

26th World Gas Conference

1 – 5 June 2015, Paris, France



WOC2-SG2.3 Final Report 2012-2015

Barsuk Nikita (JSC Gazprom, Russia)

WOC2-SG2.3

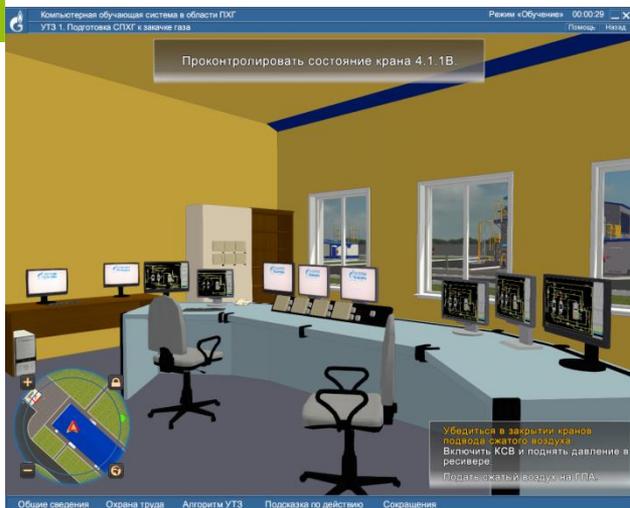


WOC2-SG2.3 Final Report

Plan of SG2.3 Human resources: Attracting students to storage activities in 2012-2015

- Competition of young specialist's thesis in honour of the 100th anniversary of UGS;
- Special survey to explore gender, demographic and skill characteristics in UGS industry;
- Creation of PC based educational tools (trainer-simulator with virtual reality technology) in the field of UGS;
- Creation of promotion tools such as popular science movie, with female success stories, to improve image of gas industry and UGS sector particularly;

Creation of PC based educational tool



Special survey to explore gender, demographic and skill characteristics in UGS industry

Tremendous changes in gas industry put human resources and capability back in the spotlight.

- Key issues of this specific questionnaire are to evaluate process of **attraction and retention of talent** in the gas industry (particularly UGS business);
- UGS industry will be pressed to find **skilled workers** to meet modern demands;
- Encourage the industry to become more female friendly in order to attract more **talented females**.

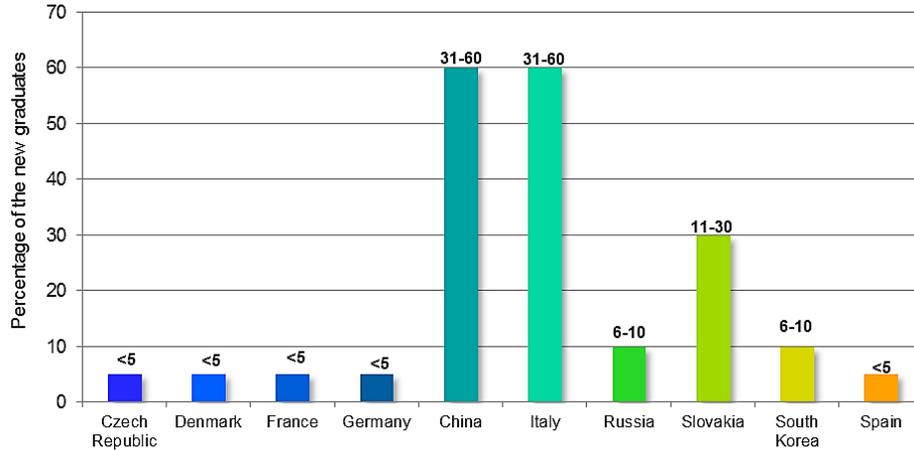
In spite of grate difference in volume and scale of participants results of TF-1 and SG2.3 surveys are very similar!

TF-1 and SG2.3 surveys have very good correspondence!

