



25th world gas conference  
"Gas: Sustaining Future Global Growth"

# Is the global energy industry ready for gender diversity and inclusion?

The views of EI's women members

By: Sarah Beacock FEI, International and Professional Affairs Director and Acting CEO, Energy Institute  
[www.energyinst.org](http://www.energyinst.org)

Date: Tuesday 5 June 2012

Venue: Emerald room, Mandarin Oriental Kuala Lumpur hotel



Patron



Host

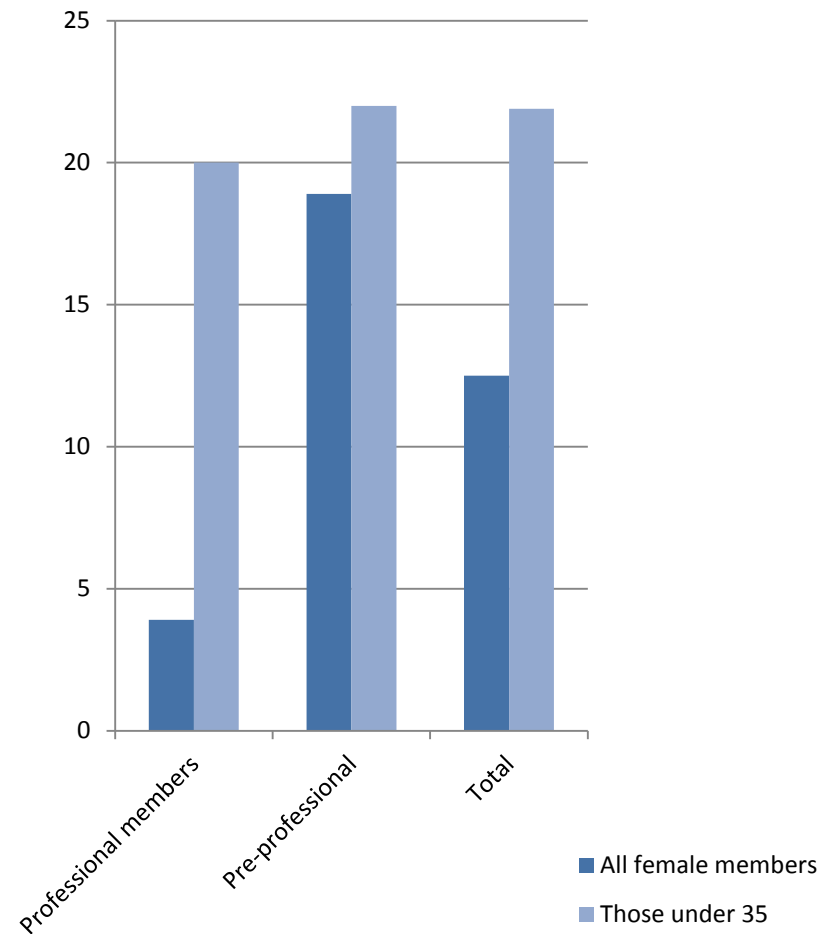


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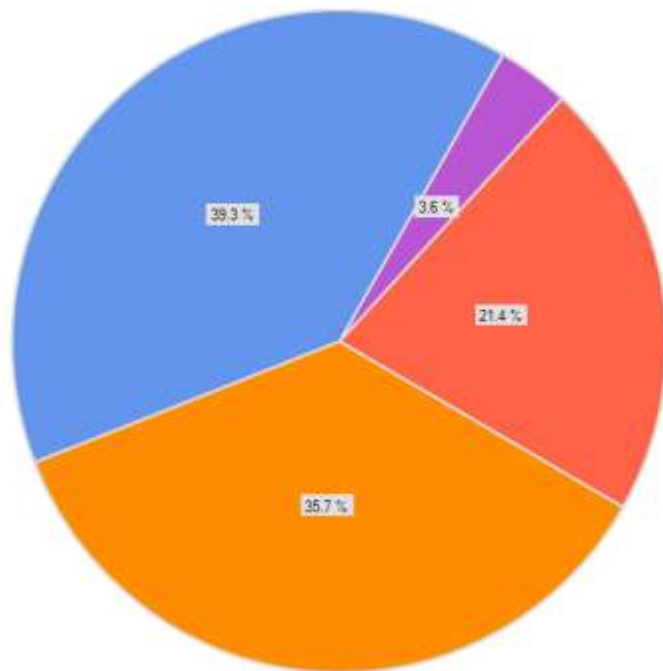
# Women in energy – some statistics from EI's membership

