

# D5.1 Progress report

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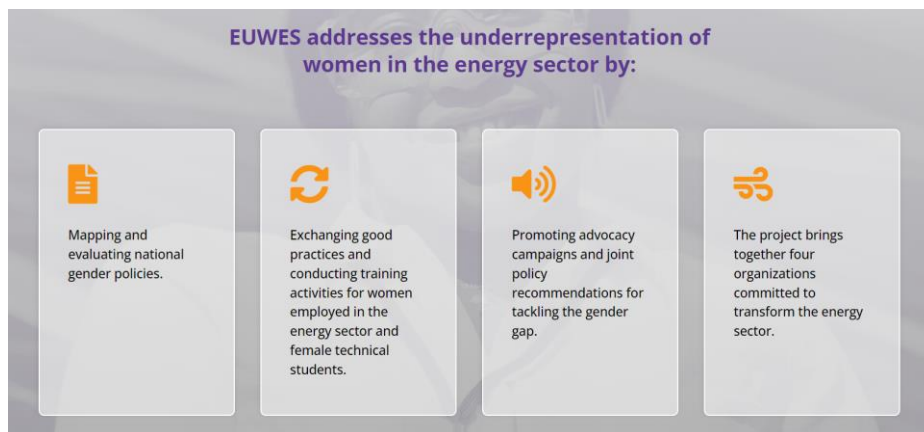
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# Explanation of the work carried out by the beneficiaries and Overview of the progress

## Empowering Underrepresented Women in the Energy Sector

The project's primary goal is to empower women and foster opportunities for them to actively participate and contribute in decision-making processes within the energy sector. This includes energy sector companies, energy-related committees, research and higher education organizations, and energy-established study programs.



### Scope and purpose of the project

The project's overall objective is to create more just and gender equal policies in the energy sector and empower the women in the energy sector to become future leaders. The project will work on the achievement of the following specific objectives:

#### SO1

✦ To advance the knowledge on gender equality and gender equity and the means to reduce the gender gap and implement more gender-just policies in the energy sector across four EU member states.

#### SO2

✦ To empower over 600 key actors (women and students) to have knowledge and skills to overcome the gender gap and to seek new opportunities for themselves.

#### SO3

✦ To translate findings of national mapping on gender policies into policy recommendations and advocate for change to in employment policies in the energy sector, higher education sector enrolment policies, and national decision making to commit 100 key stakeholders and decision-makers in the energy sector, 100 key stakeholders and decision-makers in the education sector and 100 key stakeholders and decision-makers to increase the gender equality and create more favourable opportunities for women in energy sector.

## Objectives

The project will map the key national policies and stakeholders – building on this knowledge – new solutions, recommendations, and activities will be promoted. The partners will first develop the methodology for the mapping to ensure a similar approach across all four countries – acknowledging the possible differences due to different historical backgrounds. The analysis will be based on the publicly available data and documents with the possibility of a subsequential follow-up with identified key stakeholders in the form of semi-structured interviews. The analysis aims to map the national situations and key stakeholders and formulate policy recommendations based on the results that will be advocated at the national and EU level. The project will build the capacity of partner organisations through the series of training – 2 live whole day training corresponding with partner meetings and 4 virtual training approximately 2 hours long will be organised. Additionally, 3 live trainings for identified key stakeholders will be organised to raise awareness on gender the gap in the energy sector among managers and employees of energy companies, decision-makers, and managers in higher education systems. Also, 3 live training for women and female students and meetings to support them to create national support networks will be organised – the aim is to directly contribute to the empowerment of women in the energy sector by creating more favourable conditions for strong future leaders. Partners will be advocating for the implementation of gender-just policies and promotion of women in the energy sector in selected countries, considering its cultural and social heritage. The project will result in 4 national advocacy plans and 4 sets of national policy recommendations. Additionally, joint EU level policy recommendations will be done, and 4 international events for EU decision-makers will be organised – 2 international policy dialogs and 2 international panel discussions. Under 4 national advocacy campaigns, round tables, workshops, and policy dialogs will be organised in each country. Partners will also disseminate policy briefs and recommendations to identified national and international stakeholders. Additionally, a final project conference will be organised to present the project results.

The project will:

- ✦ Create four national support groups for women in the energy sector – the aim of which is to provide mutual support, mentorship, and training
- ✦ Train and include into support networks 200 women employed in the energy sector and up to 400 female students enrolled in technical studies, thus empowering them to overcome the gender gap and become strong future leaders in their respective organisations;
- ✦ Assessing the current employment policies, enrolment policies, situation on the labour market and workforce, and general position of women in various organisations active in the energy sector formulate national and EU policy recommendations
- ✦ Promote policy solutions for the increase of gender equality in the energy sector, labour market, higher education sector at a national level and EU level among 100 key stakeholders and decision-makers in the energy sector, 100 key stakeholders and decision-makers in the education sector, and 100 key stakeholders and decision-makers in labour market.

