an established career in the energy sector.	Daria Karasalihović Sedlar was interviewed in D1.3. She will be contacted as a follow-up to attend three trainings for key beneficiaries. She will be also invited to a round table and will be encouraged to participate in possible mentorship programs and to engage in interdisciplinary support group.
Sanela Mikulčić Šantić – KLIK	Sanela Mikulčić Šantić is a Director in KLIK – a non-profit organization which is community of citizens working on innovation relevant for battling climate crisis.	Sanela Mikulčić Šantić was interviewed in D1.3. She will be contacted as a follow-up to attend three trainings for key beneficiaries. She will be also invited to a round table and will be encouraged to participate in possible mentorship programs and to engage in interdisciplinary support group.
Helena Štimac Radin, Sex Equality Office of the Croatia government	Gender Equality Office is an expert service of the government of Republic of Croatia working expert and administrative work relevant for sex and gender equality in Croatia.	The Gender Equality Office will receive <i>Policy briefs</i> to include it in their work. The Office will also be communicated with key recommendations from the D1.2 document.

## 2 Activities

### SUMMARY ACTION PLAN N°

Activity	For whom?	When?	Who?
Interdisciplinary support group	Key beneficiaries - women employed in the energy sector and female students enrolled in technical studies	April 2024 through the project	DOOR
Policy brief composition and dissemination	Policy makers and decision makers	April 2024	DOOR
Conference on policy recommendations	Policy makers and decision makers.	June 2024	DOOR
Roundtable on gender equality in the energy sector	Key beneficiaries - women employed in the energy sector and female students enrolled in technical studies	March 2024	DOOR
Training Key stakeholders under WP2	Key stakeholders - decision-makers in the energy sector, decision-makers in the education sector and decision-makers in labour market.	May -September 2024	DOOR
Training Key beneficiaries under WP2	Key beneficiaries - women employed in the energy sector and female students enrolled in technical studies	May -September 2024	subcontracting
Workshops	Key stakeholders - decision- professors at high schools Key beneficiaries - women employed in the energy sector and female students enrolled in technical studies	May - November 2024	DOOR
Bilateral meetings	All	January 2024- March 2025	DOOR
Social media advocacy plan	General publics	April 2024- January 2025	DOOR



## 2.1 Interdisciplinary support group

Interdisciplinary support group will be created to support the EUWES key beneficiaries: women employed in the energy sector and female students enrolled in technical studies. The connection platform will be an e-mail group which will facilitate communication among the key beneficiaries. The group's primary focus is to provide support through various activities:

- ✦ Sharing information related to employment opportunities,
- ✦ Sharing information related to industry trends, and relevant updates.
- ✦ Acting as a platform for sharing internship opportunities within the energy sector.
- ✦ Disseminating information about key policies affecting labor market
- ✦ Disseminating information about key policies affecting energy sector
- ✦ Encouraging mentoring between members of group
- ✦ Encouraging networking through EUWES events
- ✦ Ensuring that members receive invitations to relevant EUWES events, workshops, seminars, and conferences.

## 2.2 Policy brief composition and dissemination

### **Key recommendations of the policy brief**

Key recommendations were created in *D.1.2 Report on the mapping of national gender policies in energy sector in Croatia*. The recommendations were divided into three sectors: first addressing policy recommendations which will also emerge as part of *D3.2 Joint policy recommendations*, second addressing initiatives for the business sector to improve gender equality in the energy sector and third focusing on strategies to promote gender equality within educational institutions.

Within the detailed framework of *D.1.2 Report on the mapping of national gender policies in energy sector in Croatia*, 14 key recommendations were mapped and classified into six sub-sectors. Notably, two of these sub-sectors, consisting of two recommendations each, are directed toward policy recommendations.

The first sub-sector named **„Public policy design – recommendations“** focuses on the implementation of work-life balance policies to improve gender equality in the energy sector and prevent discrimination. Additionally, it emphasizes financial initiatives from governmental or local authorities to support women-owned businesses in the energy sector.