- EI's membership covers all energy
- Women overall account for 12.5% of members but ...
- Higher amongst younger age group
- Relatively few professional women over 35
- Under 35s, professionals better represented
- Survey – average % of female staff:
  - all energy 20.3%
  - oil and gas 18.9%

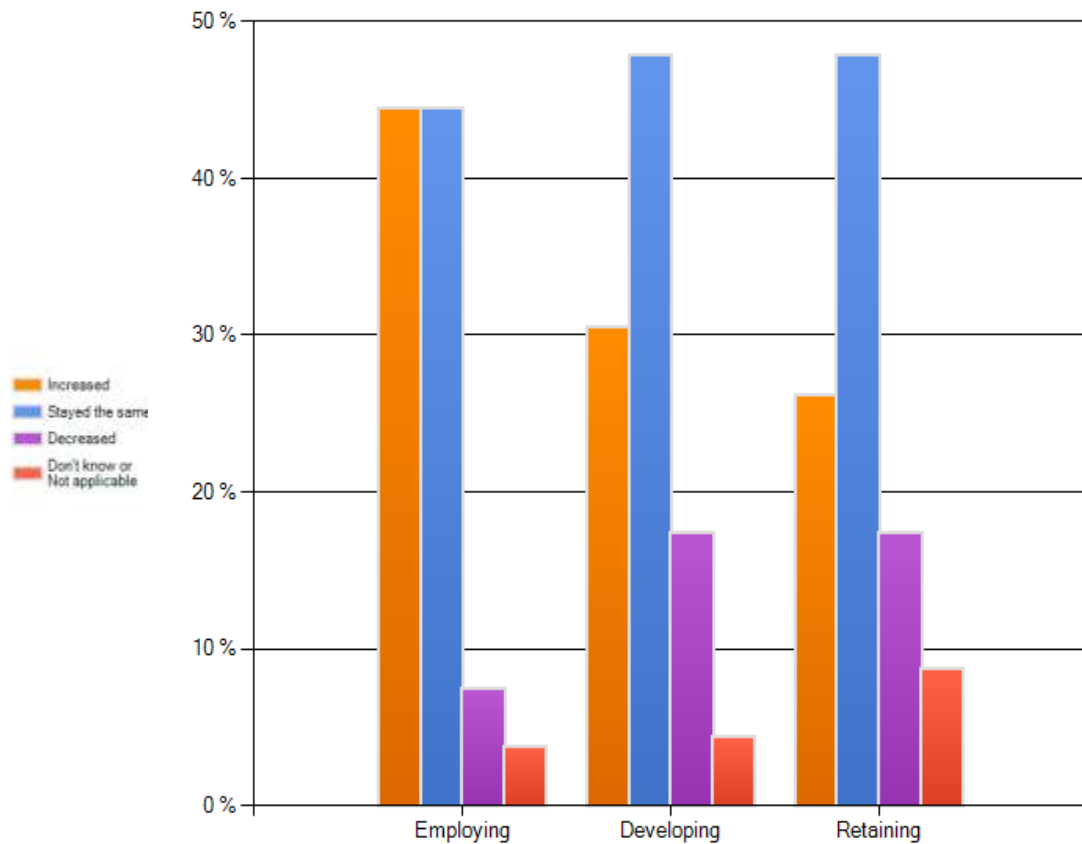


# A changing workforce?

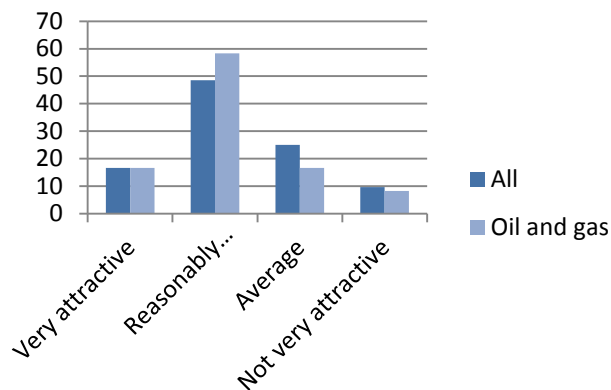
How has this changed in the last five years?