Practically in each part of questionnaires we can find a lot of similarity

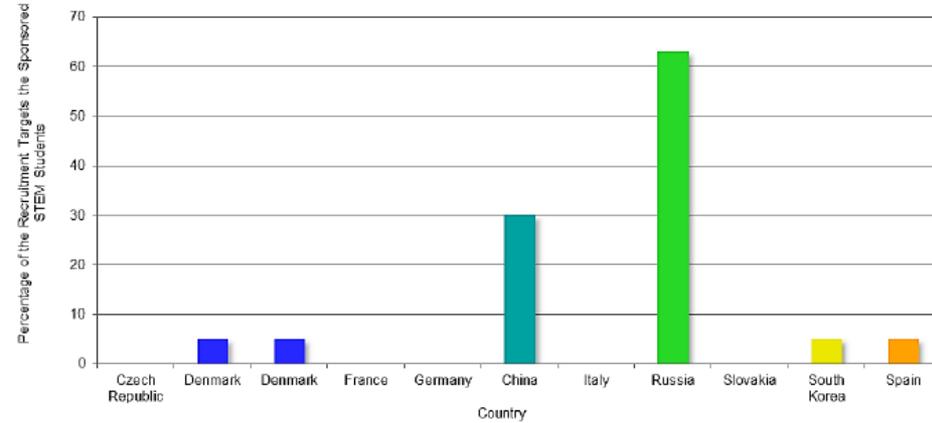
Delivering young Talent

Percentage of New Graduates in Total New Hires over the past 2 yrs



Most part of UGS companies participated Survey prefer to hire experienced professionals while new graduates represent a relatively small percentage in the number of total hires.

Percentage of the Recruitment Targets the Sponsored STEM Students

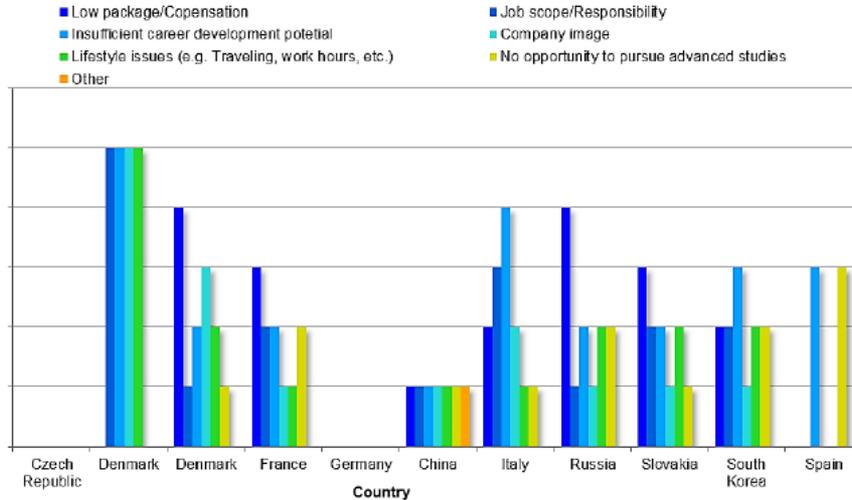


Only a few companies sponsor STEM undergraduates. Thus just few gas companies really “grow” their future generation, the most companies are content with what the market has to offer.

Delivering young Talent

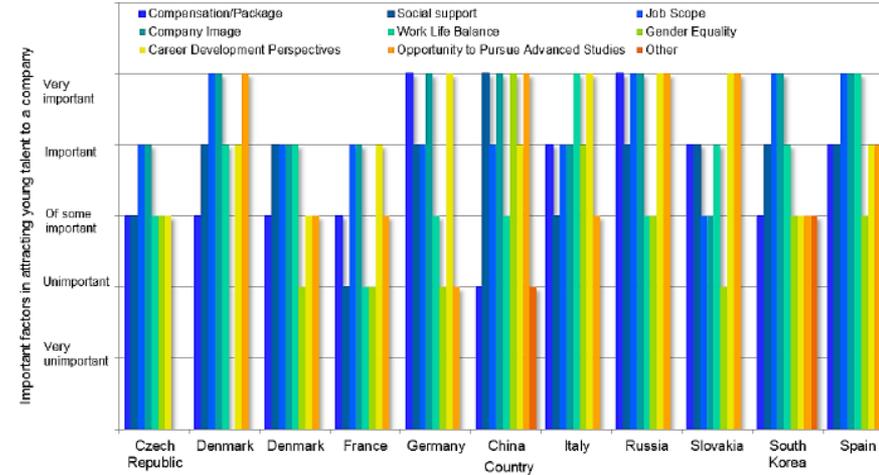
The reasons most frequently mentioned by graduates rejecting employment in UGS

