



AWESK

SHOQATA E GRAVE NË SEKTORIN E ENERGJISË NË KOSOVË
ASSOCIATION OF WOMEN IN THE ENERGY SECTOR OF KOSOVO

Empowering women and girls in the energy sector

MENTORING



NETWORKING



TRAINING



CAREER



Powerful

“ *We can't do great things,
only small things with great love.* ”

- Mother Teresa



Arijeta Pajaziti Qerimi*
Executive Director

Paving the road for women in energy

As the global energy sector becomes cleaner and more technologically advanced, there is one critical area that lags: diversity and gender equality. Energy sector remains male-dominated industry globally and in Kosovo particularly. Women make only about 10% of the workforce, even though women are enrolled in equal numbers in academic programs.

The question remains: how do we cultivate a pipeline for female leadership talent within the energy sector?

The Association of Women in the Energy Sector of Kosovo (AWESK) was launched on June 2017 to tackle this question. At AWESK, we are working with women and for women. Our association stands for creating access as well as new opportunities for advancement of women in the energy sector.

We have identified a number of ambitious objectives for AWESK to achieve. We want to improve career opportunities for women in the sector through training and networking; to increase wellbeing and quality of life by being more aware on energy efficiency and environment protection; and for women and girls to have better chances of employment by bridging the gap between energy and education.

The approach we embrace is two-fold. AWESK has identified a core membership of women in the energy sector, and has been working to strengthen the position of its members. They have been receiving skills development, networking, and career development, and we aim to provide training and professional mentoring.

Meanwhile, the Association has been reaching out to girls across the country to discuss the energy sector as a career opportunity.

At the same time, AWESK is working to make institutions able to identify concrete and realistic actions that will empower women in energy for professional development. Since its establishment, the Association has been implementing activities in partnership with local institutions, the donor community, and the education sector.

AWESK is persistently working to define the next intervention that contributes in achieving its mission, an objective that contributes towards creating an inclusive energy sector.

* Her professional career as an electrical engineer is complemented by her academic profile with a Master of Science degree from the University of Prishtina. She has been part of the sector for more than 20 years. She currently works as a SCADA/EMS specialist in the Kosovo Transmission System and Market Operator (KOSTT) and contributes to the advancement of the national agenda for the inclusion of women in energy.

ABOUT US

The Association of Women in the Energy Sector of Kosovo emerged as a result of the mCircle mentoring network established in 2016 for women in Kosovo's energy sector institutions. AWESK was publicly launched in June 2017 with the support of the USAID "REPOWER-KOSOVO" project and such is the first and only civil society organization in Kosovo focusing on gender in the energy sector.

To date AWESK has more than 140 members, highly trained and educated professionals from a broad range of profiles, including: women engineers, IT, legal experts, administrators and HR, marketing and PR personnel, and academics from engineering and the social sciences.

AWESK has been recently supported by the USAID-funded project "Kosovo Energy Security of Supply (KESS)" in capacity development, public communication, and networking. The Association has also received support from the Kosovo Ministry of Economy and Environment and the German Corporation for International Cooperation (GIZ).

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Photographs by Arben Llapashtica.

July, 2020

MISSION

The mission of AWESK is to empower women in the energy sector through career and professional development, networking, participation in decision-making, and contributing to Kosovo's sustainable economic development.

VISION

The vision of AWESK is to directly respond to challenges women face in the sector, including under-representation in professional and academic settings, and lack of institutional support, while serving as a platform to promote the entry of women and their professional development in the energy sector.

MEMBERSHIP

AWESK has over 140 professional members, a number that will increase along with the growth of the Association's activities. AWESK aims to reach to professionals active in the energy sector, as well as to encourage students to come together and benefit from mentoring and professional development.

All AWESK members have professional experience and come from a wide range of profiles, including:

Engineering

Information Technology

Legal experts

Human Resources

Marketing and Public Relations

Academic field of engineering and social sciences

In addition to gaining experience, members are trained by the most competent institutions and experts in the country to implement the mission of the Association.

They are capable of preparing and implementing training and engaging in advocacy and project implementation.

