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# RESEARCH REPORT: SURVEY RESULTS FOR REPUBLIC OF NORTH MACEDONIA, SERBIA, SLOVENIA AND ALBANIA



## APPENDIX 1

### RESEARCH REPORT

#### SURVEY RESULTS FOR REPUBLIC OF NORTH MACEDONIA, SERBIA, SLOVENIA AND ALBANIA

##### INTRODUCTION TO THE RESEARCH REPORT

The role of women in private security is increasingly recognized as essential for fostering diversity, inclusion, and professional excellence within the sector. This research examines perceptions regarding gender equality, leadership, training opportunities, and workplace challenges, providing insights into attitudes toward women's contributions and experiences in private security companies. Conducted by a multidisciplinary expert team, the study brought together specialists in security studies, gender equality, data analysis, and policy development to ensure a comprehensive and methodologically sound approach. The research involved respondents from four countries—Republic of North Macedonia, Serbia, Slovenia, and Albania—who assessed key themes, including support for the EU Gender Equality Strategy (2020–2025), gender balance in corporate decision-making, managerial competencies, digital transformation, and workplace stereotypes.

The questionnaire was created using Google Forms, delivered digitally, and thoroughly analyzed, with charts provided to visually present key findings. The responses, categorized as agree, neutral, or disagree, offer valuable perspectives on the current state of gender representation in private security. This report serves as a foundation for strategic recommendations to enhance gender inclusivity and professional growth within the sector.

## QUESTIONNAIRE:

### QUESTIONS:

1. Women bring value to private security companies.
2. Do you support the Gender equality strategy 2020-2025 of EU?
3. Do you support gender balance in corporate decision making?
4. Women employed in private security companies have self-confidence.
5. Women have equal opportunities for specialized professional training in private security companies.
6. Women need knowledge for digital transformation.
7. Women face gender stereotypes at the workplace in private security
8. Women show high level of managerial competences in private security companies
9. Employees follow men better than women leaders at the workplace in private security companies.

ANSWERS: agree, neutral, disagree

### Basic Information About North Macedonia

**Geographical Position:** North Macedonia is a landlocked country in Southeastern Europe, bordered by Albania, Bulgaria, Greece, Kosovo, and Serbia. Its capital and largest city is Skopje.

**Population & Demographics:** According to the 2021 Census, North Macedonia has a resident population of 1,836,713. The ethnic composition includes Macedonians (58.44%), Albanians (24.3%), Turks (3.86%), Roma (2.53%), Serbs (1.3%), Bosniaks (0.87%), and Aromanians (0.47%). The official languages are Macedonian and Albanian, with other recognized minority languages.

North Macedonia's sex ratio is approximately 94.79 males per 100 females, meaning there are more females than males in the population

**Economy:** The country has a developing economy, with key sectors including agriculture, manufacturing, trade, and tourism. Economic growth is supported by foreign investments, exports, and infrastructure development.

## RESEARCH FINDINGS:

### Summary of Survey Findings – Gender Perceptions in the Private Security Sector (RSM, 150 respondents)

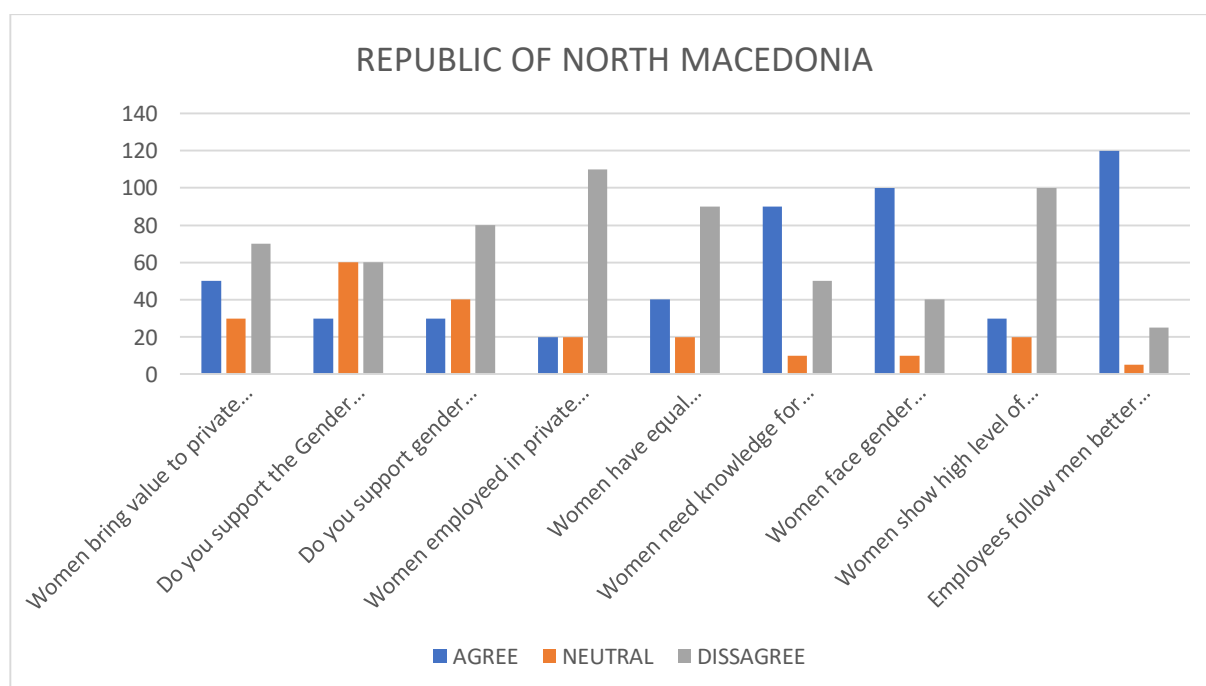
The survey results reveal predominantly traditional views on gender roles within the private security sector in RSM. A significant portion of respondents expressed skepticism regarding women's contributions and capabilities in this field.

While a majority (100 respondents) acknowledge that women face gender stereotypes at the workplace, there is low support for gender equality initiatives such as the EU Gender Equality Strategy 2020–2025 and gender balance in corporate decision-making. Most respondents disagreed with the idea that women bring value to private security companies and showed limited confidence in women's self-confidence and managerial competencies.

