

# WOMEN IN ENERGY GLOBAL STUDY

# WELCOME

**NES Global Talent and Energy Jobline are pleased to present the Women in Energy Global Study, a research project focused on highlighting the workforce challenges faced by female energy workers in 2018.**

We conducted this survey to generate precise data about the lives of women working in the energy sector, predictions for their future careers, and their own thoughts on the current state of gender diversity in energy.

Many workforce studies have been released to measure the number of women working in the various energy sectors. However, there is a lack of available data around the support female workers need to thrive in the energy sector and what is required by energy companies to retain female talent- until now.

With the imposing threat of a skills shortage in Engineering, the gender gap in energy remains a solid concern for the future of hiring in the sector.

This report reveals that despite the global concern around the lack of female representation in energy, the status quo is finally being challenged. More women are claiming to work in a technical role than ever before, contrary to popular belief. There is also better representation of females in management, as well as a strong count in the younger age groups.

The study suggests women across all energy industries now believe their working environments are more inclusive.

Nevertheless, there are many avenues of support women crave from employers, such as mentoring, flexible working, verbal support, and better training. This could make all the difference in retaining the skilled female talent currently working in the sector.

Furthermore, if employers fail to address the disconnect between their female employee's opinions and their own, they could experience a loss in female expertise. Many women feel the job opportunities on offer are not suitable for them, which is concerning, considering women place great importance on career development.

We hope both energy employers and professionals use this report to command a better understanding of the needs of the female workforce, and how employers can attract and retain female talent.

In conclusion, we would also like to thank the professionals who completed the Women in Energy Global Study survey, allowing us to produce this ground-breaking piece of research and effect change in the energy staffing sector.

# | CONTENTS

<b>METHODOLOGY</b>	04
About Us	05
Demographics	06
<b>UNDERTONES OF PROMISE</b>	08
The energy sectors	08
Fields of work	10
Working parents	12
<b>SUPPORT</b>	14
Company culture	14
Mentoring	18
Benefits	19
<b>PLANNING FOR THE FUTURE</b>	20
Numbers game	20
Connection	23
<b>SUMMARY</b>	25



# METHODOLOGY

**The Women in Energy Global Study is a global workforce report, focusing specifically on the energy and engineering sectors. A total of 1200 female professionals completed the initial survey, and respondents were asked a total of 20 questions.**

The online survey ran for one month in the second half of 2018. To reach out to a large segment of the female market, the Project Managers used marketing resources such as email, LinkedIn groups and partners such as POWERful Women.

Once the data had been concluded, NES Global Talent and Energy Jobline analysed the results, identifying key trends and statistics readers would find useful.

The Women in Energy Global Study provides insights into the female workforce's aims from a career and what they look for in an employer, as well as clear data around trending subjects within the gender diversity topic, such as mentoring, "Pink vs Blue Jobs", flexible working, and inclusiveness.

The key sections in this study are Demographics, Undertones of Promise, Support, and Planning for the Future, allowing us to combine the past, present and future of the gender diversity topic.

The statistics within these themes are expected to become the lobbying tool for many hiring managers and professionals to implement better support for women in the energy sector.

For more information or support regarding the findings in this survey, please get in touch with Energy Jobline or NES Global Talent.

# ABOUT US



**NES Global Talent is an award winning staffing specialist that has been delivering compliant global workforce solutions for over 4 decades.**

We place candidates across the Oil & Gas, Power, Construction & Infrastructure, Life Science, Manufacturing, Chemical and Mining sectors and with over 45 offices in 28 countries, our discipline specific teams have access to the best talent wherever it may be in the world.

Our global presence means we have a truly diverse workforce and we recognise, respect and value the diverse nature of the wider society in which we operate. We are therefore proactively working towards being market leaders in tackling diversity issues and are supporting our clients to achieve their diversity goals.

In order to continue to serve the world's energy needs its vital that we create a more diverse workforce, tap into this enormous potential talent pool and attract the engineers we need to meet demand.

The industry needs to find creative ways to attract women, shining a spotlight on what a welcoming and rewarding career it can be and highlighting the opportunities. We conducted this survey to find out more about women working in the Energy industry, their career path and the challenges and opportunities they face, in a bid to help highlight what the industry could be doing to attract and retain more female employees.

[www.nesgt.com](http://www.nesgt.com)

**Energy Jobline is the online recruitment platform of choice for energy professionals and employers worldwide. We work with the major energy companies on a global spectrum, who use Energy Jobline as their key online resource for attracting and retaining female talent. With a client base of 400 energy employers and agencies and a live job count of up to 27,000 roles, Energy Jobline is the largest energy job board on a global spectrum.**