The reasons most frequently mentioned by graduates when rejecting an offer of employment



Graduates refuse to join the UGS industry mainly in case of the **low packages** and **compensation** available and insufficient career development potential.

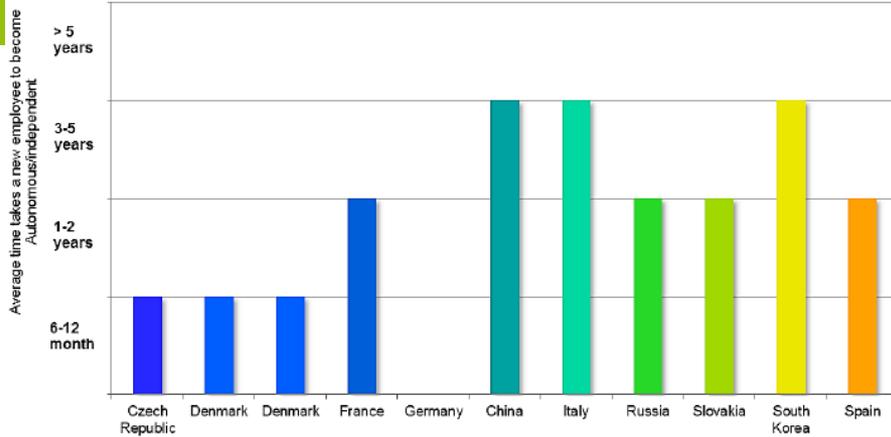
Important factors in attracting young talent to UGS company



The **Company image** is considered very important by UGS companies for attracting youth. This factor definitely makes a discrepancy with young specialists preferences.