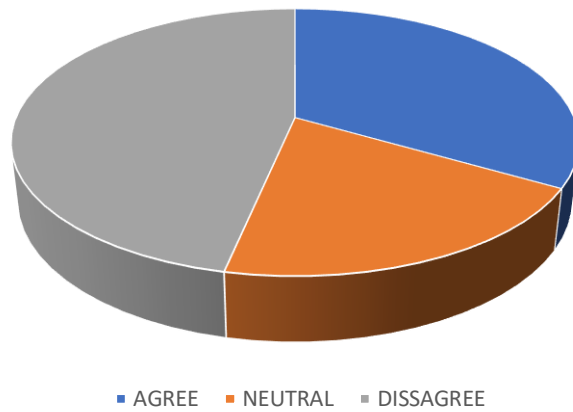
Additionally, many believe that men are more likely to be followed as leaders in the workplace, suggesting a strong bias in favor of male leadership. Respondents also feel that women do not have equal opportunities for specialized professional training.

On a more positive note, there is broad agreement that women need knowledge for digital transformation, which may indicate recognition of the need to prepare women for future industry demands.

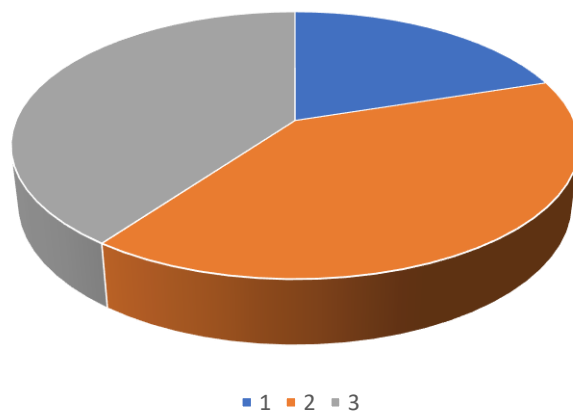
Overall, the findings highlight significant gender bias and resistance to equality measures in the sector, but also reveal an opportunity to promote digital empowerment for women.



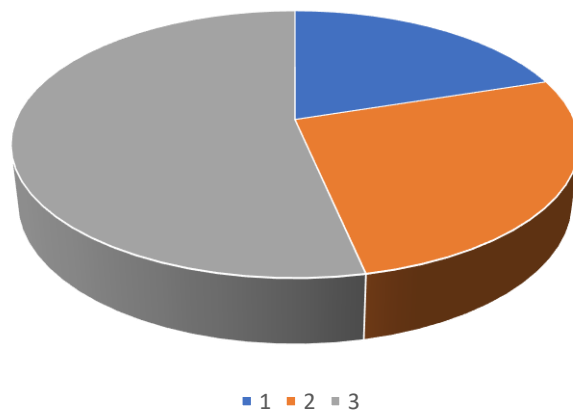
Women bring value to private security companies.



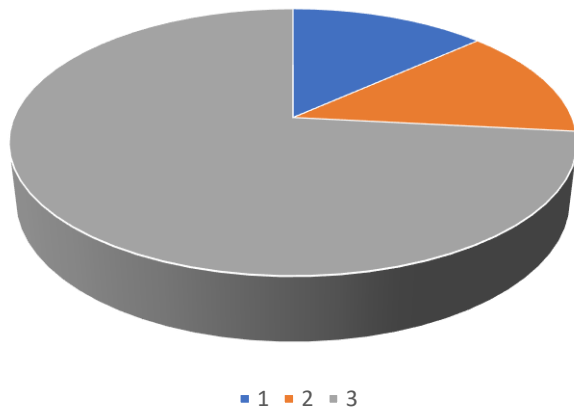
Do you support the Gender equality strategy 2020-2025 of EU?



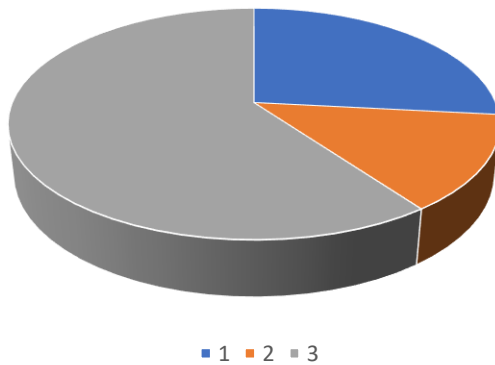
Do you support gender balance in corporate decision making?



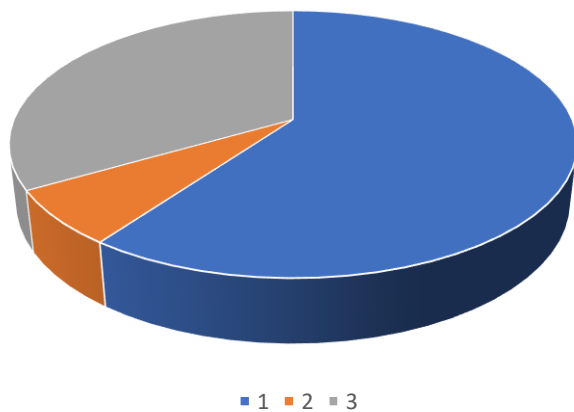
Women employed in private security compnaies  
have self-confidence.



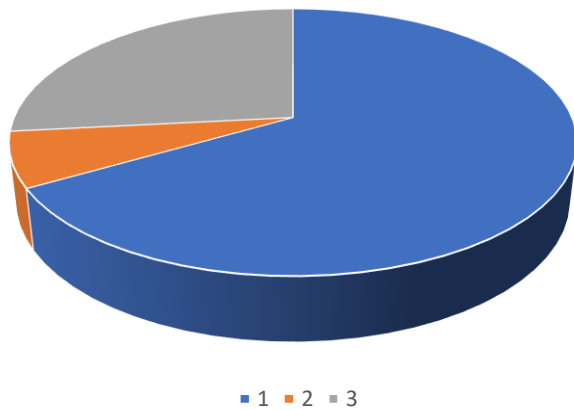
Women have equal opportunities for specialised  
professional training in private security  
companies.



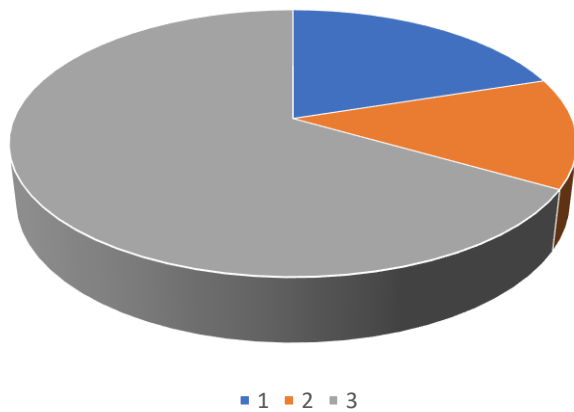
Women need knowledge for digital  
transformation.