## Explanation of the work carried out per WP

### Work Package 1 Mapping and evaluation of national situations and key stakeholder

[Leader: DOOR, Participants: All partners]

<b>Work package number</b>	<b>1</b>	<b>Lead beneficiary</b>	<b>DOOR</b>
Work package title	Mapping and evaluation of national situations and key stakeholder		
<b>Start month</b>	<b>1</b>	<b>Start month</b>	<b>9</b>

#### List of tasks:

**T.1.1. Methodology for the mapping exercises**

**T.1.2. Report on the mapping of national gender policies in energy sector**

**T. 1.3. Mobilizing and mapping key actors and stakeholders on national level**

**T.1.4. Mobilizing and mapping of the women and female students who will participate in the training**

**T.1.5. Comparative analysis of the national situations**

#### Summary of progress period of 12 months (April 2023- March 2024)

In this working package, a multi-level analysis and mapping of national gender policies and strategies in the energy sector were conducted, enabling the identification of the main obstacles for women employed in the energy sector. Relevant stakeholders at the national level (national policy makers, stakeholders from the energy sector, higher education institutions, and labour market organizations) were identified and encouraged to participate in project activities. On the other hand, women in the energy sector and female students in technical faculties focused on energy were identified as the main target groups and were mobilized to engage in project activities. This working package delivers four interesting reports:

The **Mapping methodology (D1.1)** was developed as a guideline for partners from Germany, Croatia, Slovenia, and Spain to analyse key national gender and energy policies and identify stakeholders and target groups for implementing project activities - primarily advocacy activities as well as training activities to be conducted within the project.

**Link to report:** [here](#)

**Report on the mapping of national gender policies in energy sector (report Croatia, Germany, Slovenia, and Spain) (D1.2)** provides an overview of legislation and policy frameworks related to women's rights in Croatia, Germany, Slovenia, and Spain concerning gender and sex, labour market relations, and active employment policies, as well as a review of the situation in the energy sector from a gender perspective regarding the representation of women in managerial positions in the energy sector. This report is prepared separately for each of the EUWES countries and can be found in English and national languages (Croatian; German; Slovenian and Spanish)

#### Link to reports:

Links to the Croatian report in [English](#) and [Croatian](#)!

Links to the German report in [English](#) and [German](#)!

Links to the Slovenian report in [English](#) and [Slovenian](#)!

Links to the Spanish report in [English](#) and [Spanish](#)!

**Mapping of key stakeholders (D1.3)** - This report is not a public document, but the results were used in the preparation of the "*Report on the mapping of national gender policies in energy sector*". This report contains an analysis of over 40 interviews conducted by EUWES partners in Germany, Croatia, Slovenia, and Spain to obtain key information, opinions, attitudes, and suggestions regarding the gender perspective in the energy sector. Main stakeholders from the private sector, educational sector, policy-makers and civil society organisations were interviewed.

**Comparative analysis of the national situation (D1.4)** provides an overview of the current gender perspective in the energy sector of Croatia, Germany, Slovenia, and Spain, highlighting the main gender policies and energy policies in each EUWES country, as well as differences and similarities between EUWES countries. The analysis is based on four national reports (D1.2) prepared by EUWES partners. These reports demonstrate the main results of the desk-method research, which includes an analysis of conducted interviews with stakeholders (D1.3) as well as an analysis of data on current steps in advocating for gender improvement in the energy sector operating in the spheres of policy, labour market, and education.

Link to report: [here](#)

### Milestones, deliverables and critical risks

In this working package, the **first milestone**, *M1 "Mapping Methodology,"* was reached on time.

#### Milestones' overview

**TABLE MILESTONES' OVERVIEW**

No.	Name	Status
1	Mapping methodology	done

All **four deliverables** (*Mapping methodology (D1.1), Report on the mapping of national gender policies in energy sector (report Croatia, Germany, Slovenia, and Spain) (D1.2), Mapping of key stakeholders (D1.3) and Comparative analysis of the national situation (D1.4)*) are submitted. However, not all reports were submitted on time, as explained in the section below - "*Main problems/difficulties encountered during the implementation - Identify and justify any delays.*"

#### Deliverables' overview

**TABLE DELIVERABLES' OVERVIEW**

No.	Name	Lead partner	Diss. Level	Status
D1.1	Mapping methodology	WECF	PU	submitted
D1.2	Report on the mapping of national gender policies in energy sector	WECF	PU	submitted
D1.3	Mapping of the key stakeholders	ESF	SEN	submitted

D1.4	Comparative analysis of the national situations	WECF	PU	submitted
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A **critical risk** identified for WP1, labelled as a medium-level risk - "*Lack of Available Data for Analysis of National Situations*," has been mitigated through the implementation of mitigation measures. These measures involve mapping stakeholders and beneficiaries and conducting analyses using available data, national and EU statistics, and publicly available sources such as EUROSTAT, OECD, World Bank, and IRENA. We invested more work into desktop research, but in the end, we obtained high-quality data. Consequently, a high-quality analysis of the national situations has been achieved.

**Next step - project will be completed according to the time schedule**

This work package is completed. The data and analyses obtained through the implementation of this package will be used in dissemination, drafting joint policy recommendations, as well as in the development and implementation of training for key stakeholders and key beneficiaries of this project.