#### ✦ **Public policy design – recommendations**

- Work-life balance policies to improve gender equality and prevent discrimination.
- Supporting Women-Owned Businesses - a financial initiative from the government/local authority to support women-owned businesses in the energy sector

The second sub-sector named **„Synergy of public policy design and the business sector - recommendations“**, as the name itself suggests, proposes synergy between public policy design and

the business sector. Recommendations under this category include advocating for salary transparency measures, ensuring comprehensive information on the criteria and procedures for determining employer salaries, regular reporting on salaries, and addressing gender pay gaps through the implementation of regular pay equity audits, identification of salary disparities, and the execution of corrective measures.

#### ✦ ***Synergy of public policy design and the business sector -recommendations***

- Salary transparency measures - information on the criteria and procedures for determining the employer's salaries, regular reports about salaries, and gender pay gap
- Addressing gender pay gaps by conducting regular pay equity audits, identifying salary difference, and implementing corrective measures

As the project advances towards the development of the *D3.2 Joint policy recommendations* and implementation of advocacy activities, new findings for policy recommendations will be incorporated *Policy Brief* scheduled for April 2024

#### ***List of key activities for dissemination and description***

- ✦ Policy brief composition
- ✦ Policy brief dissemination
- ✦ Conference on policy recommendations

#### ***Policy brief composition***

A *Policy brief* will be concise and targeted document designed to communicate key policy recommendations issued to key stakeholders - decision-makers in the energy sector, decision-makers in the education sector, decision-makers in labor market and to one of key beneficiaries - women employed in the energy sector.

As its primary goal is to communicate key policy recommendations, *Policy Brief* will focus on the importance of gender equality in the energy sector by emphasizing its role in social and economic development.

Therefore, supported by relevant data, the *Policy brief* will address the challenges faced by women in the energy sector. In summarizing key points, the document stresses the urgent need to prioritize gender equality in national agendas. This straightforward communication seeks to raise awareness and encourage discussions to drive actions for gender equity in the energy sector and broader social contexts.

#### ***Policy brief dissemination***

The dissemination of *Policy brief* will primarily go through the mapped list outlined in "*D3.3 – List of decision-makers on the national level targeted in the national advocacy campaign.*" The list will be thoughtfully compiled to include a minimum of 25 key stakeholders from the energy sector, 25 from the education sector, and 25 from the labor market. The mapping process for "*D3.3 – List of decision-*

*makers on the national level targeted in the national advocacy campaign*" will include the creation of an e-mail list of key stakeholders which will be used as tool for ensuring widespread outreach. Additionally, as elaborated in the section before, the impact and reach of the *Policy brief* dissemination will be closely monitored. Furthermore, the *Policy brief* will be shared through various other channels, including the EUWES and DOOR websites, newsletters, and other channels. This approach aims to maximize the visibility and impact of the *Policy brief* among the identified key stakeholders and the broader audience.

### **Conference on policy recommendations**

The conference on policy recommendations will serve as an additional platform for disseminating our proposed policy recommendations in the *Policy brief*. This conference will be a great opportunity for stakeholders, policymakers, and experts to engage in discussions, share insights, and collectively explore the implementation of the suggested policy recommendations. Bringing together key individuals and organizations, the conference will help them to better understand the suggested recommendations. Ideally, the organization of this policy recommendations conference is foreseen to be integrated into the scheduled conference on energy poverty in June 2024. This idea of linking conference activities creates an opportunity to integrate planned activities outlined in the GA of hosting four international events designed for EU decision-makers. Incorporating this conference on policy recommendations as one of these events aligns with the broader objectives set in the GA. This connecting activity not only optimizes resource utilization, but also ensures that our policy advocacy efforts gain wider impact and visibility.

## **2.3 Round table on gender equality in energy**

DOOR is planning to host a round table for International Women's Day on March 8<sup>th</sup> 2024. The round table will be divided into two sets, each addressing critical aspects of women's contributions and opportunities and also acknowledging the two EUWES target key beneficiaries - women employed in the energy sector and female students enrolled in technical studies.