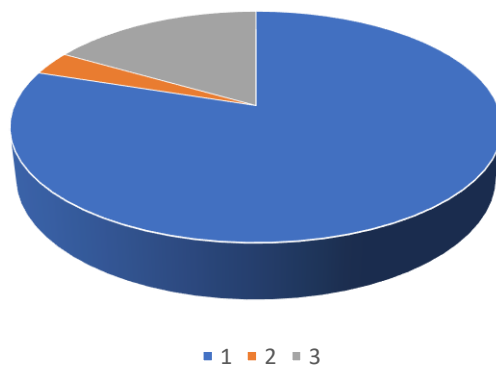
Women face gender stereotypes at the workplace in private security



Women show high level of managerial competences in private security companies



Employees follow men better than women leaders at the workplace in private security companies.



## Basic Information About Serbia

**Geographical Position:** Serbia is a landlocked country in Southeastern Europe, bordered by Hungary, Romania, Bulgaria, North Macedonia, Montenegro, Bosnia and Herzegovina, and Croatia. Its capital and largest city is Belgrade.

**Population & Demographics:** As of 2025, Serbia has a population of approximately 6.6 million. The age distribution includes 14.44% under 14 years, 65.01% between 15-64 years, and 20.56% aged 65 and above. The ethnic composition consists mainly of Serbs (80.6%), Hungarians (2.8%), Bosniaks (2.31%), Roma (2%), and other minorities.

Serbia's sex ratio is approximately 90.27 males per 100 females, meaning there are more females than males in the population

**Economy:** Serbia has a developing economy, with a GDP of \$63.56 billion (2022). Key industries include agriculture, manufacturing, energy, and technology. The country maintains moderate inflation rates and is actively engaged in foreign trade and investment.

## Summary of Survey Findings – Gender Perceptions in the Private Security Sector (Serbia, 60 respondents)

The survey data from Serbia highlights a predominantly **traditional and skeptical attitude** toward gender equality and the role of women in the private security sector.

A significant majority of respondents **disagree** that women bring value to private security companies or possess strong managerial competencies. Similarly, **very few support** the EU Gender Equality Strategy 2020–2025 or gender balance in corporate decision-making, indicating resistance to institutional gender equality initiatives.

Perceptions about women's self-confidence and access to professional training are also largely negative, with most respondents disagreeing that women have equal opportunities or display self-confidence in their roles.

On a more positive note, there is **broad agreement** (40 respondents) that women need knowledge for digital transformation, showing an openness to women's professional development in tech-related areas. Additionally, **half of the respondents acknowledge** the presence of gender stereotypes in the workplace, suggesting a degree of awareness of gender-based challenges.

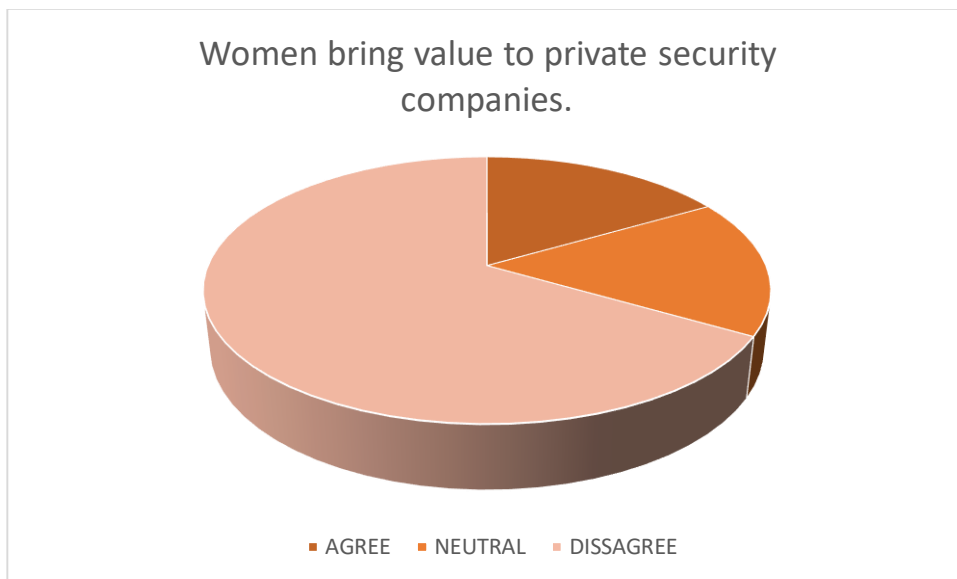
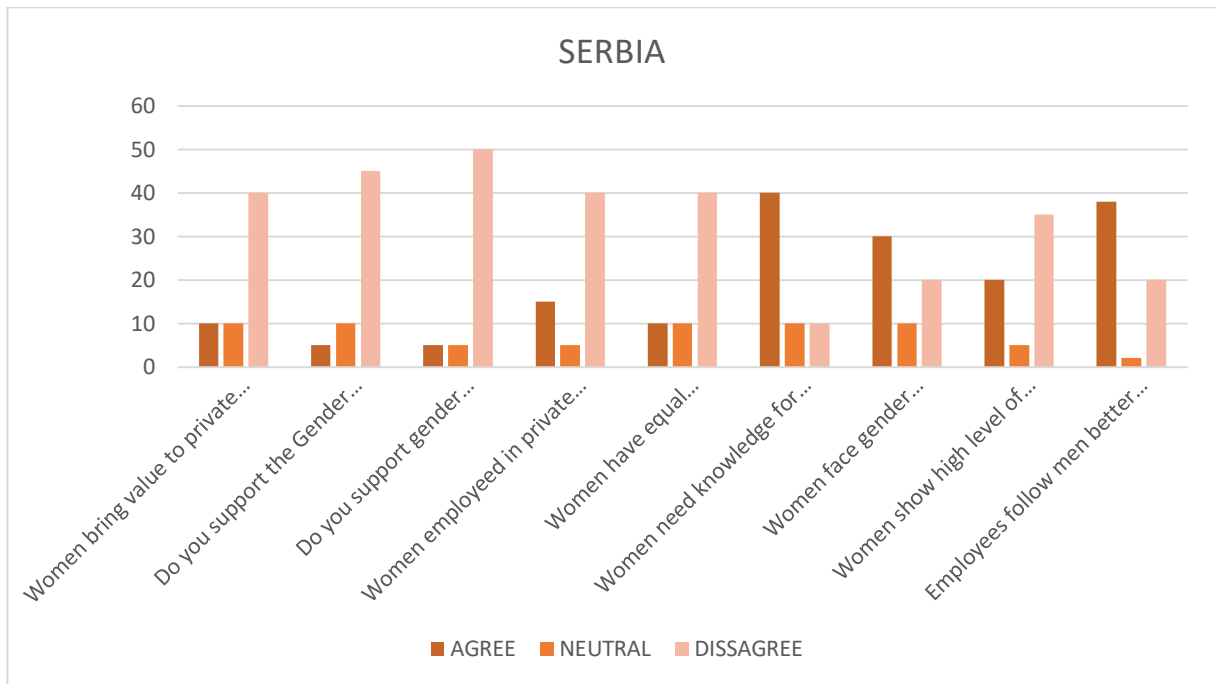
A large number of respondents (38) agree that **employees follow male leaders more easily than female leaders**, reinforcing a strong preference for traditional male leadership within the sector.