## Work Package 2 Exchange of the good practices training and support

[Leader: WECF, Participants: All partners]

<b>Work package number</b>	<b>2</b>	<b>Lead beneficiary</b>	<b>WECF</b>
Work package title	Exchange of the good practices training and support		
<b>Start month</b>	<b>3</b>	<b>Start month</b>	<b>22</b>

### List of tasks:

**T.2.1 Training materials for training of the partners and exchange of the knowledge and good practices**

**T.2.2. Training materials for training of the key stakeholders**

**T.2.3. Training materials for training of the beneficiaries**

**T.2.4. Training, capacity buildings exchange of the knowledge and good practice for partners.**

**T.2.5. Training of the key stakeholders**

**T.2.6. Training of the beneficiaries**

**T. 2.7. Creation of the informal national support networks**

### Summary of progress period of 12 months (April 2023- March 2024):

In this working package training materials were created for all target groups. The sets of training material have been produced by ESF and WECF and have been made available to all partners for translation (especially for stakeholders and beneficiaries) and use them in each of their countries. Some of the modules have already been delivered in a train the trainers-format, hence, the partners have been trained on specific topics and content that they can use to train others.

As part of *D2.1 Training materials for training of the partners and exchange of the knowledge and good practices* the following training sessions were held for partners in period April 2023 until March 2024:

- **Online:** *Training on mapping methodology* by WECF (11<sup>th</sup> of July 2023)
- **Online:** *Training on communication* by ESF (1<sup>st</sup> of February 2024)
- **Onsite in Munich:**
  - *Training on feminist moderation* by ESF (16<sup>th</sup> of November 2023)
  - *Exchange on national mapping gender policies reports* by WECF (16<sup>th</sup> of November 2023)
  - *Training on gender-energy-nexus* by ESF (16<sup>th</sup> of November 2023)

The training materials used in these and future trainings, will be included in *D2.1 Training materials for training of the partners and exchange of the knowledge and good practices*. Additionally, ESF has created a template for minutes of the conducted training - these minutes can be used for *D2.1* as well as for the Final report.

As part of *Task 2.2* and *D2.2 Training materials for training of the key stakeholders* WECF has created six training modules, with two modules tailored for each of the three stakeholder groups:

- Group 1 - Authorities and civil society organisations,
- Group 2 - Private sector
- Group 3 - Research and Academia.

The training materials have been designed in a modular format, comprising handbooks and slides, to facilitate easy translation by consortium partners into their respective languages and seamless adaptation to their country-specific contexts. WECF distributed these training materials to all partners in February 2024, ensuring compliance with the terms outlined in the Grant Agreement. However, updates will be made over the coming months based on feedback from conducted training. These revisions will be consolidated and submitted as Deliverable 2.2 in Month 18.

As part of *Task 2.3* and *D2.3 Training materials for training of the beneficiaries* ESF has crafted three training modules tailored for two key beneficiaries: female students and women employed within the energy sector. Two of these modules are designed separately for students and for employees and managers, while the third module is geared towards facilitating the formation of a national support network by bringing together students and women already employed in the sector. The training materials have been developed in a modular format to facilitate easy adaptation and translation by consortium partners to suit their local languages and contextual needs. ESF distributed these materials to all partners in February 2024, ensuring compliance with the terms outlined in the Grant Agreement. However, updates to the materials are planned to follow the initial training sessions, with revisions scheduled for submission in Month 18 as Deliverable 2.3.

As part of T2.7 Creation of the informal national support networks Spain and Germany established informal national support networks. In March 2024, WECF already started establishing informal national support networks by creating an E-mail list, inviting stakeholders and beneficiaries and by setting a date for an online meeting. Also in March ESF from Spain established informal national support networks.

**Milestones, deliverable and critical risks**

In this working package, the **second milestone**, *M2 " Training materials for training of the key stakeholders"* will be reached in the following implementation period (April 2024 – March 2025).

Milestones' overview

**TABLE MILESTONES' OVERVIEW**

No.	Name	Status
2	Training materials for training of the key stakeholders	M15

All **three deliverables** will be delivered in following implementation period (April 2024 – March 2025).

Deliverables' overview

**TABLE DELIVERABLES' OVERVIEW**

No.	Name	Lead partner	Diss. Level	Status
D2.1	Training materials for training of the partners and exchange of the knowledge and good practices	ESF	PU	M15
D2.2	Training materials for training of the key stakeholders	WECF	PU	M18
D2.3	Training materials for training of the beneficiaries	ESF	PU	M18

A **critical risk** identified for WP2, labelled as a medium-level risk – "*Key stakeholders will not be motivated to participate in the training,*" will be mitigated if needed in the following implementation period (April 2024 – March 2025).

### Next step - project will be completed according to the time schedule

As part of T2.4 additional training will be conducted for partners; some of them are already planned as:

- **Online:** *Training on policy recommendation* by FOCUS (23<sup>th</sup> of April 2024)
- **Live Barcelona:**
  - *Training on key stakeholders* by WECF (16<sup>th</sup> of May 2024)
  - *Training on key beneficiaries* by ESF (16<sup>th</sup> of May 2024)
- **Online:** *in June 2024*

As part of T2.5 training for key stakeholders will be conducted some of them are already planned as:

- 12 agendas/proceedings/evaluations = 3 training x 4 countries
- WECF conducted a training on Diversity, Equality, and Inclusion during the citizen energy conference in Berlin on 26<sup>th</sup> of April 2024.

As part of T2.6 training for key beneficiaries will be conducted:

- 12 agendas/proceedings/evaluations = 3 training x 4 countries

As part of T2.7 Creation of the informal national support networks – 4 national support networks will be established

- Spain and Germany established.
- Croatia and Slovenia will be established in this period
- All partner will lead their national support networks according to the advocacy plan.

## Work Package 3 Advocacy campaigns and activities

[Leader: FOCUS, Participants: All partners]

	<b>3</b>	<b>Lead beneficiary</b>	<b>FOCUS</b>
Work package title	Advocacy campaigns and activities		
<b>Start month</b>	<b>3</b>	<b>Start month</b>	<b>24</b>

### List of tasks:

#### T.3.1. National advocacy plan

#### T.3.2. Policy recommendations on national level

#### T.3.3. Policy recommendations on EU level

#### T 3.4. National advocacy activities toward key stakeholders

### Summary of progress period of 12 months (April 2023- March 2024)

In this working package four National advocacy plans were created (Croatia, Germany, Slovenia and Spain). The **D3.1 National advocacy plan** - four national advocacy plans were created (Croatia, Germany, Slovenia and Spain). All advocacy plans incorporate key project activities, such as drafting policy briefs containing crucial policy recommendations for each country, organizing roundtable discussions on gender equality in the energy sector, and engaging in bilateral meetings with decision-makers. However, these plans are tailored to the cultural and social context of each selected country. For instance, WECF aims to advocate for the German government to serve as a role model for gender-responsive energy and climate policies, using tools like communication, financing gender training and gender-budgeting strategies in all energy and climate funds. ESF in Spain intends to involve ecofeminist groups in an interdisciplinary support group for energy sector employees. DOOR, the Croatian partner, plans to advocate for the establishment of a mentorship program connecting women with established careers in the energy sector with female students from STEM faculties. Meanwhile, Slovenian partner Focus plans to seize existing opportunities, aligning advocacy activities with ongoing policy processes such as public consultations on the new energy law and participating in drafting measures for Social Climate funds. They also aim to leverage the European elections as a strategic opportunity to advocate for more gender-just energy policies.

### Link to reports:

[Link](#) to the Croatian National advocacy plan!

[Link](#) to the German National advocacy plan!

[Link](#) to the Slovenian National advocacy plan!

[Link](#) to the Spanish National advocacy plan!

#### National advocacy plan – Croatia - Report period April 2023-March 2024

- **Social media advocacy plan** – started in March 2024 and ongoing.
- **Roundtable** “Looking into the Future: Gender Perspective in a Just Energy Transition” – 8<sup>th</sup> March 2024
- **Workshop** „Experiences of Women and Female Students in the Circular Bioeconomy in Wood Sector“- 28<sup>th</sup> February 2024
- **Bilateral meetings** „Meeting of the Ombudswoman” – 29<sup>th</sup> June 2023

#### National advocacy plan – Germany - Report period April 2023-March 2024

- **National support group:** Set up of an E-mail group to connect beneficiaries, women employed in the energy sector, and stakeholders. Invitation for a kick-off meeting in June 24 had been sent out.
- **Social media campaign** is ongoing by regularly posting about different EUWES activities and ongoing working packages.
- **Flyers and notebooks** had been distributed during different WECF events.
- **Bilateral meetings** between policy-makers and WECF employees were conducted during energy conferences and meetings such as the Renewable Energy Network Meeting in March 2024

#### National advocacy plan – Slovenia - Report period April 2023-March 2024

- **Policy recommendation:** written input into public consultations on the last draft of Slovene NECF have been submitted urging decision makers to include gender aspects into final document as well as conduct gender impact assessment of the NECP
- **Social media campaign** ongoing

#### National advocacy plan – Spain - Report period April 2023-March 2024

- **Bilateral meetings** 2 meeting in March
- **Interdisciplinary** support group established.

### Milestones, deliverables and critical risks

In this working package, the **third milestone**, *M3 "Joint policy recommendations "* will be reach in following implementation period (April 2024 – March 2025).

#### Milestones' overview

##### TABLE MILESTONES' OVERVIEW

No.	Name	Status
3	Joint policy recommendations	M13

*D3.1 National advocacy plan* is submitted on time per GA. Other **two deliverables** will be delivered in following implementation period (April 2024 – March 2025).

#### Deliverables' overview

##### TABLE DELIVERABLES' OVERVIEW

No.	Name	Lead partner	Diss. Level	Status
D3.1	National advocacy plan	FOCUS	PU	submitted
D3.2	Joint policy recommendations	FOCUS	PU	M13
D3.3	List of decision-makers on national level targeted in the national advocacy campaign	FOCUS	SEN	M24

A **critical risk** identified for WP3, labelled as a low-level risk – “*Beneficiaries – women and female students will lack to see the immediate effect or benefit of the support network,*” will be mitigate if needed in following implementation period (April 2024 – March 2025).

### Next step - project will be completed according to the time schedule

As part of Work Package 3, partners will conduct all activities they have committed to as part of their national advocacy plans: such as organizing events like workshops, conferences, round tables, holding bilateral meetings and policy brief composition and dissemination. Additionally, as part of this package two new report will be created **D3.2 Joint policy recommendations D3.3** and **List of decision-makers on national level targeted in the national advocacy campaign**. The goal of this package is to reach and share EUWES message with at least:

- 100 key stakeholders and decision-makers in the energy sector 25 per partner.
- 100 key stakeholders and decision-makers in the education sector 25 per partner.
- 100 key stakeholders and decision-makers in the labour market 25per partner

Also 4 international events for EU decision-makers will be organise:

- 1<sup>st</sup> international policy dialogs
- 2<sup>nd</sup> international policy dialogs.
- 1<sup>st</sup> international panel discussions.
- 2<sup>nd</sup> international panel discussions.

## Work Package 4 Communication and disseminationmen

[Leader: ESF, Participants: All partners]

<b>Work package number</b>	<b>4</b>	<b>Lead beneficiary</b>	<b>ESF</b>
Work package title	Communication and dissemination		
<b>Start month</b>	<b>1</b>	<b>Start month</b>	<b>24</b>

### List of tasks:

#### T.4.1. Communication and dissemination plan

#### T.4.2. Developing of the visual identity of the project and web page

#### T.4.3. Media work

#### T.4.4. Communication and dissemination report

### Summary of progress period of 12 months (April 2023- March 2024):

In this working package, main achievements have been establish like robust communication strategy, visual identity and webpage (<https://euwes.door.hr/>). In total, under this work package virtual materials like leaflets was created, 4 roll-ups on the project; 200 printed leaflets (50 per partner); promotional material – notebooks (100 per partner); tote bags (100 per partner).

Under this work package, partners worked with media; each partner use its national media channels to promote the project. This working package delivers two interesting reports and by and of project another two will be delivered. The **Deliverable 4.1 Communication and Dissemination Plan** ensures unified messaging across partners, informs target groups about project activities and objectives, and outlines methods for engaging media and key stakeholders at local, regional, national, and EU levels. It also includes guidelines for project visibility through media and social networks, with provisions for monitoring communication activities throughout the project timeline.

**Link to report:** [here](#)

**Deliverable 4.2, the Visual Identity of the Project** has created a cohesive brand identity featuring a logo and templates for presentations and documents. This visual identity is designed to resonate with the target audience and is incorporated into promotional materials like notebooks, tote bags, leaflets, and roll-ups, enhancing project visibility and reinforcing key messages across various communication platforms.

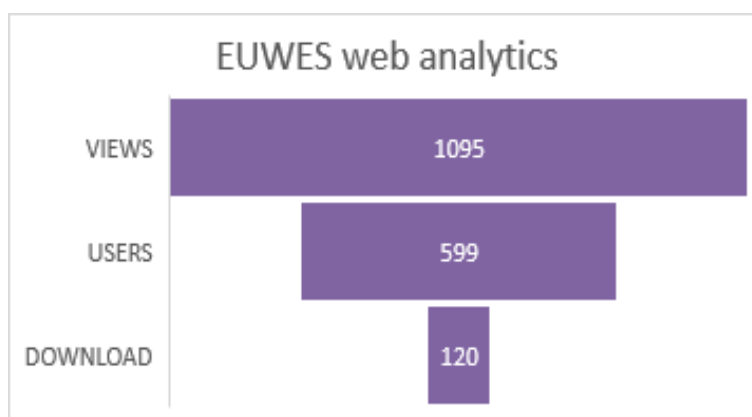
**Link to report:** [here](#)

### EUWES web

The EUWES website itself was visited by 599 users, among whom 1095 engaged with publications, news, and navigated through menus such as:

- Empowering Underrepresented Women in the Energy Sector
- About Project
- Publications
- News & Events
- Get in Touch
- Communication

The analytics reveal that on the EUWES website posted 18 publications (including 17 deliverables and 1 leaflet), with a total of 120 downloads. Additionally, 15 articles were published and read 153 times.



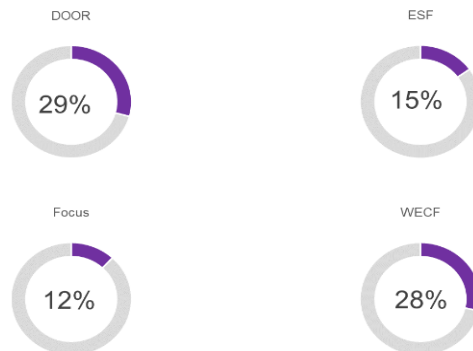
#### List of articles on EUWES web:

No.	Name of article on EUWES web	Link
1	Feminising the energy sector	<a href="#">link</a>
2	EUWES Project Presentation	<a href="#">link</a>
3	Meeting of the Ombudswoman	<a href="#">link</a>
4	Methodology to analyse policies and identify stakeholders finalized!	<a href="#">link</a>
5	Munich Meeting of the EUWES Partners	<a href="#">link</a>
6	Unveiling the Visual Identity of the EUWES project	<a href="#">link</a>
7	Empowering Equality: A Comparative Analysis Shows Gender Dynamics in the Energy Sector of Croatia, Germany, Slovenia, and Spain	<a href="#">link</a>
8	Gender Dynamics in Spain's Energy Sector: A Comprehensive Report on National Gender Policies	<a href="#">link</a>
9	Gender Dynamics in Croatia's Energy Sector: A Comprehensive Report on National Gender Policies	<a href="#">link</a>
10	Gender Dynamics in Slovenia's Energy Sector: A Comprehensive Report on National Gender Policies	<a href="#">link</a>
11	Gender Dynamics in Germany's Energy Sector: A Comprehensive Report on National Gender Policies	<a href="#">link</a>
12	Workshop in Croatia: Experiences of Women and Female Students in the Circular Bioeconomy in Wood Sector	<a href="#">link</a>
13	Roundtable in Croatia: "Looking into the Future: Gender Perspective in a Just Energy Transition"	<a href="#">link</a>
14	Mapping and Evaluation of the National Situation and Key Stakeholders – the first work package of the EUWES project completed!	<a href="#">link</a>
15	Advocating for Women in the Energy Sector: Breaking Barriers, Shaping Leadership	<a href="#">link</a>

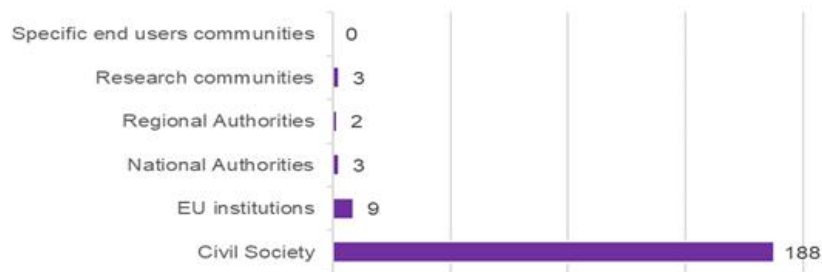


### EUWES communication

Each partner should deliver 250 media clips to reach a total number of 1.000 media clips. During the period from April 2023 to March 2024, DOOR has completed the 29% of this communication requirement, while ESF has done the 15%, Focus the 12% and WECF the 28%.



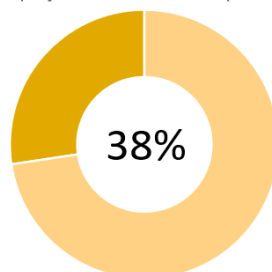
The most targeted audience has been civil society, reaching 188 posts during the project.



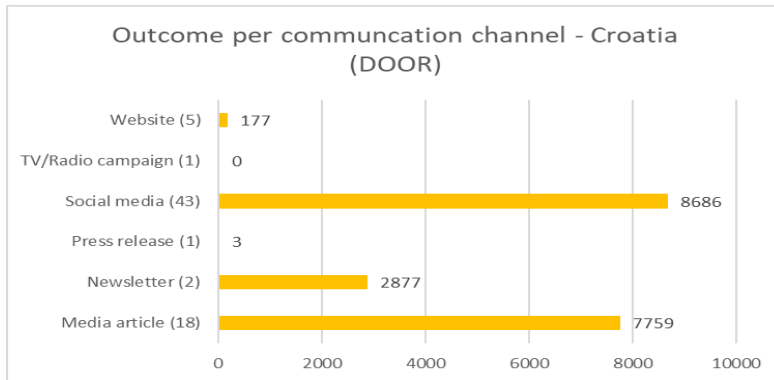
Each partner should deliver 10 press releases to reach a total number of 40 press releases. During the period from April 2023 to March 2024 only 7 press releases were submitted, three from Focus, one from DOOR, one from WECF, and two from ESF. In the next phase of implementation, partners will initiate advocacy activities with more media involvement and content sharing through press releases to the media.

The EUWES project aims to reach up to 120,000 citizens and share EUWES stories. At the halfway mark of the project, we've reached 45,978, roughly 38% of the target. However, with the upcoming implementation phase, which includes advocacy activities, sharing short stories, and conducting training sessions for key stakeholders and beneficiaries, we anticipate significantly higher reach among citizens.

EUWES project reach to citizens (120 000 KPI)



## DOOR communication for Croatia

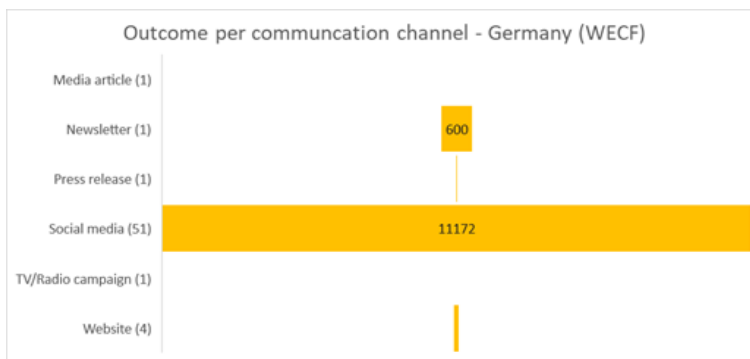


### Report period April 2023-March 2024

**Press release** – only one press release in this reporting period but KPI is 10 - In the future, there will be a greater emphasis on communication through media channels and spreading the EUWES story via media.

**Reach** — for DOOR aim is to reach up to 30,000 individuals. In this reporting period, the goal was 15,000, but DOOR had good communication campaign, and already reached 19,454 individuals through communication channels

## WECF communication for Germany

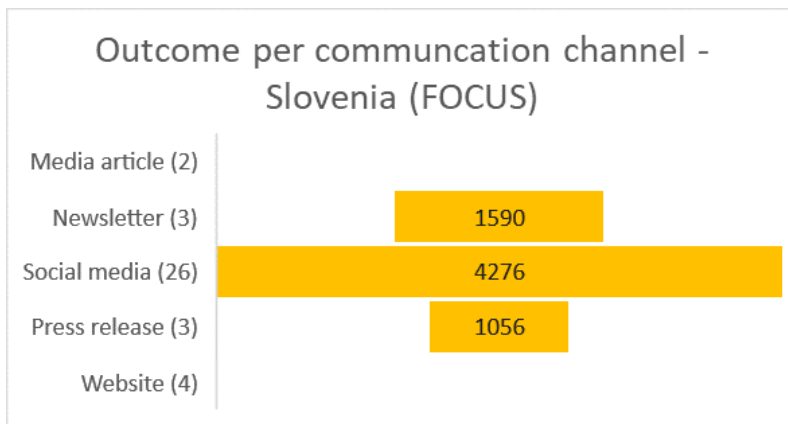


### Report period April 2023-March 2024

**Press release** – only one press release in this reporting period but KPI is 10 - In the future, there will be a greater emphasis on communication through media channels and spreading the EUWES story via media.

**Reach** — for WECF aim is to reach up to 30,000 individuals. In this reporting period, the goal was 15,000, and WECF had good communication campaign, and reached 11,882 individuals through communication channels. In the upcoming period, the communication strategy will be stronger, and by the end of the project, the targeted number will be achieved.

## FOCUS communication for Slovenia

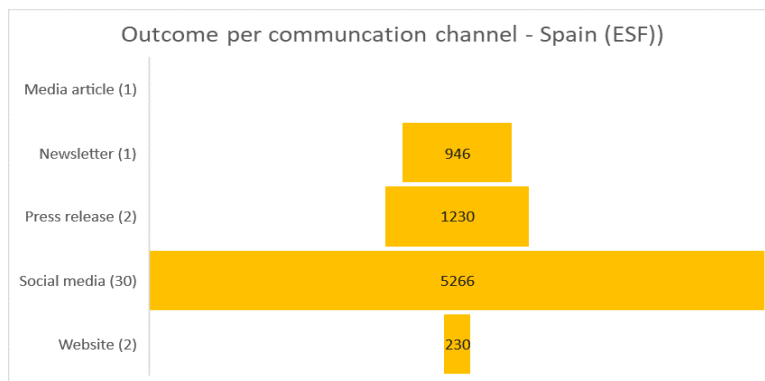


### Report period April 2023-March 2024

**Press release** – KPI is 10 – and in this reporting period 3 press releases were sent (1 in the beginning of the project, 1 at the partners meeting in Ljubljana and 1 promoting National analysis of gender and energy policies). In the future, there will be a greater emphasis on communication through media channels and spreading the EUWES story.

**Reach** – for FOCUS aim is to reach up to 30,000 individuals. In this reporting period, the goal was 15,000, and FOCUS had good communication campaign, and reached 6,922 individuals through communication channels. In the upcoming period, the communication strategy will be stronger, and by the end of the project, the targeted number will be achieved.

## ESF communication for Spain



### Report period April 2023-March 2024

**Press release** – 2 press releases in this reporting period but KPI is 10 - In the future, there will be a greater emphasis on communication through media channels and spreading the EUWES story via media.

**Reach** – for ESF aim is to reach up to 30,000 individuals. In this reporting period, the goal was 15,000, and ESF had good communication campaign, and reached 7,672 individuals through communication channels. In the upcoming period, the communication strategy will be stronger, and by the end of the project, the targeted number will be achieved.

## EUWES dissemination

The partners presented EUWES on 5 events: the Slovenian partner FOCUS at the national conference "Women in Energy Sector '24", where they held EUWES presentation and at the event organised by Slovenian Ministry of higher education, science and innovation Gender equality in science" where Focus distributed EUWES flyers, bags and notebooks, while the German partner WECF participated in 3 events (Conferences, Meetings, Education and Training Events), including the Berlin Energy Transition Dialogue, REN21 Strategy Meeting, and Ecofeminist Scorecard Workshop.

### Milestones, deliverables and critical risks

In this working package, the **fourth milestone**, *M4 " Visual identity of the project "* was reached on time.

#### Milestones' overview

**TABLE MILESTONES' OVERVIEW**

No.	Name	Status
4	Visual identity of the project	done

*D4.1 Communication and dissemination plan* and *D4.2 Visual identity of the project* were submitted on time per GA. Other **two deliverables** will be delivered in following implementation period (April 2024 – March 2025).

#### Deliverables' overview

**TABLE DELIVERABLES' OVERVIEW**

No.	Name	Lead partner	Diss. Level	Status
D4.1	Communication and dissemination plan	ESF	PU	submitted
D4.2	Visual identity of the project	ESF	PU	submitted
D4.3	Press releases	ESF	PU	M24
D4.4	Communication and dissemination report	ESF	PU	M24

A **critical risk** identified for WP4, labelled as a medium-level risk – "*Decision-makers are not engaged,*" will be mitigate if needed in following implementation period (April 2024 – March 2025).

### Next step - project will be completed according to the time schedule

As part of Work Package 4, partners will conduct all activities they have committed to in Communication and dissemination plan but more focusing on sharing EUWES message with media through press releases and creating short stories at least 5 per partner. The idea of "Short Stories" is to highlight female role models. The pace of communication will increase during the second part of the implementation, which includes the largest number of planned trainings, meetings and awareness-raising or dissemination activities.

Additionally, as part of this package two new reports will be created **D4.3 Press releases** and **D4.4 Communication and dissemination report**.

## Work Package 5 Management

[Leader: DOOR, Participants: All partners]

<b>Work package number</b>	<b>5</b>	<b>Lead beneficiary</b>	<b>DOOR</b>
Work package title	Management		
<b>Start month</b>	<b>1</b>	<b>Start month</b>	<b>24</b>

### List of tasks:

**T.5.1. Coordination of the project**

**T.5.2. Monitoring on the implementation**

**T.5.3. Financial and administrative management**

**T.5.4. Reporting**

**T5.5. Risk management**

### Summary of progress period of 12 months (April 2023- March 2024):

In this working package all project management, including administration and financial management, was conducted. The coordinator will monitor the implementation of project activities by organizing two live meetings per project year for all partners to participate. Each meeting will be held in a different country.

**First meeting was held in Ljubljana** and also served as a kick-off for the project and **second meeting was held in München** and also allowed partners to have joint training sessions and exchange examples of good practices (**Training on feminist moderation** and **Training on gender-energy-nexus**). In addition, the coordinator organized monthly meetings to help monitor the implementation of project activities – for the first year **10 online meetings** were held and with 2 live meeting results that each month of the project was covered with online or live meeting of partners. The coordinator was also responsible for regular communication and reporting to the donor.

This working package delivers one interesting reports: **D5.2 Quality assurance plan** is a document that outlines the objectives, methods, responsibilities, and risks for ensuring the quality of a project. It is an essential tool for any project that involves context, project partners, beneficiaries and indicators. In this document, there are steps for a quality assurance plan that suits project's needs and goals and consider potential risk and issues.

### Milestones, deliverables and critical risks

In this working package, the **fifth milestone, M5 " Project report delivered,"** will be reach in following implementation period (April 2024 – March 2025).

#### Milestones' overview

**TABLE MILESTONES' OVERVIEW**

No.	Name	Status
5	Project report delivered	M24

One deliverable *D5.2 Quality assurance plan* was submitted on time per GA. *D5.1 Progress report* is this report and will be delivered in following implementation period (April 2024 – March 2025).

Deliverables' overview

TABLE DELIVERABLES' OVERVIEW

No.	Name	Lead partner	Diss. Level	Status
D5.1	Progress report	DOOR	PU	M13
D5.2	Quality assurance plan	DOOR	PU	submitted

A **critical risk** identified for WP5, labelled as a low-level risk - "*Different understanding of activities among partners,*" has been avoided by conducting regular meetings and transparent channels of communication among partners.

Next step - project will be completed according to the time schedule

Finalise this **D5.1 Progress report** as a document that provides an overview of activities and achievements on at the halfway period of project implementation, in this case for EUWES it is 12-month implementation period of the project. This report offers a detailed review of progress, identifies achieved goals, and analyzes the challenges encountered during the reporting period.

Prepare **Final report** by end of project.

Held 12 meeting- 2 live meeting (already planned for May 2024 in Barcelona and February/March 2025 in Zagreb) and 10 online meetings.

# Impact

## Project KPI

- train and include into support networks 200 women employed in the energy sector and up to 400 female students enrolled in technical studies.
- 100 key stakeholders and decision-makers in the energy sector, 100 key stakeholders and decision-makers in the education sector, and 100 key stakeholders and decision-makers in labour market.

### KPI' overview

**TABLE STAKEHOLDERS' OVERVIEW**

	50 women employed in the energy sector (per partner)	100 female students (per partner)	25 key stakeholders and decision-makers in the energy sector (per partner)	25 key stakeholders and decision-makers in the education sector (per partner)	25 key stakeholders and decision-makers in labour market (per partner)
HR	8	2	2	6	4
DE	5	15	12	2	0
ES	2	7	6	1	2
SI	53	0	9	1	0
After 1 year	68	24	29	10	6
Total at end project	200	400	100	100	100

### KPI' overview

**TABLE STAKEHOLDERS' OVERVIEW**

No.	7-8 education institutions (per partner)	12-13 energy companies(per partner)	10 experts on gender equality (per partner)
HR	4	5	4
DE	2	3	4
ES	2	2	0
SI	12	20	2
After 1 year	20	30	10
Total at end project	30	50	40

# Conclusion

The initial phase of project implementation is progressing very well, and everything that has been planned and outlined in the activities and KPIs of the project will be realized by the project's completion.







# EUWES