### ✦ Women in the Energy Business Sector

- Exploring the achievements, challenges, and prospects of women in the dynamic field of energy business. Addressing barriers for women in the professional hierarchy within the energy sector. Focus on strategies for „breaking the glass ceiling“.

### ✦ Women and Girls in Technical Education Sector:

- Focus on initiatives of gender equality and diversity at the technical faculties.
- Focus on encouraging the enrolment of new generations of female students in STEM fields. The roundtable will explore strategies, initiatives, and best practices to break down the barriers that may interfere with female students' interest and participation in technical fields education.

## 2.4 Training for Key stakeholders

This training activity is described in detail under Work package 2 and incorporates training materials developed within the same package. These materials will serve as additional resources, and the training approach will be tailored to each country's specific national context. Tailored for key stakeholders of the EUWES project, these materials are directed towards decision-makers in the energy sector, education sector, and the labor market. Three training sessions, one for each of the defined key stakeholder groups of the EUWES project will be implemented.

Activity	For whom?	When?	Who?
1 <sup>st</sup> training under WP2	Key stakeholders - decision-makers in the energy sector	May - September 2024	DOOR
2 <sup>nd</sup> training under WP2	Key stakeholders - decision-makers in the education sector	May - September 2024	DOOR
3 <sup>rd</sup> training under WP2	Key stakeholders - decision-makers in labour market	May - September 2024	DOOR

## 2.5 Training for Key beneficiaries

This training activity is in detail described under Work package 2 and incorporates training materials developed within the same package. These materials will serve as additional resources, and the training approach will be tailored to each country's specific national context. Tailored for the key beneficiaries of the EUWES project, these materials are directed towards women employed in the energy sector and female students enrolled in technical studies. There will be three training sessions; two for the already defined EUWES key beneficiaries and the third training session for high school female students.

Activity	For whom?	When?	Who?
1 <sup>st</sup> training under WP2	Key beneficiaries - women employed in the energy sector	May -September 2024	DOOR
2 <sup>nd</sup> training under WP2	Key beneficiaries - female students enrolled in technical studies	May -September 2024	DOOR
3 <sup>rd</sup> training under WP2	Key beneficiaries – high school female students	May -September 2024	DOOR

## 2.6 Workshop

Workshops will be separated into two sets, i.e. this activity will be separated to accommodate different EUWES stakeholders.

The first set of workshops will be organized for key stakeholders - professors at high schools especially in rural areas, focusing on encouraging female students to enroll in technical studies. The workshops are strategically designed to target rural high schools, acknowledging the distinctive challenges and opportunities in such settings. Concept of workshops will be to tailor guidance and insights from professors at technical high schools to design strategies for empowering young women to consider enrolling in technical studies and fostering increased gender diversity within these fields. The number of workshops will depend on the interest of technical high schools, but the goal will be at least one pilot workshop developed through the EUWES project targeting key stakeholders – professors at technical high schools.

The second set of workshops will be organized for key beneficiaries - high school female students who consider enrolling in technical studies. In fact, the focus is on high school female students who consider enrolling in higher education and the goal is to get them interested in technical studies. It is strategically scheduled to coincide with the “Exhibition of the University of Zagreb”, the largest event for high school graduates and current students in Zagreb. The exhibition is a platform for faculties to actively recruit and engage potential students. By collaborating with technical faculties during this event, the workshop aims take advantage of this opportunity to attract and encourage young women in enrolling in technical programs.

Activity	For whom?	When?	Who?
Workshops	Key stakeholders – professors at high schools	May 2024	DOOR
Workshop at Exhibition of the University of Zagreb	Key beneficiaries - high school female students who will enrolled in technical studies	November 2024	DOOR

## 2.7 Bilateral meetings

Bilateral meetings with key stakeholders will maximize advocacy initiatives. The topics of the meeting will vary depending on participant of those meetings, but the focus will be on dissemination of project outcomes, fine-tuning policy recommendations, formulating strategies to enhance the enrollment of young women in technical studies and recruiting members for interdisciplinary support group. The number of meetings will depend on the interest of the stakeholders.