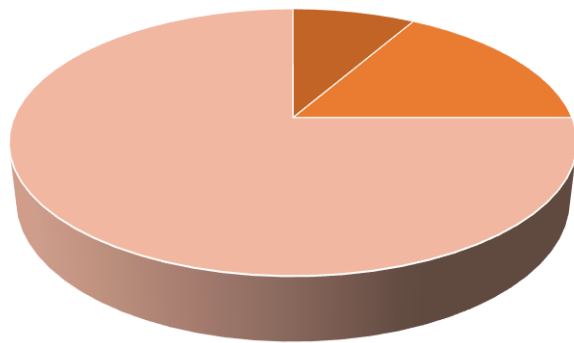
Overall, the findings reflect **deep-rooted gender biases** in Serbia's private security sector, with limited support for gender equality or women in leadership roles. However, there is some recognition of the importance of digital skills for women, and modest awareness of existing workplace stereotypes—both of which could serve as entry points for future gender-focused interventions.

#### SERBIA (60)

1. Women bring value to private security companies.
2. Do you support the Gender equality strategy 2020-2025 of EU?
3. Do you support gender balance in corporate decision making?
4. Women employed in private security companies have self-confidence.
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7. Women face gender stereotypes at the workplace in private security
8. Women show high level of managerial competences in private security companies
9. Employees follow men better than women leaders at the workplace in private security companies.

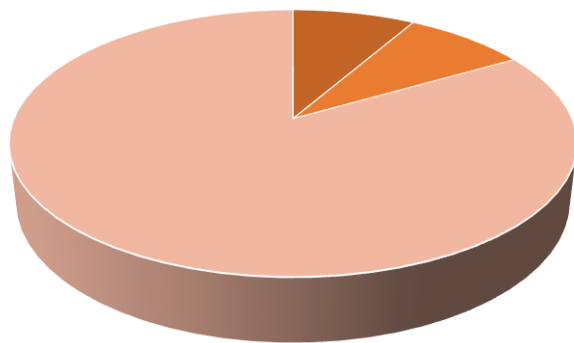


Do you support the Gender equality strategy  
2020-2025 of EU?



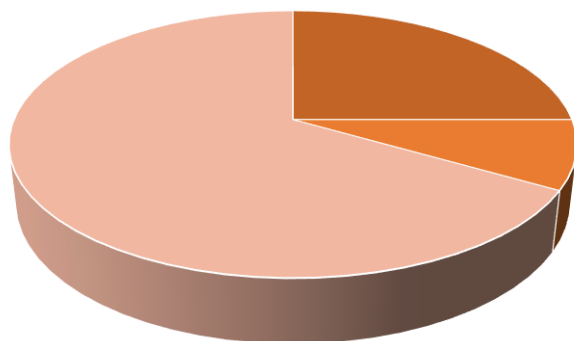
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Do you support gender balance in corporate  
decision making?



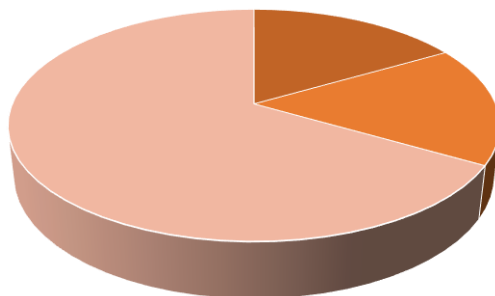
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Women employed in private security compnaies  
have self-confidence.



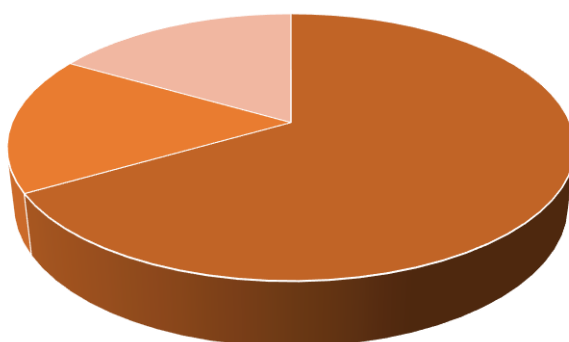
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Women have equal opportunities for specialised professional training in private security companies.



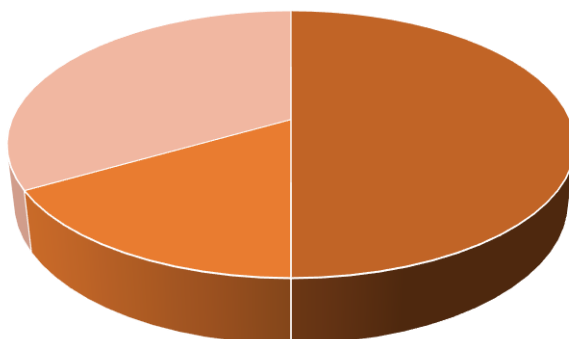
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Women need knowledge for digital transformation.



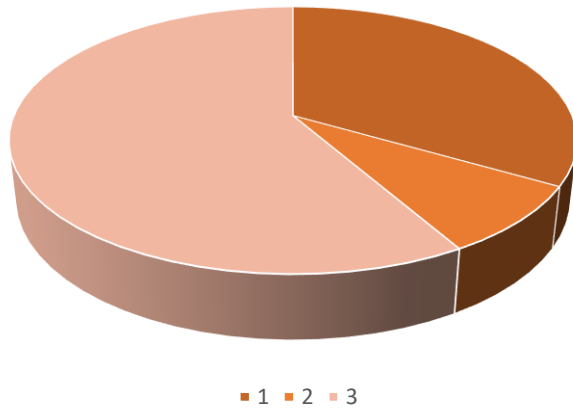
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Women face gender stereotypes at the workplace in private security

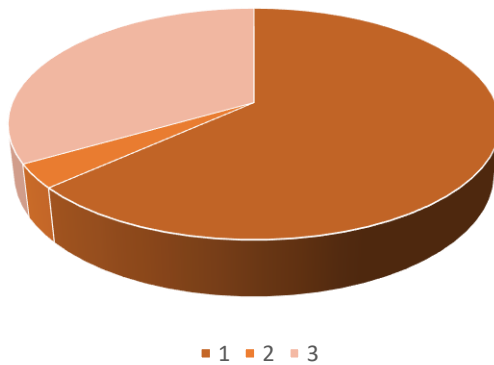


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Women show high level of managerial competences in private security companies



Employees follow men better than women leaders at the workplace in private security companies.