AWESK members also have strong links with energy institutions and sound relations with civil society organizations.

STRATEGIC ORIENTATION

AWESK aims to promote gender diversity through mentoring, networking, skills development and career self-management. The Association aims to assist institutions in identifying concrete and viable actions that will empower women in the energy industry for professional development.

OBJECTIVES

Objective 1

Increased participation in training and networking to contribute towards career advancement and decision-making opportunities for women in the energy sector.

Objective 2

Raised awareness on energy efficiency and environmental protection measures to contribute to opportunities for higher quality of life and wellbeing, especially for girls and women.

Objective 3

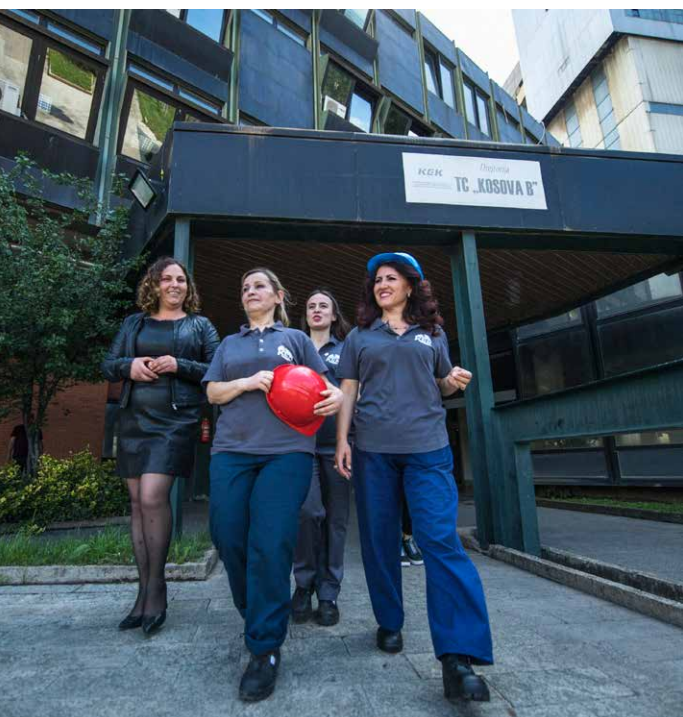
Increased cooperation between the energy and education sectors as a means of increasing access to employment opportunities and knowledge of gender considerations in the energy field.



Kosovan woman in energy

The Association takes pride of its professional members. Each of them is a success story that has contributed to shaping key energy institutions in the country.

We have selected some of the members of AWESK and their profiles that present fragments of their careers in the energy sector in Kosovo.





PROFILE

Arta Qorolli Isufi

Power Systems Engineer

–

Energy Regulatory Office – ERO



Work in the energy sector is very diverse, therefore the profession never becomes monotonous. Opportunities are equal for all (women and men), and I do not think men are more advanced or have more advantages. Previously there was a fear that the engineer should work with a hammer or that he should only operate some machinery in a power plant. Engineering can also be an office job. But even if one works in the field, it is not necessarily hard work. If you love it, you do it and you will succeed. ”





PROFILE

Teuta Buçinca

Project Supervisory Engineer

–

Kosovo Energy Distribution Services – KEDS



I have been working in this profession for 40 years and I have been constantly in the field.

It gives me pleasure even though it has its challenges, but on the other hand, I am proud of having a job that is creative.

For example, starting a project from scratch and managing to create something new; upon completion, especially when the work done serves the people and improves their lives, gives me pleasure. Maybe in the past energy was not such a great need, but now we cannot get anything done without energy in everyday life. ”

