

26th World Gas Conference

1 – 5 June 2015, Paris, France



2015 IGU HR Report – *'Delivering on Talent'*

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IGU - Task Force 1



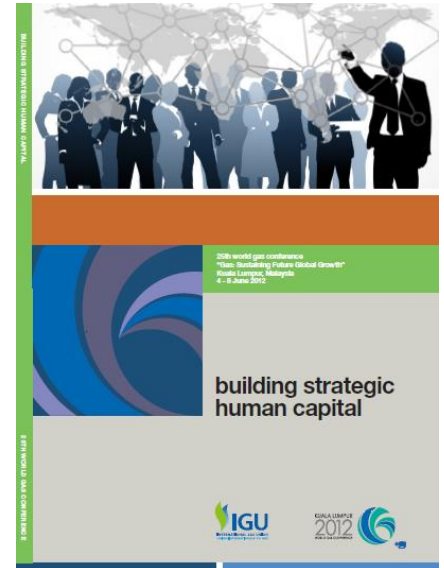
Outline

- Task Force 1 - Mission & Methods
- 2015 Report - Aim & Added Value
- Dip into the contents – 2 case studies

Task Force 1 - Background

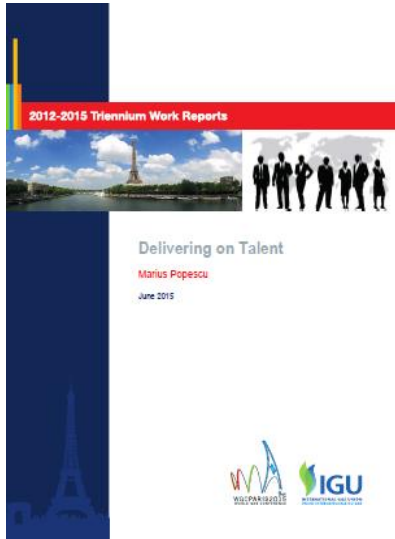
- **Scope**
 - Established by the IGU in 2009.
 - Understand the key issues impacting human capital in the gas industry.
 - Research covers all major regions and areas of the value chain.
- **Method**
 - Each triennium TF1 engages a team of 50-60 HR specialists from the most relevant gas companies and organizations.
 - 3 year research projects culminating in a benchmark report.
 - Reports are informative, comprehensive and equidistant.

1st TF1 Report, 2012



2015 Report – ‘Delivering on Talent’

2nd TF1 Report, 2015



- Discusses the attraction, development and retention of talent.
- Special focus on attracting youth and female professionals (issues and best practices).
- Multi-perspective & rich in information.

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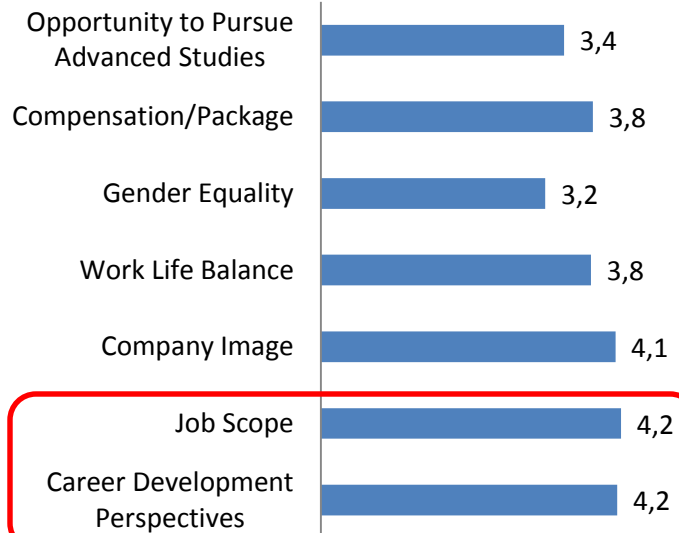
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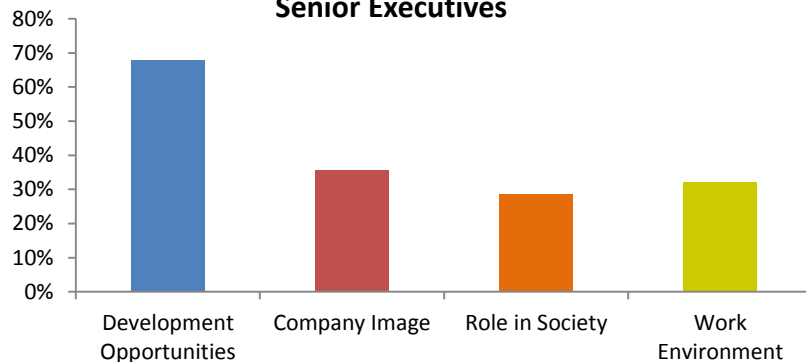
Study Case 1: Attracting New Graduates

What attracts youth to the gas industry?