## Basic Information About Slovenia

**Geographical Position:** Slovenia is a Central European country, bordered by Italy, Austria, Hungary, and Croatia, with a small coastline along the Adriatic Sea. Its capital and largest city is Ljubljana.

**Population & Demographics:** As of 2025, Slovenia has a population of approximately 2.13 million. The country has a high population density, with 104.69 people per km<sup>2</sup>. The age distribution includes 15.12% under 14 years, 63.92% between 15-64 years, and 20.96% aged 65 and above.

Slovenia's sex ratio is approximately 100.99 males per 100 females, meaning the population is nearly balanced between men and women

**Economy:** Slovenia has a strong economy, with a GDP of \$60.06 billion (2022). Key industries include manufacturing, technology, pharmaceuticals, and tourism. The country maintains low unemployment rates and a stable inflation rate.

## Summary of Survey Findings – Gender Perceptions in the Private Security Sector (Slovenia, 50 respondents)

The data from Slovenia reveals a **largely conservative stance** on gender roles in the private security sector, with limited support for gender equality policies and women's leadership capabilities.

Most respondents **disagree** that women bring value to private security companies, have self-confidence, or show strong managerial competence. Similarly, support for the **EU Gender Equality Strategy 2020–2025** and **gender balance in corporate decision-making** is very low, with only 5 respondents in favor and 40 against for each.

The perception of **equal access to specialized training** for women is also mostly negative, though 10 respondents expressed neutrality, suggesting a slight openness to the issue.

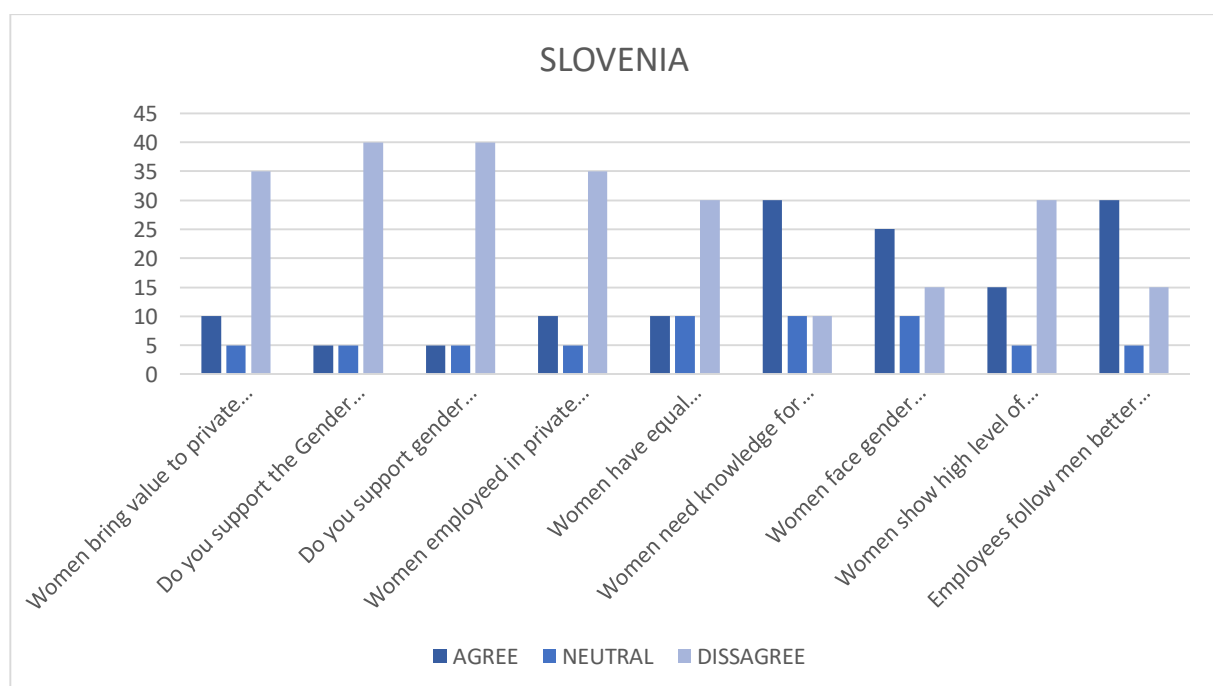
There is, however, a **strong agreement** (30 respondents) that women need knowledge for **digital transformation**, indicating awareness of the growing importance of technological competence in the industry. Additionally, **half of respondents recognize** the existence of **gender stereotypes** in the workplace.

Regarding leadership dynamics, a majority (30 respondents) agree that **employees follow male leaders more easily than female leaders**, highlighting persistent gender bias in perceptions of authority and effectiveness.

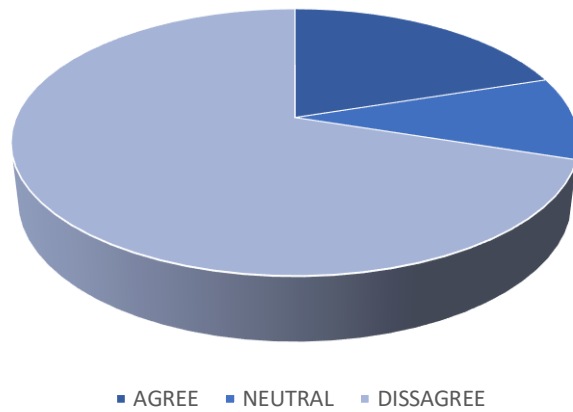
The findings from Slovenia reflect a **strong gender bias** within the private security sector. There is **low support for institutional equality measures**, and women's contributions and leadership are widely undervalued. Despite this, there is some recognition of gender-based challenges and the importance of equipping women with digital skills, which could provide a basis for future initiatives promoting inclusion and upskilling.

#### SLOVENIA (50)

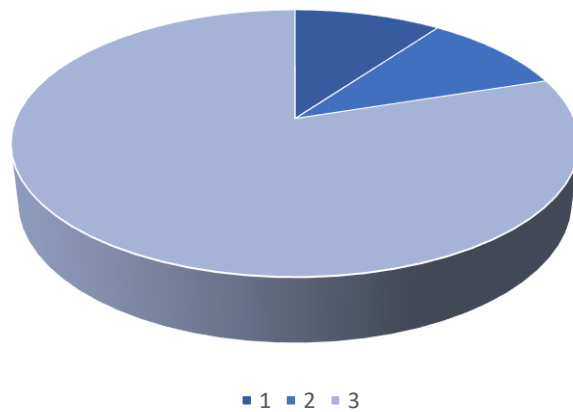
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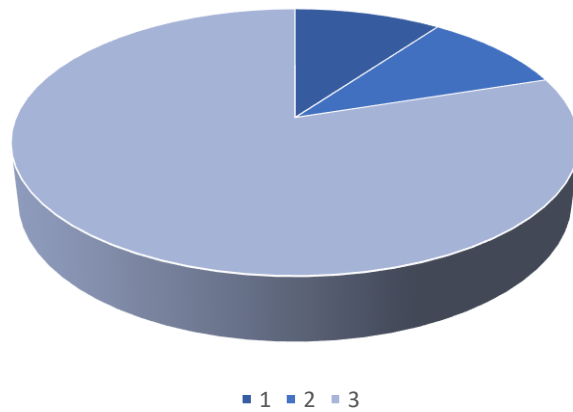
Women bring value to private security companies.



Do you support the Gender equality strategy 2020-2025 of EU?

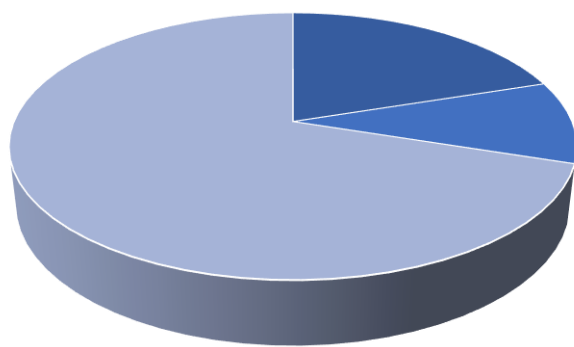


Do you support gender balance in corporate decision making?



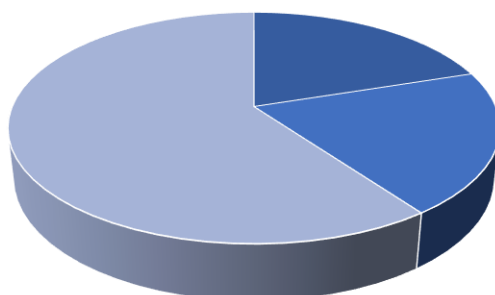


Women employed in private security compnaies  
have self-confidence.



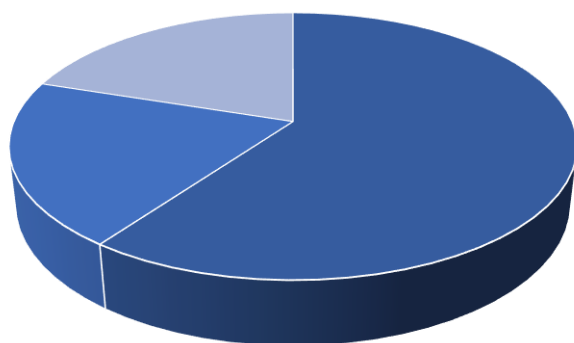
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Women have equal opportunities for specialised  
professional training in private security  
companies.



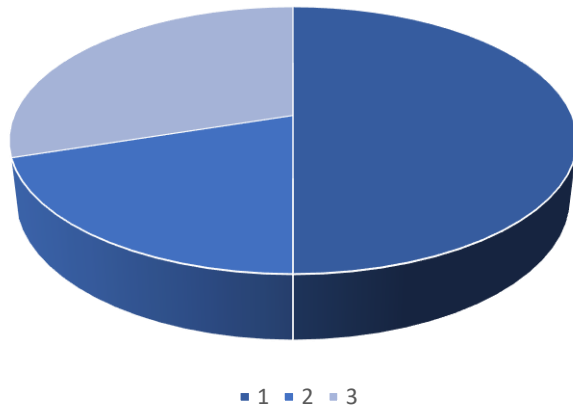
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Women need knowledge for digital  
transformation.

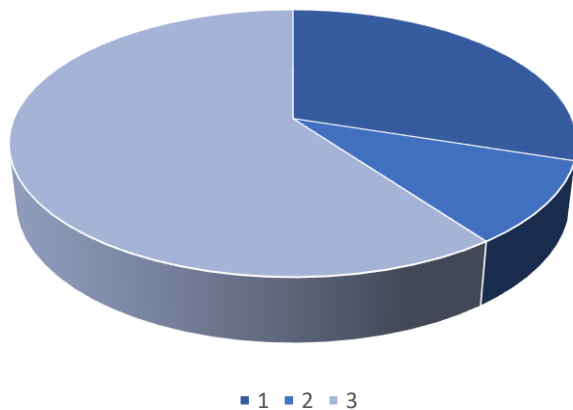


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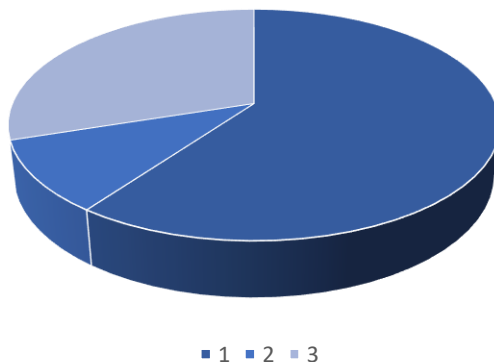
Women face gender stereotypes at the workplace in private security



Women show high level of managerial competences in private security companies



Employees follow men better than women leaders at the workplace in private security companies.



## Basic Information About Albania

**Geographical Position:** Albania is a Southeastern European country, bordered by Montenegro, Kosovo, North Macedonia, and Greece, with a coastline along the Adriatic and Ionian Seas. Its capital and largest city is Tirana.

**Population & Demographics:** According to the 2023 Census, Albania has a population of approximately 2.4 million. The ethnic composition includes Albanians (91%), Greeks (0.98%), and other minorities. The official language is Albanian.

The sex ratio is 0.97 males per female, meaning there are slightly more females than males in the country. The age distribution includes 17.6% under 14 years, 13.03% aged 65 and above, and the remaining population falls within the working-age group

**Economy:** Albania has a developing economy, with key sectors including agriculture, tourism, energy, and manufacturing. The GDP in 2022 was approximately \$18 billion, with steady growth.

## Summary of Survey Findings – Gender Perceptions in the Private Security Sector (Albania, 30 respondents)

The survey data from Albania reflects a predominantly **critical view** of women's roles and capabilities in the private security sector, accompanied by **low support for gender equality policies**.

A **majority of respondents disagree** that women bring value to private security companies, possess self-confidence, or show strong managerial competences. Likewise, support for the **EU Gender Equality Strategy 2020–2025** and **gender balance in corporate leadership** is very limited, with only 2–3 respondents in favor, and over two-thirds in opposition.