PROFILE

Donijeta Sogojeva

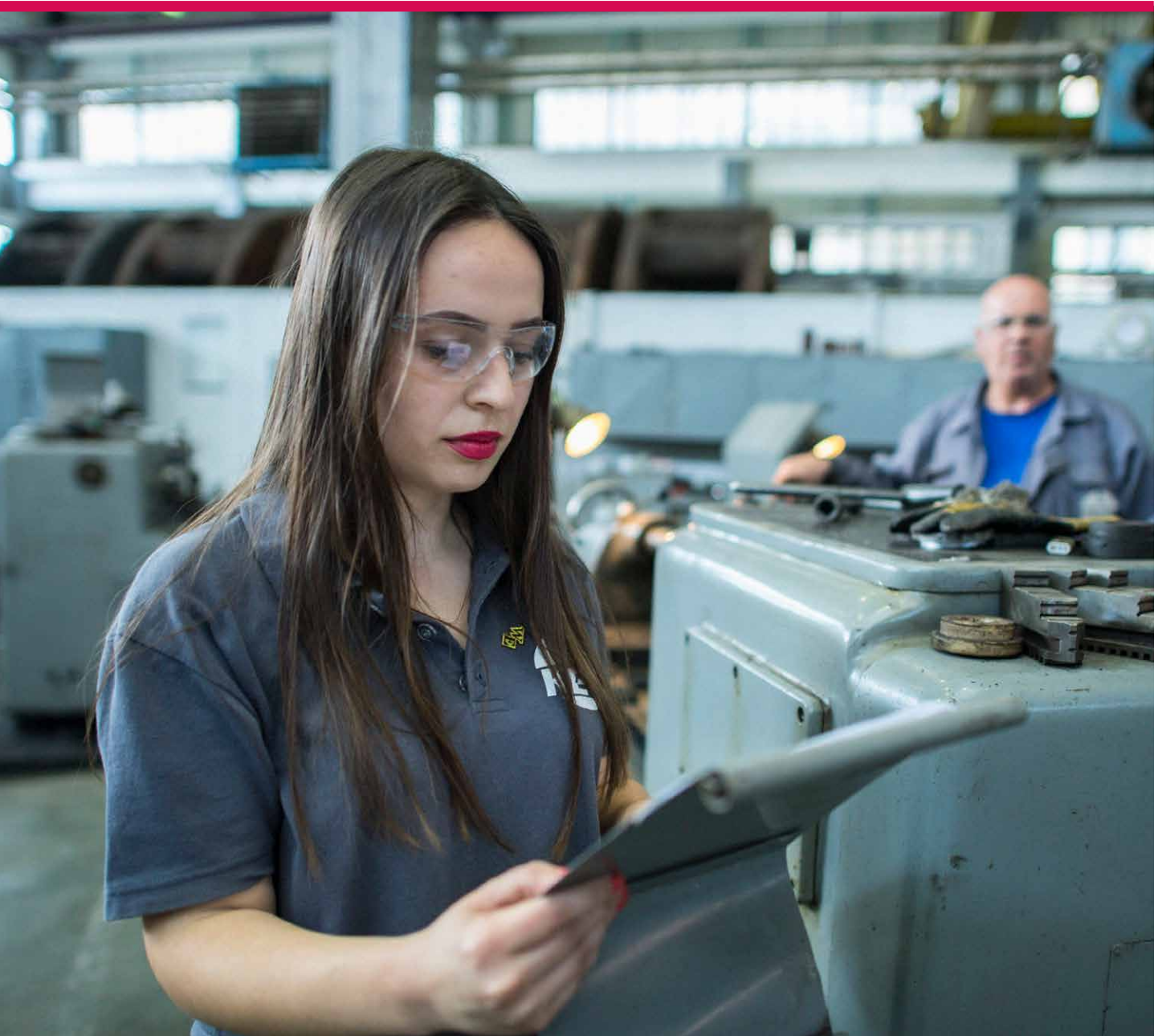
Machinery Engineer

–

Kosovo Energy Corporation – KEK

“

When we first came and started work at the power plant, after we finished the training at the KEK training center, it was very challenging when colleagues asked us why didn't we choose an easier profession, such as teaching instead of hard work that is required here. But this only made me stronger, and through each and every given task, requiring to stay three or four hours in snow and rain and in high temperatures together with my male colleagues, I have proved to myself and others that we are all equal. From there I have gained the respect of all the colleagues and they see me an equal peer. ”





PROFILE

Makfirete Bina

Electrical Engineer

–

**Transmission, System and Market
Operator – KOSTT**

“

When I started working in 1985, engineering was a niche profession and all students were employed as Kosovo had a great energy development. My profession is extremely specific and I would encourage all young girls to study electrical engineering because it creates a better future for you, and pleasure, and they would have a wider range of knowledge. Today all processes are automated and security is very high.