## 2.8 Social media advocacy plan

In continuation of the advocacy initiatives outlined above in Plan, DOOR is planning additional

outreach efforts through a dynamic social media advocacy campaign. The primary aim is to effectively broadcast policy recommendations on both national and EU platforms. This comprehensive campaign will integrate compelling content, featuring key messages, shared experiences from stakeholders and role models within the energy sector, data figures, and best practices.

As part of GA an innovative addition to this campaign is the conception of five short stories, each portraying the inspiring narratives of successful women. These stories, centered around the achievements and challenges overcome by women in the energy sector. These stories will be strategically disseminated across various social media platforms, amplifying the impact DOOR's advocacy efforts.

## 2.9 Media and communication plan for advocacy activities

To successfully advocate key recommendations from the document *D.1.2 Report on the mapping of national gender policies in energy sector in Croatia* and objectives set in this National advocacy plan, DOOR will, in addition to the above-mentioned activities, organize a media campaign. The campaign will mostly utilize project's website, but above all, DOOR's social media profiles to shape an advocacy campaign in the form of monthly project briefs, informative infographics, visuals and videos and storytelling involving successful women in energy sector. In addition, DOOR will disseminate project goals and objectives through diverse media channels with national coverage. These channels are divided here into those that DOOR are potential partners in shaping the campaign and the ones which will be regularly informed about the project and its progress.

### LIST OF KEY MEDIA N°

Possible active contribution to shaping the advocacy campaign.	Dissemination and communication of the project's objectives, goals, and outcomes
These news and information web portals will be contacted in order to contribute to shaping the advocacy campaign by using their media channels, storytelling resources, provide help in developing visuals for training material, infographics and videos, and provide operational and logistical support in setting up the interdisciplinary support group.	This is a list of national news web portals which will regularly be communicated with news about the project and policy briefs.
energetika.net	HRT (Hrvatska radio televizija)
Vox Feminae	Hrvatski radio
srednja.hr	RTL
H-Alter	Nova TV
Žene i mediji	Večernji list
Women in Adria	Jutarnji list
	Index



	N1
	Telegram
	Poslovni dnevnik
	Lider Media
	tportal

### 3 Up-scaling policy work to EU level

#### ***Key recommendations that could be presented at EU level***

Up-scaling the policy work to the EU level will be implemented as the result of the deliverable D.3.2 *Joint policy recommendations* and within the task T.3.3 of the project.

#### ***Options for impacting EU level legislation from the national level***

The EUWES project consortium will jointly advocate policy recommendations at the EU level on international conferences and round tables. These recommendations will also be disseminated through partners' social media channels, project websites. The consortium will seek opportunities to disseminate the project and recommendation via newsletters of different EU organizations, network and projects.

## 4 Managing risks

### RISK MANAGEMENT PLAN N°

Risk	Level of risk (small, medium, high)	Importance of risk (highly important, important, less important)	Mitigation activities
Key Stakeholders (decision-makers in the energy sector, decision-makers in the education sector and decision-makers in labor market) are not engaged and/or interested	Medium	Important	Direct communication with decision-makers and focusing on the specific needs and priorities of key stakeholders of each sector and linking their needs and priorities with EUWES activities
Key beneficiaries (women employed in the energy sector and female students enrolled in technical studies) are not engaged and/or interested	Medium	Important	Direct communication and linking their problems and the need for solutions with EUWES recommendations and EUWES activities
Limited Exposure - Lack of media coverage	High	Important	Establishment of strategic partnerships with media, and proactively share success stories, achievements, and initiatives related to women in the energy sector and female students in technical studies.
Limited Exposure – lack of Social media Exposure	Medium	Important	Investigate other possibilities o enhance the online visibility
The advocacy campaign requires more resources than planned	Medium	Important	Adapt advocacy plans and work further in partnership with sister projects and similar campaigns

A stylized orange bird logo with a heart-shaped beak and a tail with a sunburst pattern.

# EUWES