Perceptions of equal access to **professional training opportunities** for women are also largely negative, though a small group (8 respondents) believes such opportunities exist.

Despite these critical views, there is notable **agreement on two key issues**:

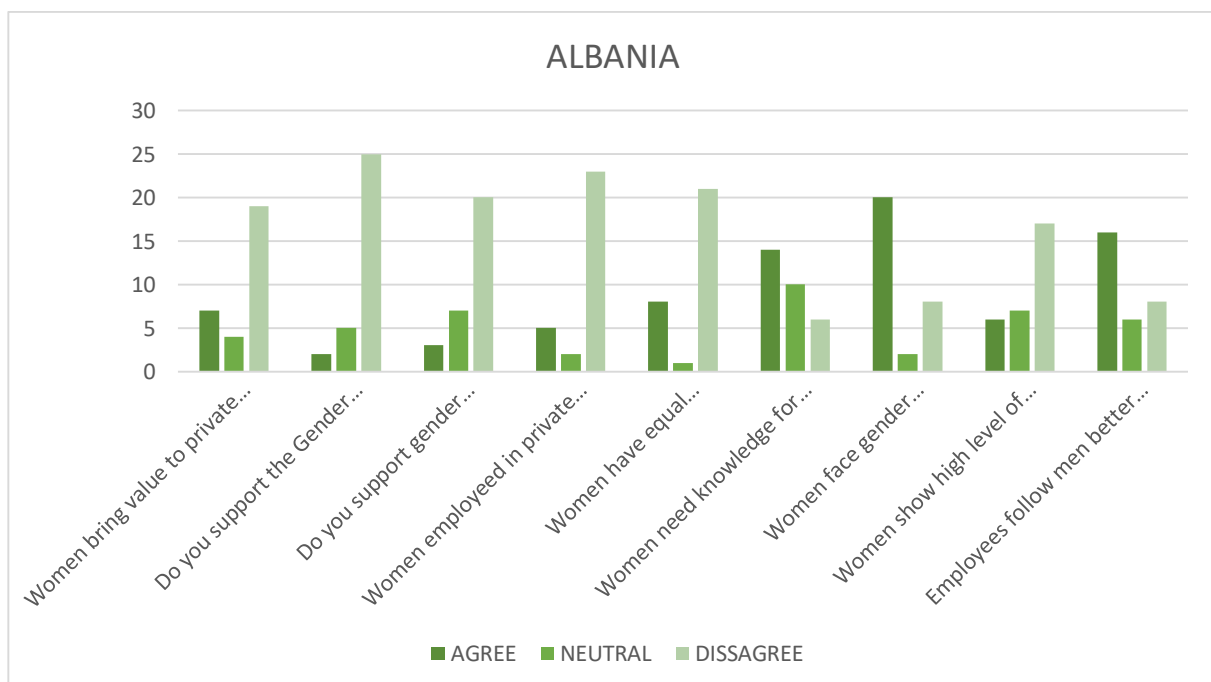
- **Digital skills:** 14 respondents agree that women need knowledge for digital transformation.
- **Workplace discrimination:** 20 respondents agree that women face gender stereotypes in the sector.

Regarding leadership dynamics, more than half (16 respondents) believe that **employees are more likely to follow male leaders**, indicating persistent gender biases related to authority and influence.

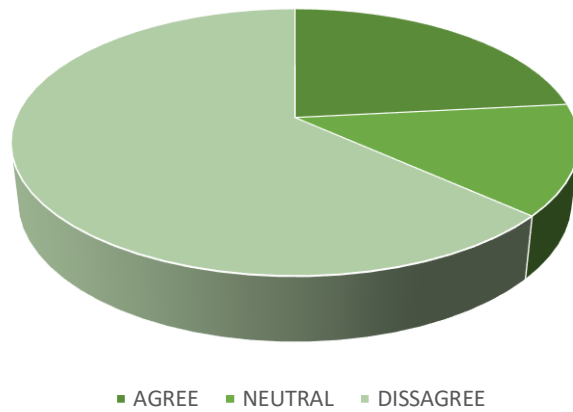
The findings from Albania point to a **high level of gender bias** and **low institutional support for equality initiatives** in the private security sector. Most respondents express doubts about women's abilities and roles in the field. However, there is some recognition of **digital education needs** and **gender stereotypes**, which could be leveraged as starting points for awareness and training programs aimed at greater inclusion and capacity-building for women in the sector.

#### ALBANIA (30)

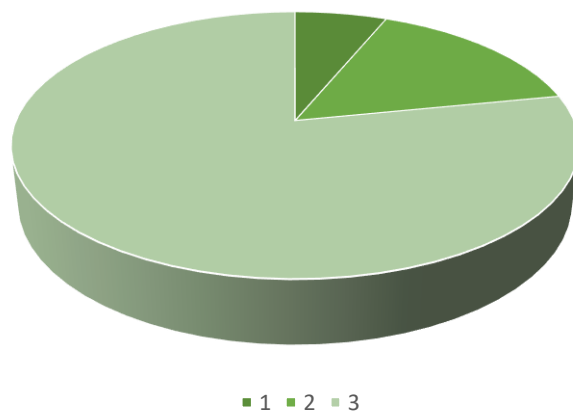
1. Women bring value to private security companies.
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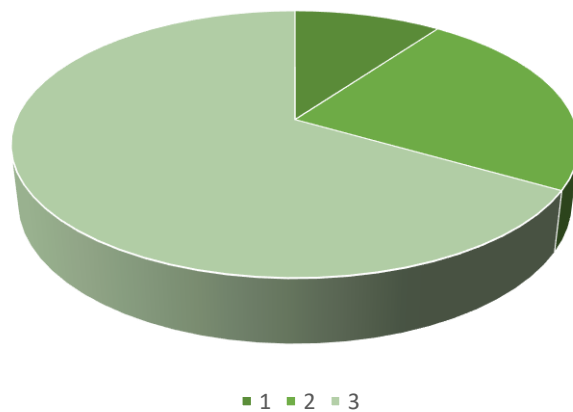
Women bring value to private security companies.



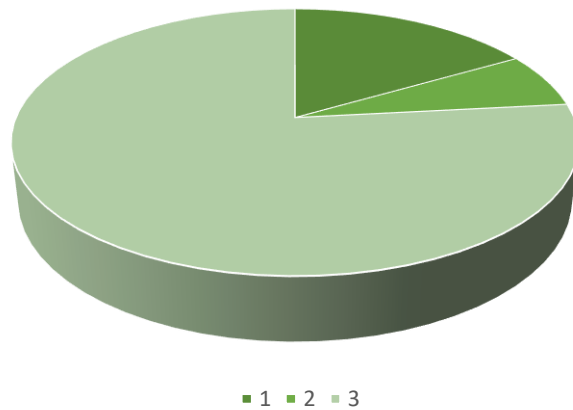
Do you support the Gender equality strategy 2020-2025 of EU?



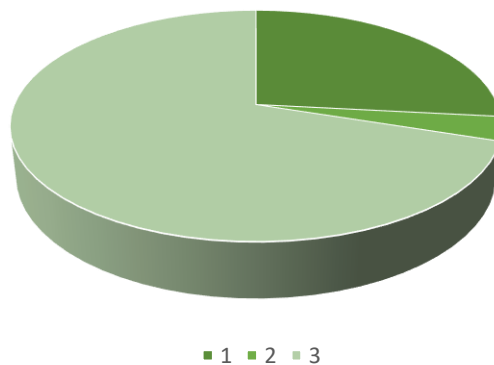
Do you support gender balance in corporate decision making?



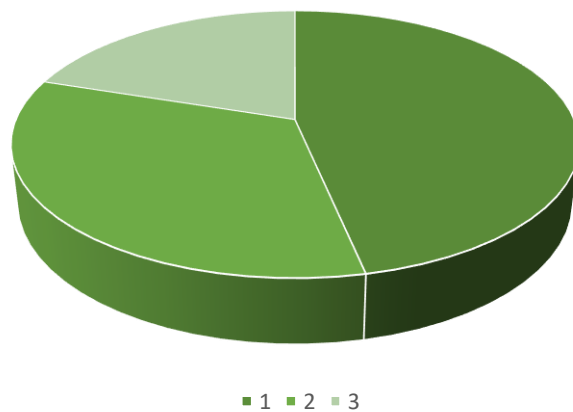
Women employed in private security compnaies  
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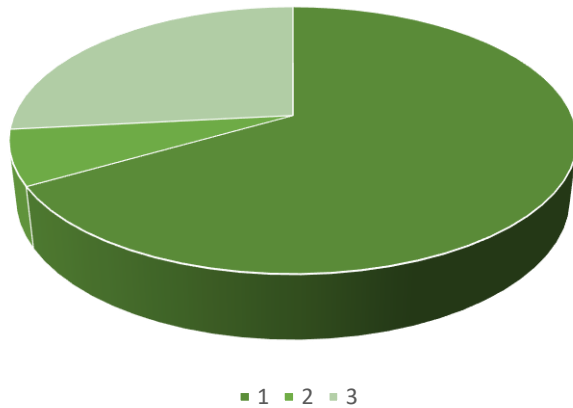
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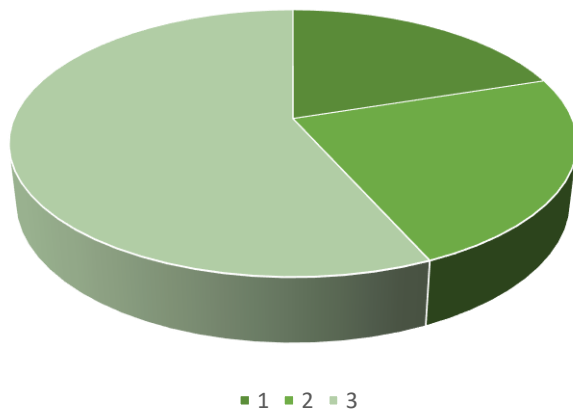
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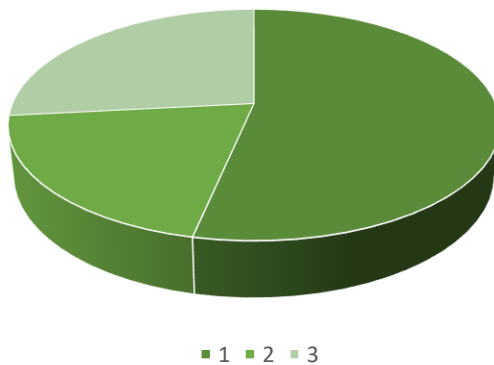
Women face gender stereotypes at the workplace in private security



Women show high level of managerial competences in private security companies



Employees follow men better than women leaders at the workplace in private security companies.



### **Detailed Summary: Gender Perceptions in the Private Security Sector Across RSM, Serbia, Slovenia, and Albania**

This survey, conducted among 290 respondents from four Southeast European countries, reveals prevailing traditional attitudes and significant gender biases within the private security sector. Across all countries—North Macedonia (RSM), Serbia, Slovenia, and Albania—there is a consistent pattern of skepticism about the value and capabilities of women in this industry. In all surveyed countries, most respondents disagreed that women bring value to private security companies. Similarly, perceptions of women’s self-confidence and managerial competence were largely negative. This reflects a widespread belief that women are less suited for leadership and operational roles in private security. The majority of respondents across countries see men as the natural leaders and view female leadership with reluctance or doubt. Support for gender equality initiatives such as the EU Gender Equality Strategy 2020–2025 and gender-balanced corporate decision-making was very low across the board. In particular, Serbia, Slovenia, and Albania showed very limited support, with only a handful of respondents agreeing with these measures. This indicates resistance to institutional efforts promoting gender equity in the sector.

Respondents generally believe that women do not have equal access to specialized professional training in the private security sector. This perception of unequal opportunities further entrenches gender disparities and limits women’s career advancement within the industry.

Despite negative views on women’s professional abilities, many respondents—especially in RSM and Albania—acknowledged the existence of gender stereotypes at the workplace. This awareness, though not necessarily paired with support for change, signals an important recognition of discriminatory attitudes and behaviors present in their work environments.

A strong majority in all countries agreed that employees follow male leaders more readily than female leaders. This points to entrenched cultural norms favoring male leadership and suggests that women face significant challenges gaining authority and influence in their workplaces.

One of the few positive and forward-looking responses was broad agreement that women need knowledge for digital transformation. This consensus indicates recognition of the increasing importance of digital skills and presents a valuable opportunity to support women’s upskilling and integration into evolving technological aspects of the sector.



Overall, the survey highlights systemic gender bias, low support for equality measures, and limited recognition of women's leadership potential in the private security sector throughout the region. However, the awareness of gender stereotypes and the need for digital skills provide important entry points for initiatives aimed at promoting gender equality and professional development.

The private security sector in North Macedonia, Serbia, Slovenia, and Albania remains predominantly influenced by traditional gender roles and stereotypes. Women's contributions and leadership abilities are widely undervalued, and formal gender equality policies receive little support. To advance gender equality, targeted efforts should focus on raising awareness of gender bias, increasing access to training and leadership development for women, and leveraging the recognized need for digital skills as a catalyst for change. These measures could foster a more inclusive and equitable environment in the private security industry across the region.



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*Dr. Claude Chanchou*



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crisis management



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PRIVATE  
SECURITY