As far as my private life is concerned, I was lucky enough to have an engineer husband, and we could share with each other all of our problems. Everything is attainable, all you need is good will and you have to work and dedicate to both family and profession, and success will come. ”

PROFILE

Edita Bytyqi Muqkurtaaj

Power Engineer

–

**Transmission, System and
Market Operator – KOSTT**



I was sure ever since primary school that I will major in energy field. However, my destiny was confirmed following the motivation I received at home to become an engineer, since there are many engineers in our family. Our father, as an employee of the Faculty of Engineering, supported us, and out of four daughters three of us are now engineers. Today I feel very fulfilled. I would say that it is the field with the most perspective in Kosovo, not only fossil energy but also with the new trends in renewable energy. In terms of employment, all the colleagues I studied with are currently employed. I believe that there is no better incentive than this. I wish that the youth, especially the girls, choose the energy sector. Today, if I were to go back to school I would have chosen the same field. ”





PROFILE

Saranda Bytyqi

Electrical Engineer

Factory Manager

—

Jaha Solar



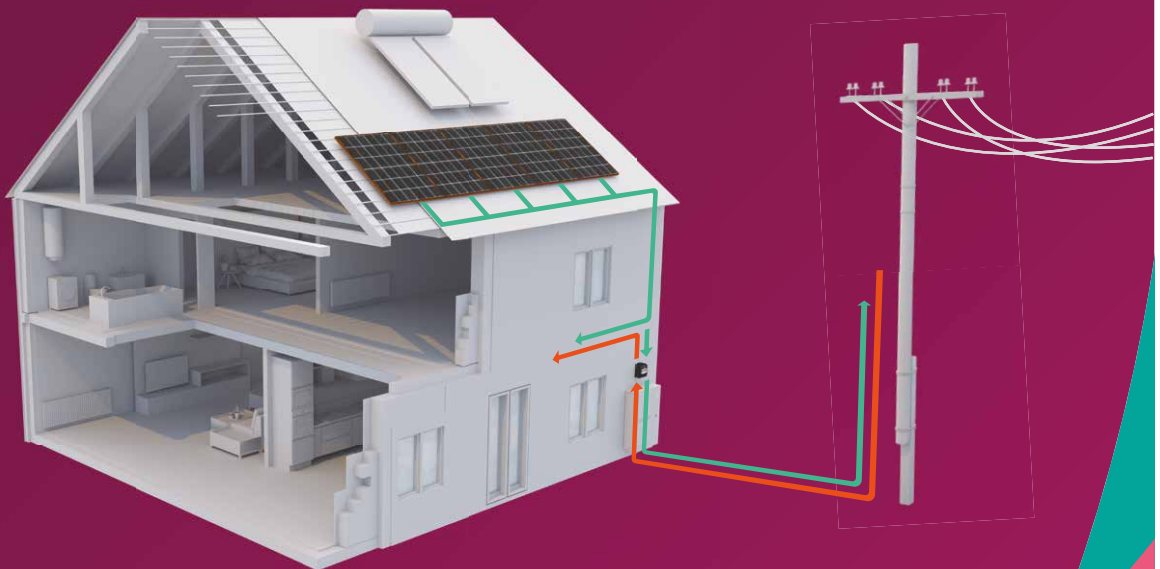
I have been involved in the company since its establishment, from the assembly of the machines until today when I manage the production process. We have at least seven product quality control stations in the production line. When we select workers, each of the operators (workers) that comes to the production line has the opportunity to observe each station. The moment a girl or a boy expresses readiness and is able to perform that type of task, we assign him/her to that position. Girls must have the courage to try new things. There is no job without challenges. A job that can start in machinery, can end up in a pretty good position. ”

Women to increase energy awareness

AWESK has started to implement its strategic objectives through activities implemented by members. Specifically, to achieve the Objective 2, AWESK implemented an energy efficiency awareness raising campaign, and promoted the concept of the prosumer, as two measures that contribute to environmental protection. This campaign is an opportunity for higher quality of life and well-being, especially for girls and women.