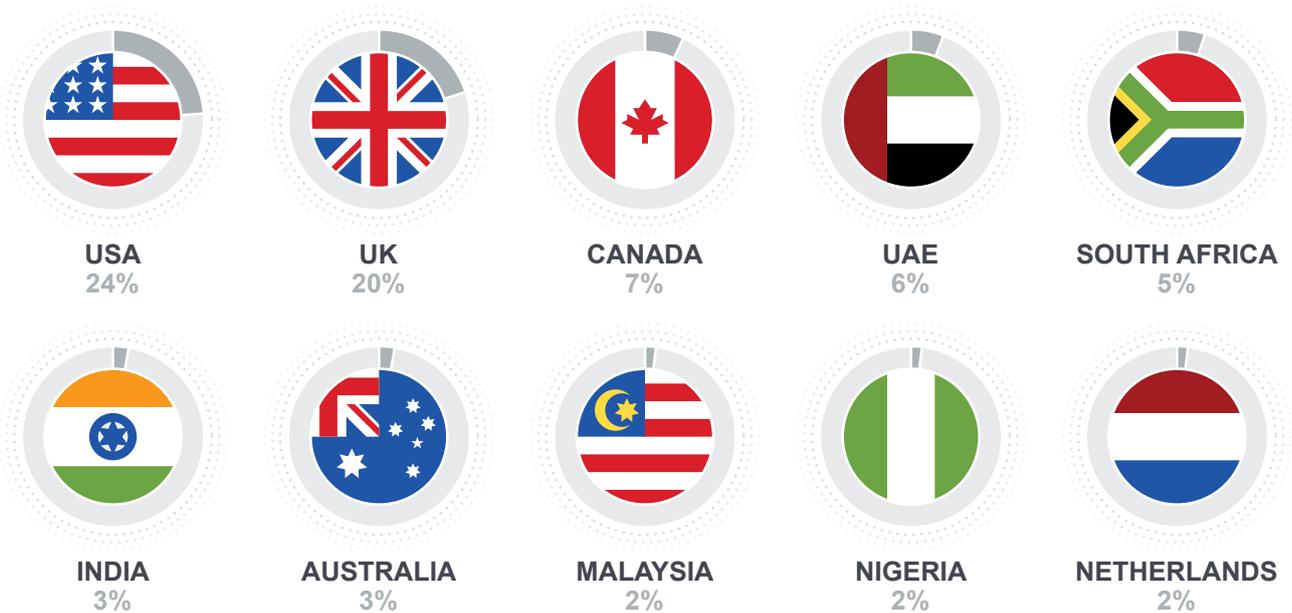
Energy Jobline widens the typical talent pool with innovative products and marketing campaigns, constantly pushing the boundaries to acquire the world's top talent. We are more than just a job board to our clients- we are their recruitment strategy solution.

Our strategic objective is to ensure we encourage and retain more women in the energy industry than any other energy recruitment platform, and in doing so, put our clients in front of the most diverse audience currently available to the energy industry. In 2017, we set a target to achieve a 25% female audience by 2020. We host regular diversity events, partner with the leading energy diversity associations, and sponsor a variety of initiatives and functions to reach this target. We are continuing to push and drive this throughout 2018 to ensure a unique, diverse talent pool is offered to the world's largest energy employers.

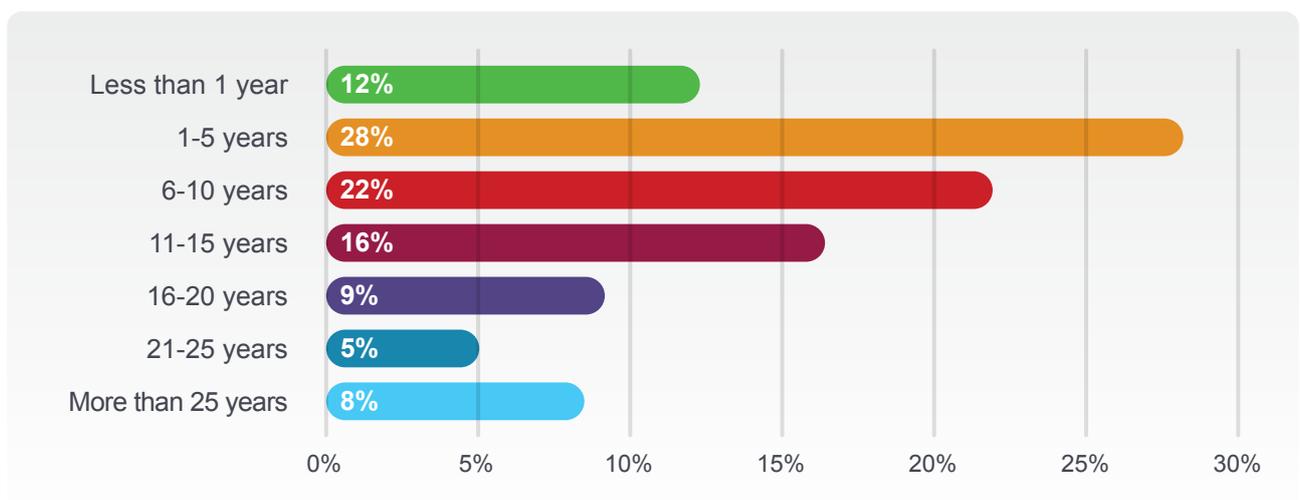
[www.energyjobline.com](http://www.energyjobline.com)

# DEMOGRAPHICS

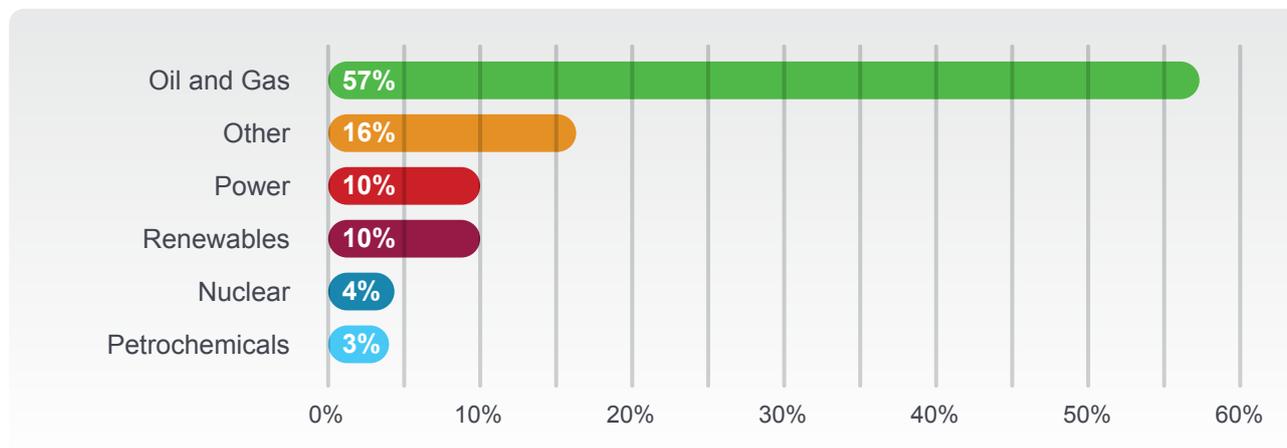
## LOCATION: WHERE ARE YOU CURRENTLY BASED?



## INDUSTRY EXPERIENCE: HOW LONG HAVE YOU BEEN WORKING IN THE ENERGY INDUSTRY?



SECTOR: WHICH ENERGY SECTOR DO YOU WORK IN?



# UNDERTONES OF PROMISE

The global energy sector is still behind in closing the gender gap that remains across all markets. Women in energy continue to face challenges such as male-dominated environments, a lack of flexible working opportunities, and an absence of female leaders. But it's not all doom and gloom.

As the gender diversity topic gains more momentum, and more energy companies set enthusiastic diversity targets, we wanted to measure the industry's progress to-date. Positively, many of the usual, disappointing trends are beginning to shift.

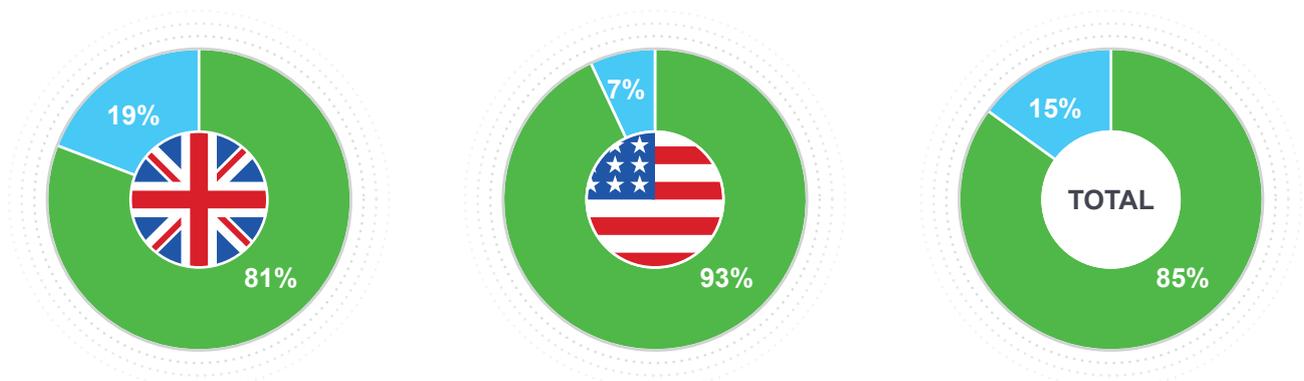
## THE ENERGY SECTORS

Globally, the strongest sector for female representation was the oil and gas sector (at 85 per cent), and this remained consistent when comparing the UK with the US (81 per cent, 93 per cent).

As oil markets recover, key US oil and gas regions such as Texas and North Dakota are leading the way in employing more female talent into the sector, despite oil and gas often being deemed as the least female-friendly market. The UK's oil and gas industry has recently seen some signs of recovery, explaining the equally-strong representation of females in the UK market.

## WHICH ENERGY SECTOR DO YOU WORK IN?

OIL & GAS RENEWABLES



When looking at experience, the Renewables sector had the best representation of women at 63 per cent. This means that currently, Renewables is triumphant in growing the future female workforce. However, the oil & gas industry has a far more experienced female workforce (at 26 per cent).

The modernistic nature of Renewables, as well as its strong advantage of being environmentally-friendly, seems to be resonating with women who are in the infancy of their careers- the future leaders of the energy sector.

Experienced females tend to be working in oil and gas, which will be widely due to the sector itself having had decades of activity.