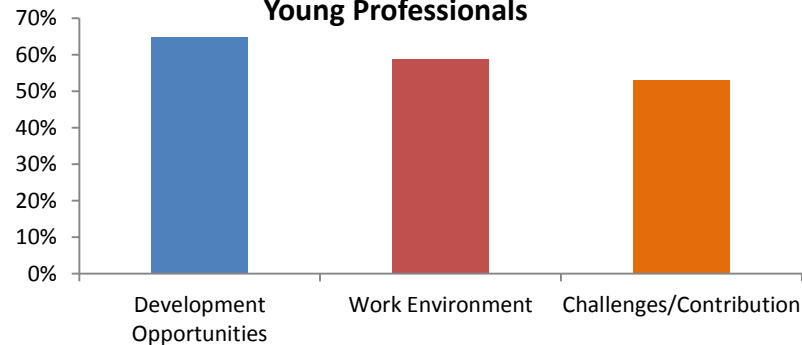
Company Data



Senior Executives



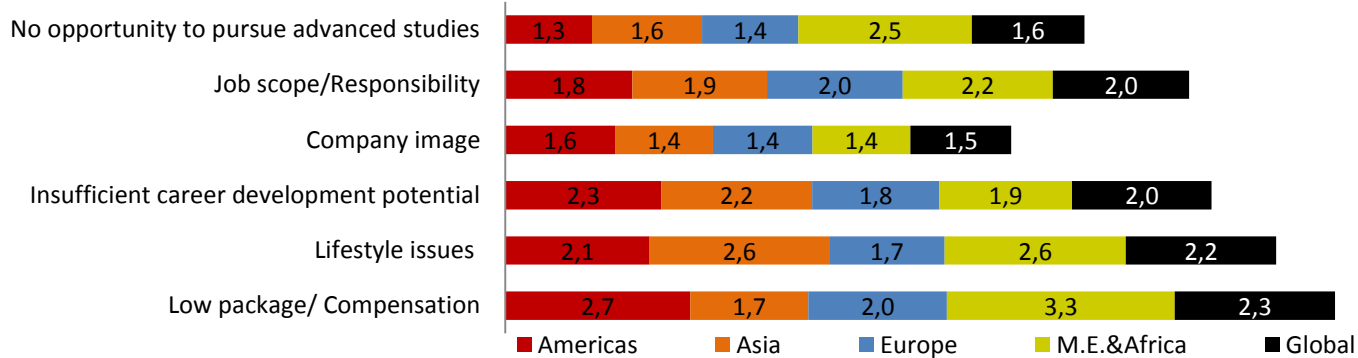
Young Professionals



Development Opportunities are the best vehicle to attracting youth.

Entry level positions

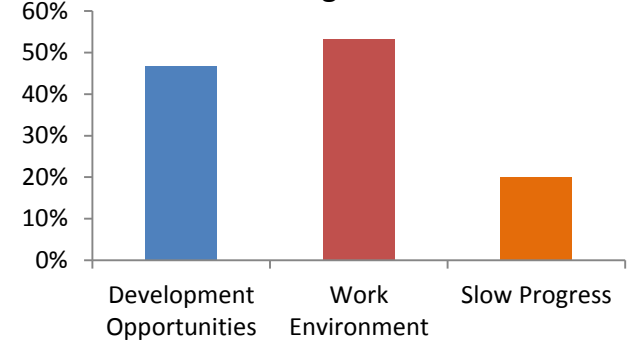
Graduates Refusing a Job in the Industry



Professionals Leaving their Company



Dislikes of Young Professionals



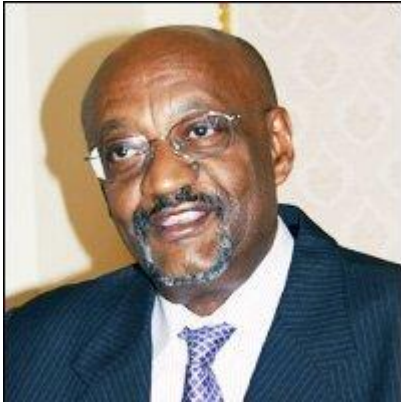
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Study Case 2: Women and the Gas Industry

How can an industry afford to?



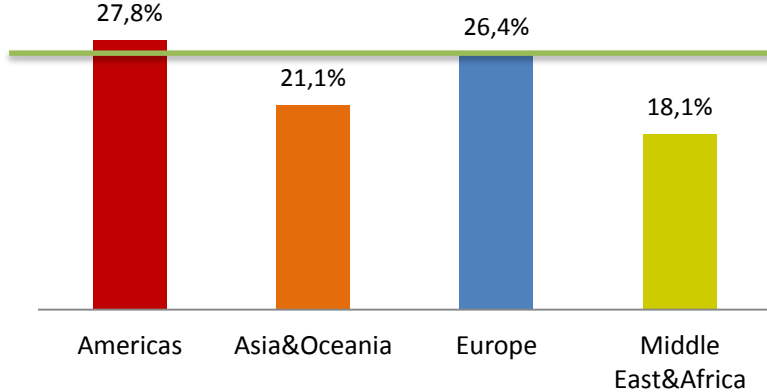
Deputy Director
General of UNESCO

“No country can afford to ignore 50% of its human resources.”