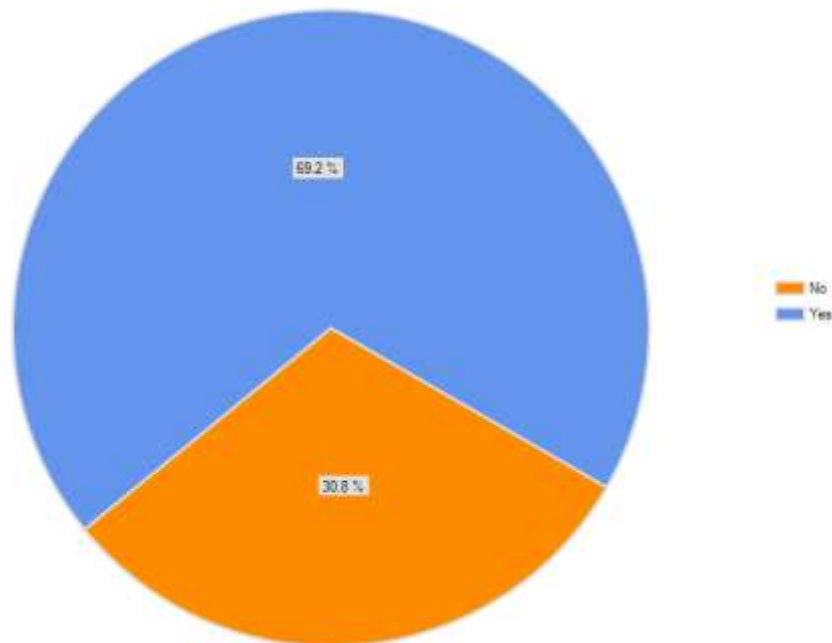
How do you feel the sector of the energy industry in which you work has changed in its approach to employing, developing and retaining women?



# Attractiveness of the sector and barriers to women – could do better?



Do you believe any barriers still exist for women in your sector?



- When asked to rate how rewarding women find their careers on a scale of 1-10, 55% of all respondents and 60% of those from oil and gas rated their career as 8, 9 or 10 (highly rewarding)
- Average ratings – 7.21 for all and 7.44 for oil and gas
- Values:
  - 35% Career progression, training, development
  - 29% Salary, benefits, security
  - 25% Equality, honesty, integrity, respect
  - 25% Type of work, variety and interest
  - 22% Flexibility and work/life balance
  - 7% Location
  - 6% Teamwork, working environment
- Barriers – 61.3% of all energy respondents said barriers still existed

# Some barriers and suggestions for improvement

Perception of engineering as being a 'male' job, as ever and the current imbalance of gender in the industry

Less than 3% of Board members in oil & gas are women

The offshore nature of the business plays a part but I also think in the UK that smaller firms are quite shy of employing women who they feel are likely to get pregnant. This is not done overtly but a small company just cannot afford too many members of staff off for a whole year

Although there are opportunities I think women are less inclined to put themselves forward or over exaggerate their abilities than men

The pay gap is doubly important for women with children because the cost of childcare can prevent them from fully developing their careers at a crucial time.

The main barrier is a personal barrier in trying to juggle a family with a high paced career. I believe men now face this same challenge which is new!

More importance needs to be put on having successful female role models in STEM, to encourage female school/college/university students into the energy industry.

I believe it is improving particularly now there are more of us, but I still feel that it is a very male dominated industry and women are not really taken that seriously sometimes by a few individuals or companies.

Women's assumption that they can't learn 'technical' skills

Few women get to the top. There is still a pay gap.

Being taken seriously, having a platform for sharing ideas