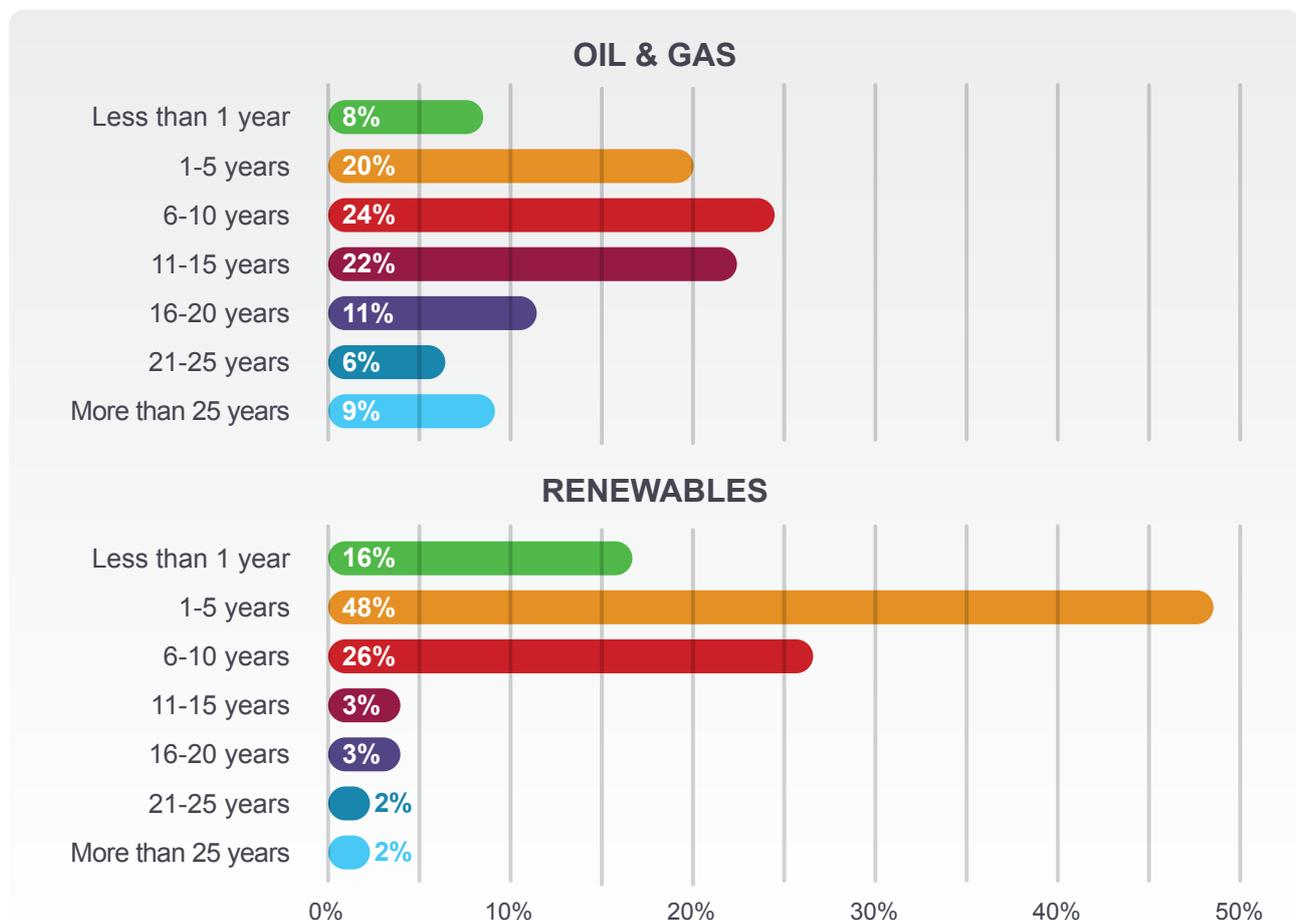


*The renewable energy sector is growing rapidly. Also, Renewables doesn't have a reputation of being less secure in recent years like the oil sector. Inexperienced professionals favour Renewables because they see it as more forward-thinking and therefore, more welcoming.*



**Hannah Peet**  
Energy Jobline

## HOW LONG HAVE YOU BEEN WORKING IN THE ENERGY INDUSTRY?



## FIELDS OF WORK

Women in energy have often been linked to the support types of roles, such as administration and human resources. Positively, the study shows 'engineering' as the most common job type (at 31 per cent) for all energy sectors, indicating more young women are taking on STEM subjects and qualifying in the engineering fields. Only one fifth of respondents claimed to specialise in the commonly named 'Pink jobs'.

When we split these results by region, the statistics differ. The USA had substantially more women working in field services (12 per cent) than the UK (4 per cent), which is a true reflection of the high demand for field service workers in North America.

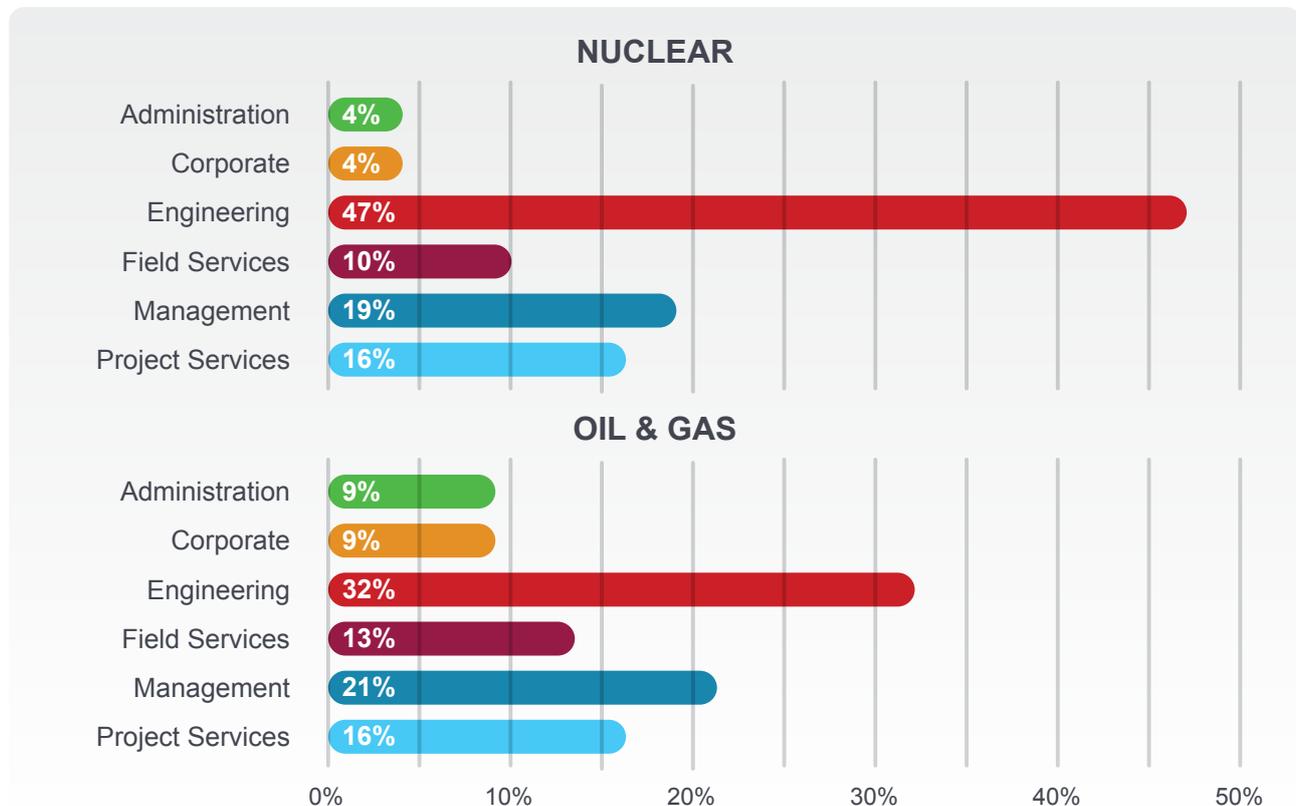


*The industry receives a great deal of criticism for not being able to vastly improve its male-to-female ratios, but this report shows us that more positively, females are beginning to enter technical disciplines, counteracting the unconscious biases around what women's jobs should be.*

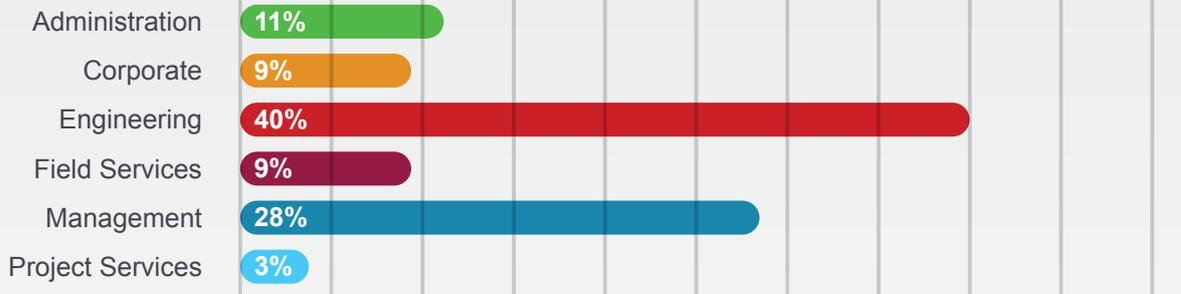


Vicki Codd  
NES Global Talent

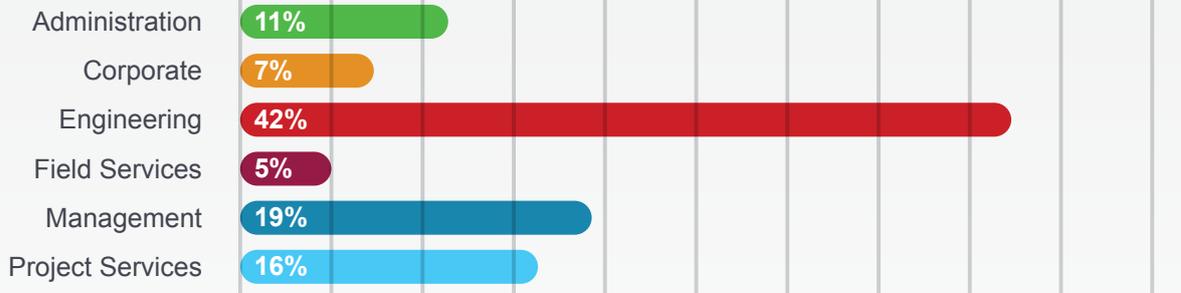
## WHICH ENERGY SECTOR DO YOU WORK IN?



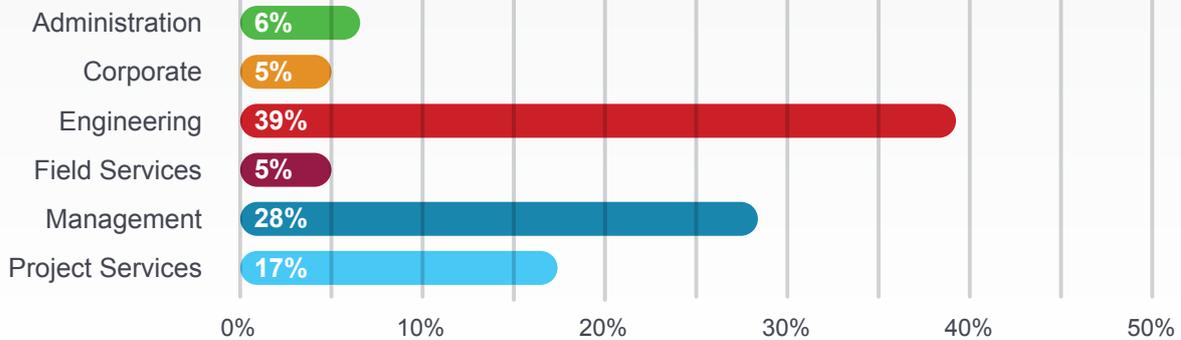
### PETROCHEMICALS



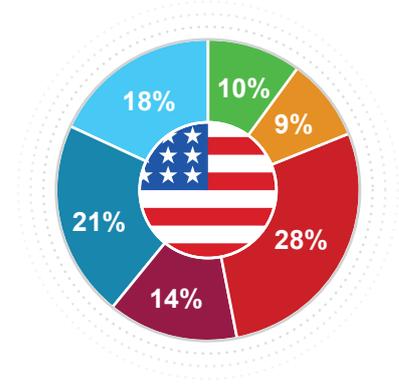
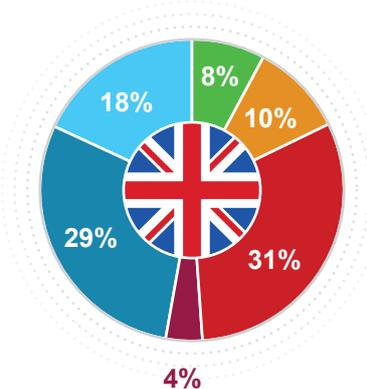
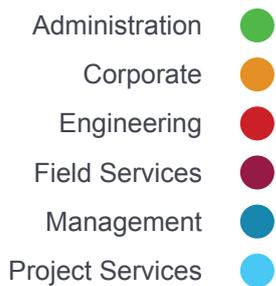
### POWER



### RENEWABLES



### TOTAL BY COUNTRY





## WORKING PARENTS

The gender pay gap is still a significant issue for working women, as well as the ability to achieve a healthy work/life balance. For women in energy, the common assumption that men are the big earners is counteracted, as 63 per cent of respondents were the bread-winners. This number tends to be slightly higher in oil & gas (66 per cent) than in Renewables (55 per cent). Interestingly, of the women who claimed to be the primary wage earners, nearly half had children (44 per cent).

In terms of sectors, the infancy of the female Renewables workforce is likely to have contributed to only a third of the sector having had children- the oil and gas sector is considerably more balanced in this sense.

Furthermore, the USA contained the highest number of female professionals that were also parents (55 per cent), whereas the UK came in at 40 per cent. The USA is often ahead of the game when it comes to employment change, which suggests the region is also advanced in establishing flexible working opportunities for women with children.

Despite popular belief, our study shows that working in the energy sector fails to deter women from having children, as 30 per cent of females with up to five years' experience in energy have offspring. This confirms a career in energy can indeed offer a viable work/life balance.

“

***With the gender pay gap being such a prominent issue, its great to see that more than half of female energy professionals are the primary wage earners.***

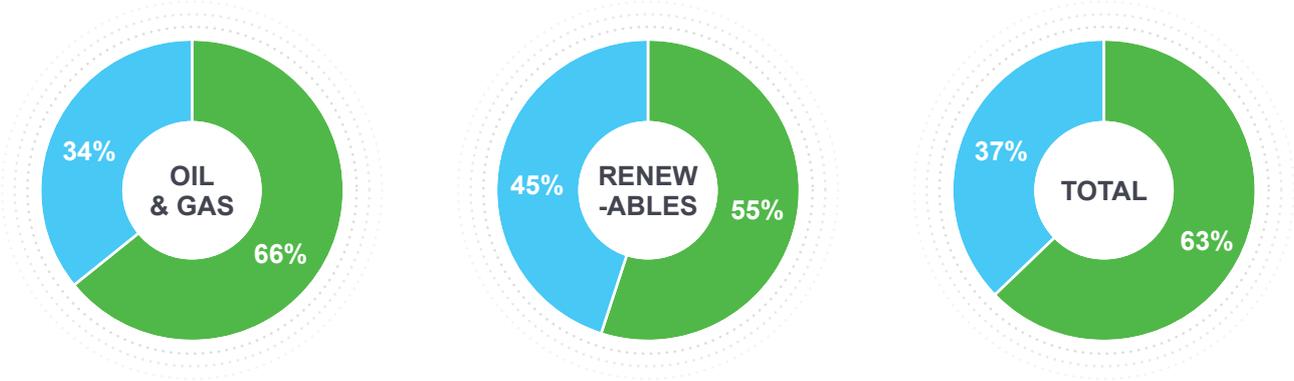
***What this also highlights, is that more women may be being supported in the industry with flexible working opportunities and therefore, are able to maintain a healthy work/life balance- many of these respondents have the responsibility of children. Thus, the US is clearly leading the way and offering better flexible working to those with family commitments. These results couldn't be more opposite to the preconceived ideas that exist.***



**Hannah Peet**  
Energy Jobline

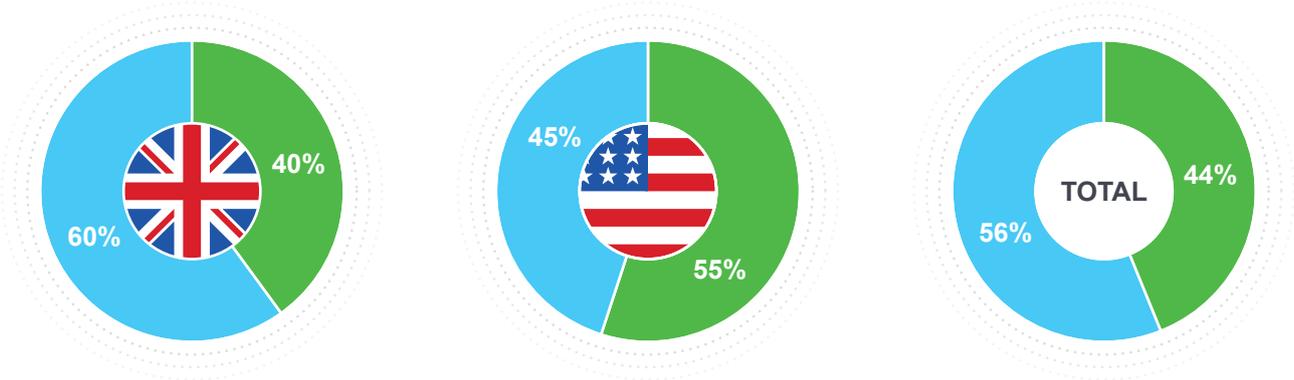
**ARE YOU THE PRIMARY WAGE EARNER IN YOUR FAMILY?**

● YES ● NO

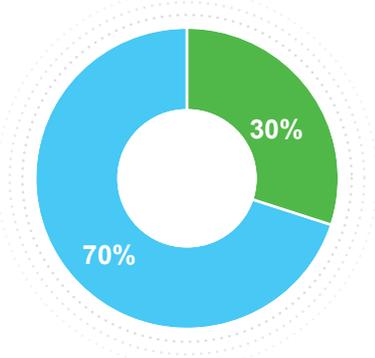


**DO YOU HAVE CHILDREN?**

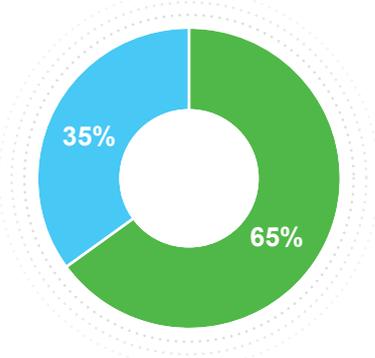
● YES ● NO



**UP TO 5 YEARS WORKING IN THE INDUSTRY**



**OVER 20 YEARS WORKING IN THE INDUSTRY**



# SUPPORT

## COMPANY CULTURE

Working in a male-dominated environment can be a daunting prospect women in energy continue to face. A lack of female inspiration can often be demotivating, which is why a strong company culture should now be a focal point for employers.

When asked what their current company could do to be more welcoming and encouraging to women, respondents cited 'more flexible working' and 'better communication' as their top criteria (at 43 percent). This was closely followed by 'training / education' and 'mentoring schemes' (42, 40 percent).



*Interestingly, the verbal types of support: communication, training, education and mentoring have all appeared on top here. Verbal support is clearly of huge importance to women and something that could be improved.*



Vicki Codd  
NES Global Talent

## WHAT COULD YOUR COMPANY DO TO BE MORE WELCOMING AND ENCOURAGING TOWARDS ITS FEMALE EMPLOYEES?



**MORE FLEXIBLE WORKING**  
43%



**BETTER COMMUNICATION**  
43%



**TRAINING / EDUCATION**  
42%



**MENTORING SCHEMES**  
40%



**MORE OPPORTUNITIES TO NETWORK WITH OTHER WOMEN**  
39%



**BETTER BENEFITS**  
32%



**BETTER CHILDCARE BENEFITS**  
23%



**IMPROVED PHYSICAL ENVIRONMENT**  
19%

Positively, nearly half of women in all sectors felt their company was inclusive or very inclusive. Oil and gas and petrochemicals slightly

underperformed here (at 39 and 34 per cent), compared to power, nuclear, Renewables, who all stood between 40 and 50 per cent.



*Whilst over half of women didn't see their sector as inclusive, in sectors such as power and nuclear, the split was almost completely even. This suggests the wake-up call many bosses needed about the benefits of attracting female employees are beginning to have some influence. However, lest we forget, there is a larger number of women who don't feel their company is inclusive, and this needs to be addressed by HR teams.*



Hannah Peet  
Energy Jobline

## INCLUSIVE OR VERY INCLUSIVE BY SECTOR?



**POWER**  
48%



**NUCLEAR**  
47%



**RENEWABLES**  
43%

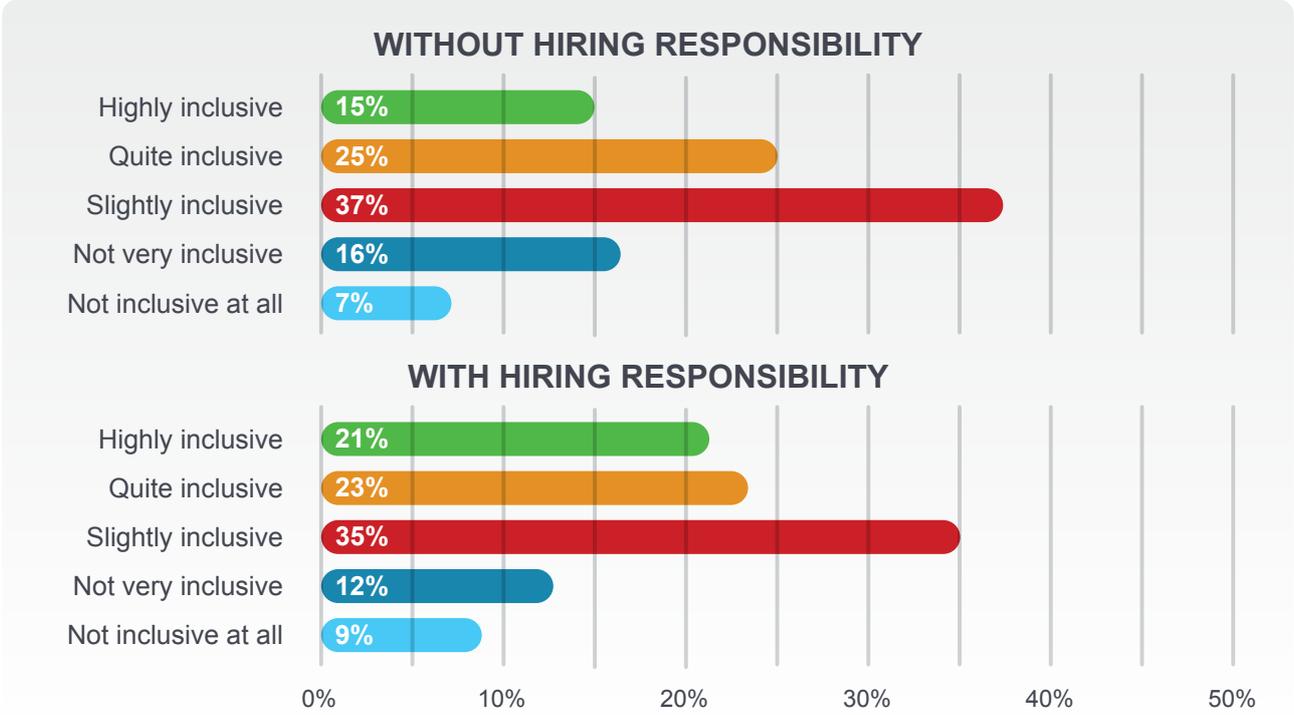


**OIL AND GAS**  
39%



**PETROCHEMICALS**  
34%

HOW INCLUSIVE IS YOUR COMPANY?