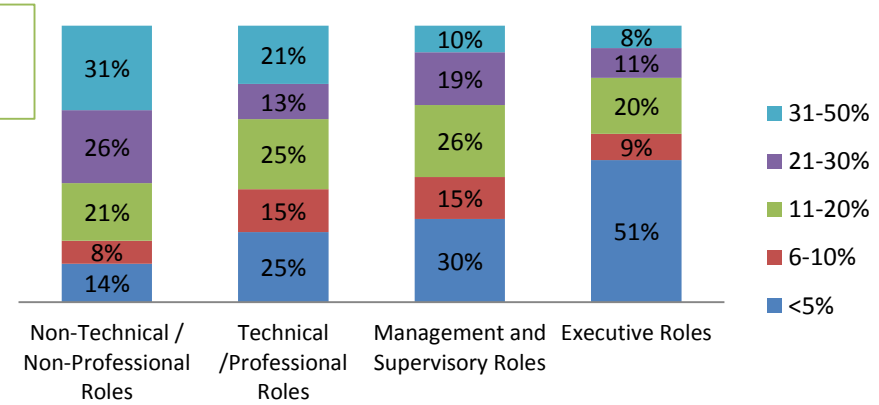
Getachew Engida, Deputy Director General of UNESCO

Women in the gas industry today

Female Employees in the Workforce

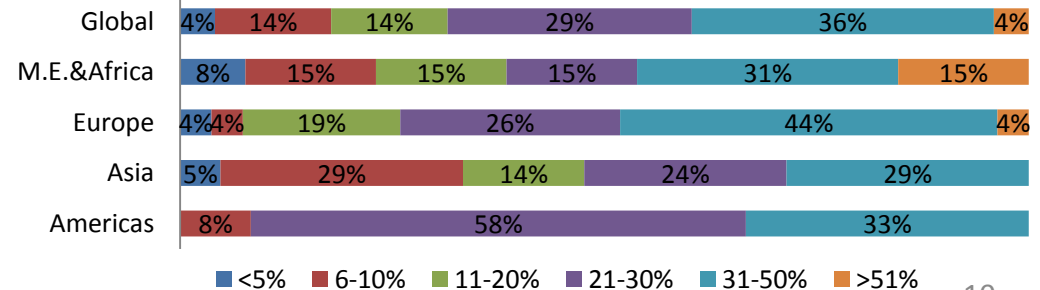


Female Employees in the Following Positions



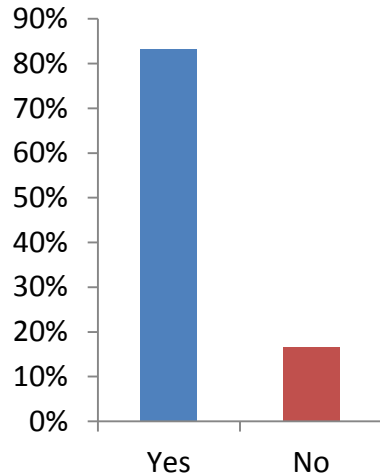
- Women account for only a reduced percentage in the workforce.
- Are underrepresented in senior positions.
- 60% of companies, have less than 30% of applications from women.

Female Applicants in the Total Number of Applications

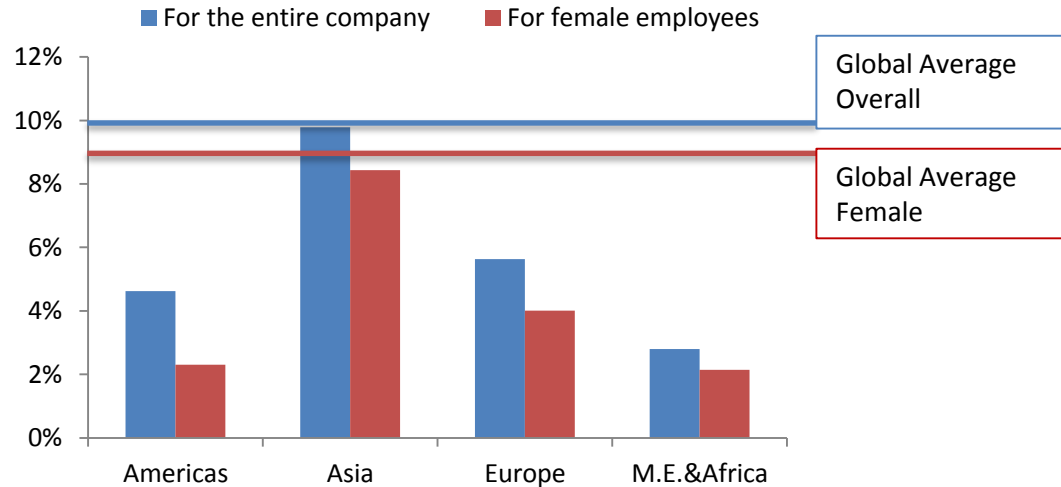


How to attract female professionals

Possibility to Fulfilling Career Expectations



Annual Attrition Rates (3 years)



- Most females in the gas industry are optimistic
- Female workers tend to stay longer with companies
- Poor job in Communicating the opportunities available

Thank you for your attention!