PROducer ConSUMER

Produce your energy and reduce consumption from the grid.
You will save money and protect the environment.



THE PROSUMER SCHEME

- ▶ PRODUCES ELECTRIC ENERGY FOR HOME AND BUSINESS NEEDS
- ▶ EXCESS PRODUCTION IS SENT TO THE GRID
- ▶ USES THE GRID WHEN SELF-GENERATION IS NOT SUFFICIENT

www.awesk.org

*The Energy Regulatory Office sets application conditions and procedures.
Our association can assist you in the application process to become a prosumer.*

ENERGY IN OUR HOME

Powerful



AWESK

SHOQATA E GRAVE NË SEKTORIN E ENERGJISË NË KOSOVË
ASSOCIATION OF WOMEN IN THE ENERGY SECTOR OF KOSOVO

SAVE energy and MONEY

Apply energy efficiency measures and reduce consumption.
You will save money and protect the environment.



35%
less power

PROPER INSULATION

Doors, Windows, Walls, Roof, Floor

www.awesk.org

To reduce electric energy consumption and water usage, consider how and when you use energy, and prevent losses by using equipment to save energy.

ENERGY IN OUR HOME

40%
less power

EFFICIENT HOME APPLIANCES

Boiler	keep water at 50 degrees C
Washing machine	activate during low tariff
Dishwasher	activate during low tariff
Fridge	use efficient consumption
Kitchen appliances	use efficient consumption
Air conditioner	turn off when not in use
TV / Computer	turn off when not in use
Thermostat	temperature regulator

60%
less power

EFFICIENT LIGHTING

LED lamps energy efficient

Costs up to 6 times less, and lasts up to 10 times longer

Powerful

AWESKosovo

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AWESK info

info@awesk.org

www.awesk.org

Supported by:



Training for career advancement

The Association supports women entering the energy sector, and those who are active, to develop professionally. This is a strategic orientation. During 2020, AWESK members attended a series of 13 trainings provided by the USAID-funded KESS project, implemented by DT Global.

This capacity building series trained participants in the areas of management and financial sustainability of the Association, specific areas in energy, as well as on gender equality in the energy sector.

With these skills, members will be able to use their knowledge to contribute to increasing the engagement of women and girls in the energy sector in Kosovo. KESS project experts and the Advocacy Training and Resource Center (ATRC) implemented the trainings.





Powerful

We are constantly on the move and implementing activities. At the same time we are working to design the next project from which you can benefit or contribute to its implementation. There are several ways you can support us in fulfilling our mission.



Mirvete Gërguri

Head of Assembly

A representative of KEK. There, she manages the implementation of contracts in the Procurement Office. She holds degrees in both electrotechnics and in public procurement and management.



Fahrije Qorraj Kaloshi

Membership Officer

Is the representative from the Ministry of Economy and Environment. She runs policies for Gender Equality and Equal Opportunities.

Become a member

AWESK is a growing Association with dedicated members for integration of women in Kosovo's energy sector. We invite you to join us in our mission.

Join and benefit from the support the Association provides to women entering or developing professionally in the energy sector.



Ardiana Haxhidauti Bokshi

Treasurer

She is an economist and has been working as the Head of Administration Unit in the Energy Regulatory Office since 2006. She has attended many trainings related to the management and promotion of gender equality and social inclusion in the energy sector.

She believes that the inclusion of women / girls in energy sector is not only a matter of gender or justice but a necessary strategy for the country's economic development. Excluding them from this field, the talent of a part of society will remain unutilized.

Donate

Our Association has established several ways for cooperation. You can become part of our project through financing. Your contribution enables AWESK to achieve its mission.



Volunteer

Become a volunteer and join our community. Help us achieve our goals by supporting us in the best way you can. We want you by our side.

Join Us

www.awesk.org



Supported by:

