

26th World Gas Conference

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Why we need the women

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Why we need the women

Agenda

- Do we need women?
- Statistics ...
- Why did I choose gas?
- What to do?



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Do we need women?

- Global focus on mitigating climate change will affect the whole energy sector
 - Security of supply, energy prices, efficiencies and interaction with renewables are on the agenda in many gas-consuming countries
- The gas industry is growing - and will (also) have to develop and reform its business to comply with new standards and stay competitive
- Success is achieved by having the best possible human resources on board to lead and execute transformation and requires that we:
 - Develop and offer opportunities to our (own) pool of talents
 - Attract talents and high-performers with technological and other skills
 - Innovate and give way to new ideas – throughout the value chain
- YES we do!



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(EU) Statistics

- Few graduates – and women – in technology
- More women than men with a tertiary education
- “Fight for talents” and “Recruitment” must start early....
- Sufficiency of skilled workers also on the radar

Figure 4.6: Graduates from tertiary education, by field of education and sex, EU-28, 2012 (!)
(1 000)

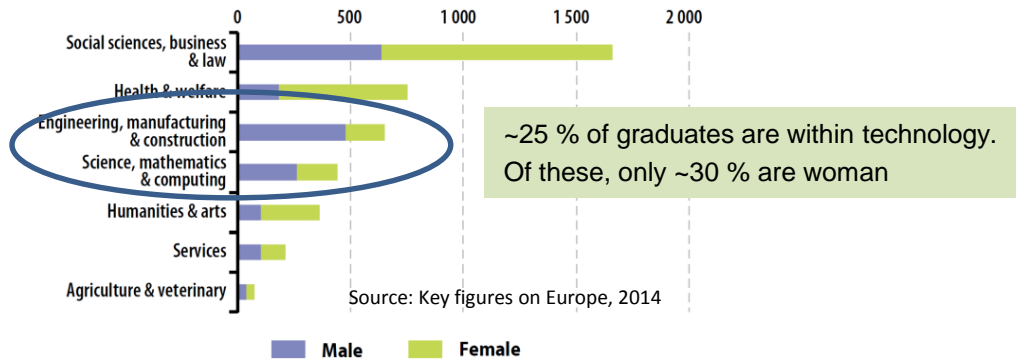
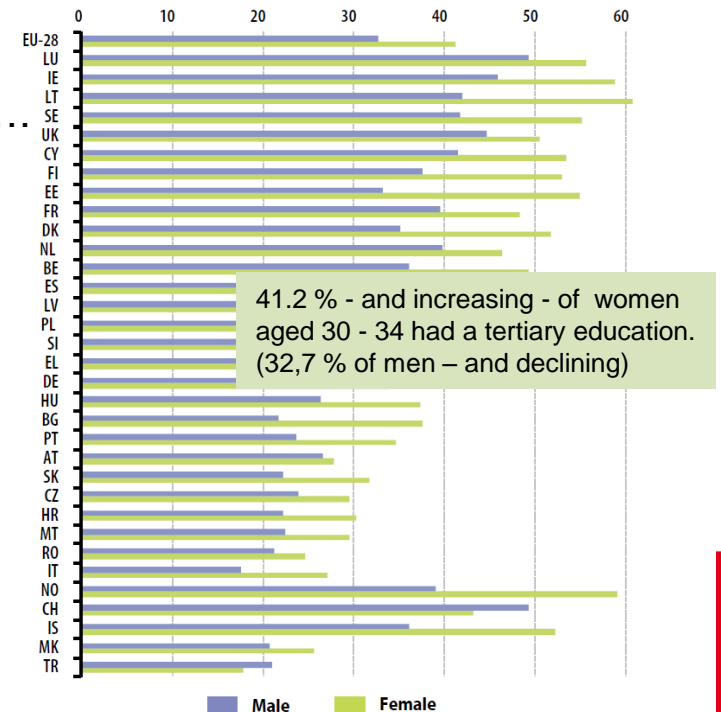


Figure 4.4: Proportion of the population aged 30–34 having a tertiary educational attainment, 2013 (!)



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Why did I choose gas?

- "I liked math" => Engineering Degree
- "I liked projects" => Project Management
- "I searched for more and new projects"
=> Business Development
- I learned from my mistakes and performed well
=> Line Management positions/CEO
- "Our energy system is challenged, gas has a role to play in the future, and I would like to influence the transformation" => CEO Danish Gas Technology Centre



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What to do?

- Make opportunities visible - and be open and honest about “what it takes”
- Consider women already in the industry – develop mid layer (skills, performance, barriers, how to be considered etc.)
- Demand that headhunters present female candidates – also for top layers
- Be willing to take a chance – don’t select a copy of yourself
- Develop diversified university programmes
- Tell the story - again and again:
 - Access to energy is essential for life
 - Gas is important for the energy system of the 21st century
 - Technology and business innovation are exciting and meaningful
- Walk the talk – if we want things to change, we need to act differently



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- Thank you for your attention