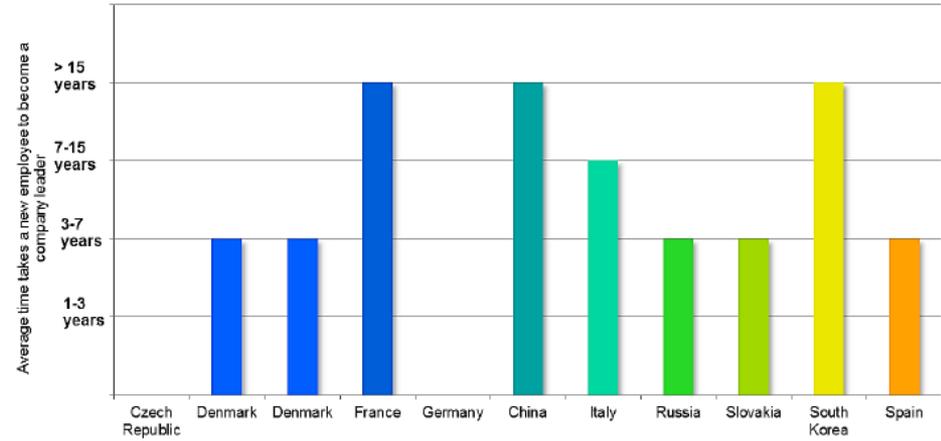
Career Development and retention

Average time takes a new employee to become Autonomous/Independent



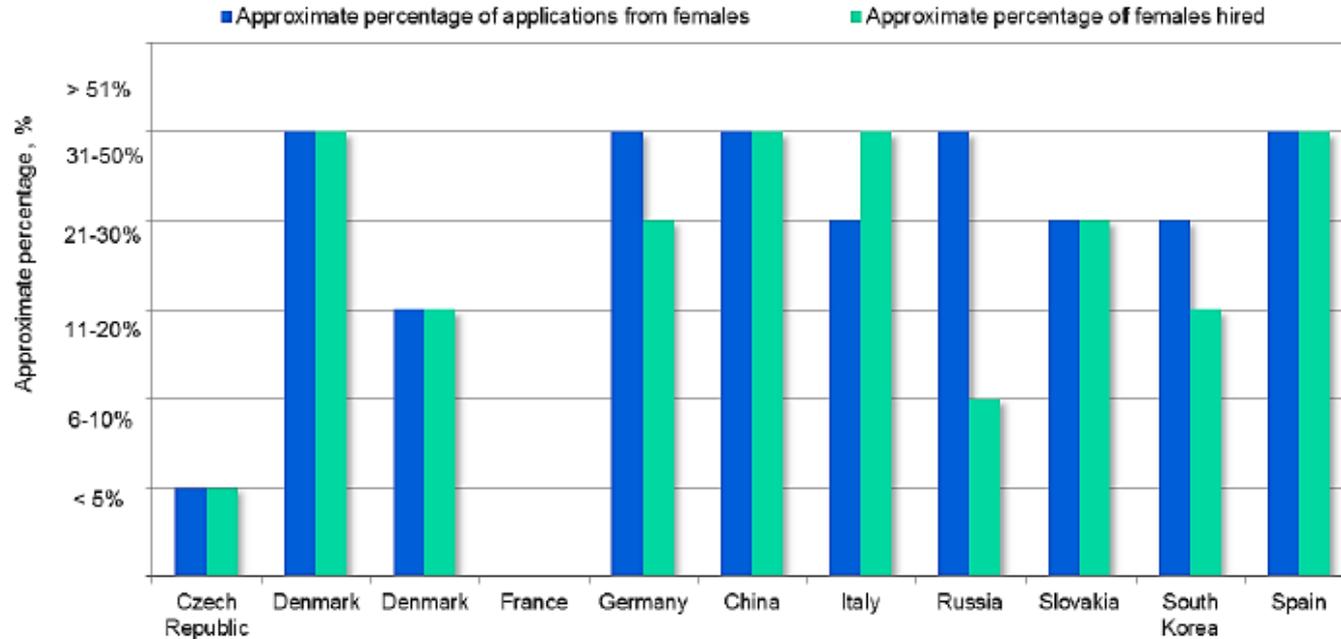
Most senior managers in the UGS industry are promoted from within their own company. Almost 90% of new employees working for companies in the Europe become independent in less than 2 years as opposed to new employees in the Asia, who becomes independent usually after 3-5 years.

Average time takes a new employee to become a company leader



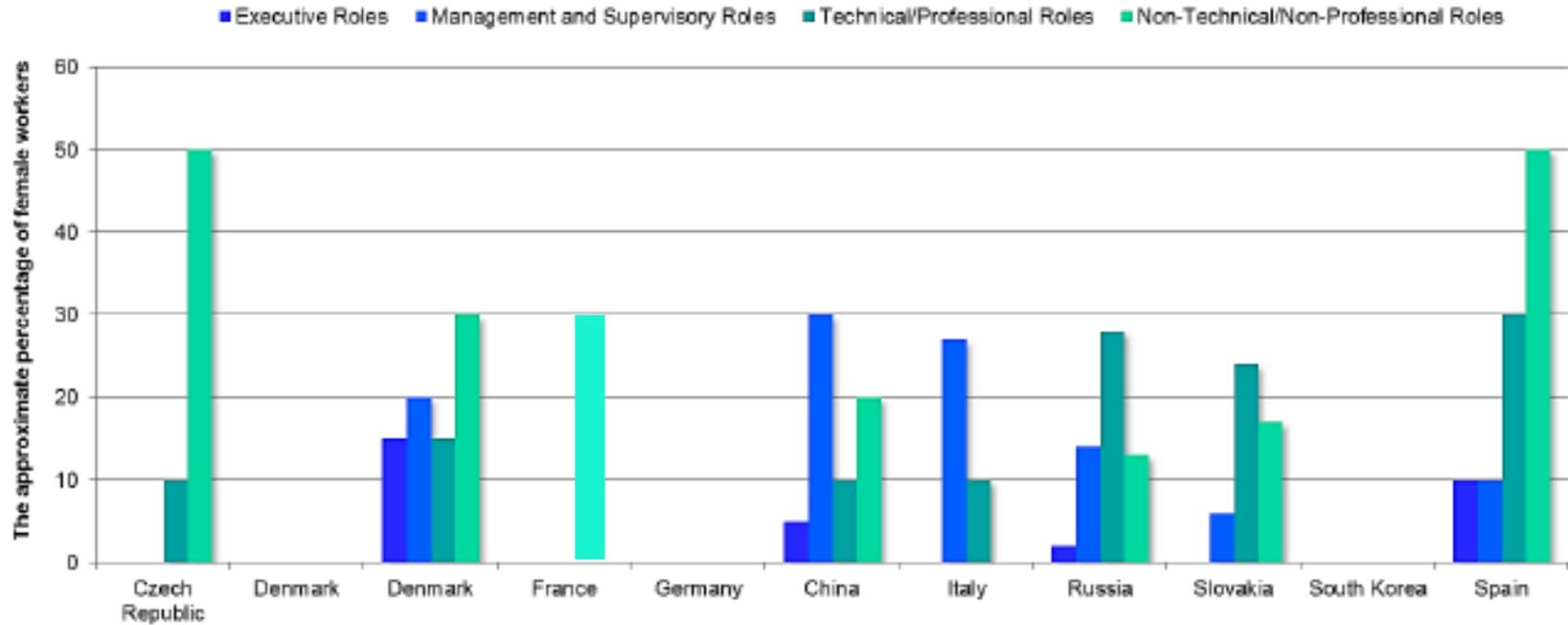
Also European companies are the fastest in “molding” their employees into leaders. It takes on average 3 to 7 years for a new employee in most European companies to become a leader, whereas companies in Asia (China and Korea) require over 15 years preparing their employees for becoming leaders.

Female Workforce



Results of WOC2 Survey suggests that women's interest in the gas industry is significantly lower than the interest shown by men. Near half of companies receive less than 30% of their applications from women.

Female Workforce



Gas industry continues to be a male dominated industry. The majority of women in the UGS companies currently activate in non-technical/non-professional roles. Non-technical and non-professional specialities could be occupied by female employees up to 50% of the total workforce occupying

Female Workforce

Long term objectives for gender equality in UGS companies

Country, company	Minimum percentage of female employees in the workforce	Minimum percentage of female employees at different levels of seniority	Other
France,	YES – 20%	NO	NO
Czechia,	NO	NO	NO
Italy,	NO	NO	NO
Spain,	NO	NO	Promotion of new female employees for “Traditional male positions”
People’s Republic of China	NO	NO	NO
Russia,	NO	NO	NO
Denmark,	NO	NO	NO
Germany,	NO	NO	Equal employment without discrimination, differing dependent on job profile
Southern Korea,	NO	NO	NO
Denmark,	NO	NO	NO
Slovakia,	NO	NO	NO

More than 70% of companies responding to the Survey say they have no target set in terms of gender equality.

Recommendations on results of Special survey

- Correct **professional guidance** start in elementary schools;
- Active cooperation programs with Universities and sponsoring of talented students;
- Better understanding of needs and capabilities of new generation of employees;
- Organisation of comprehensive training and development for graduate newcomers (fundraising, trainers, training equipment and software, etc.);
- Support B.SC. scholarship for young specialists;
- Provide female workforce with an equal and better access to employment opportunities;
- Implement policies and programmes securing an equal access to education and professional training for women, overcoming gender stereotypes;
- Governments, associations of employees and employers need to continue efforts on increasing female representation at all levels including leadership.



**Thank You for
Your Attention!**