## OBSTACLES

The industry offers many challenges to women, as a minority group in the sector. But which challenge is the most significant obstacle for an aspiring female? If employers can address this challenge, retaining their female workforce becomes a simplified task.

Female professionals cited a lack of suitable roles (29 per cent) as their biggest challenge working in the energy sector, suggesting the roles that are fitting for them are either non-existent or scarce.

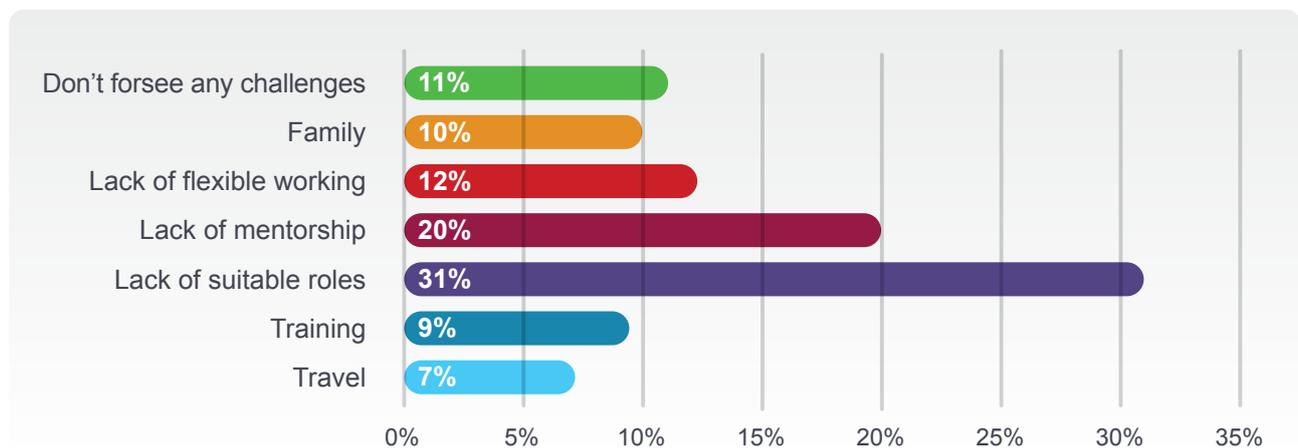


*Women are clearly not being offered the opportunities they look for in a role, whether this is due to a job not existing, or the number of open vacancies in that discipline having declined. Mentoring also receives a high ranking from women and could perhaps support them with their frustrations about the lack of job opportunities.*



Hannah Peet  
Energy Jobline

## WHAT IS YOUR BIGGEST CHALLENGE WORKING IN THE ENERGY INDUSTRY?



## MENTORING

The study clearly indicates women wanting more mentoring across the energy sector. However, not only did women choose 'lack of mentoring' as an immense challenge at work, 66 per cent of women have indicated they do not have a mentor and exactly half of women were not a mentor or mentee.

Despite this, 94 per cent of respondents considered mentoring as important or very important, which shows there is lack of opportunity for female mentoring in the energy industry.

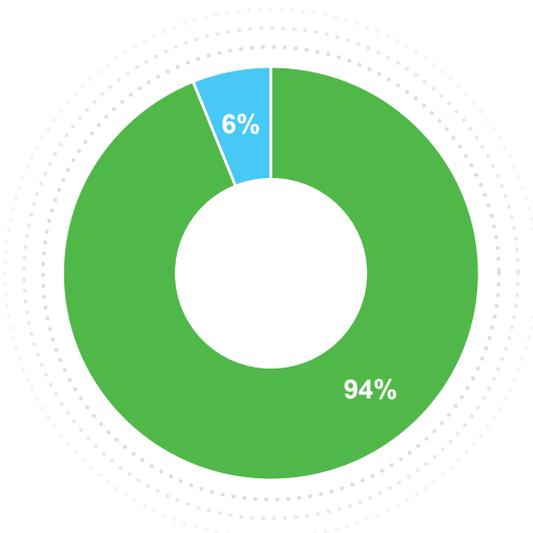


*Mentoring is clearly something that women value and feel could help them develop their careers. However, this doesn't have to be women mentoring other women - some of my greatest mentors have been my male colleagues. What's important is that a mentoring scheme is introduced so women feel they can reach out for guidance and support. In-house mentoring could be an incredibly useful program to allow employers to attract and retain more women into the sector, as well as their workforces.*



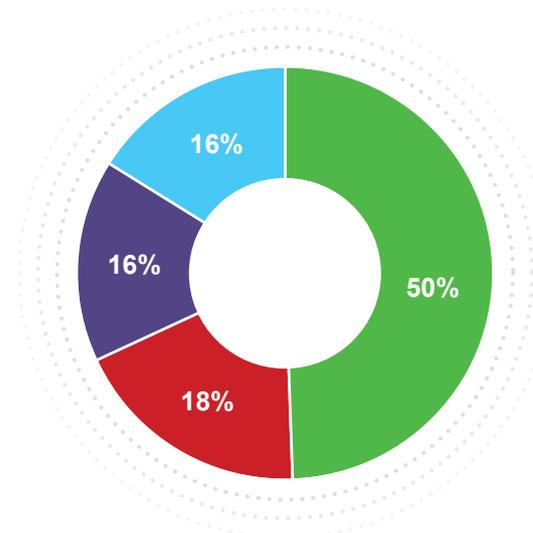
Vicki Codd  
NES Global Talent

### HOW IMPORTANT ARE MENTORS?

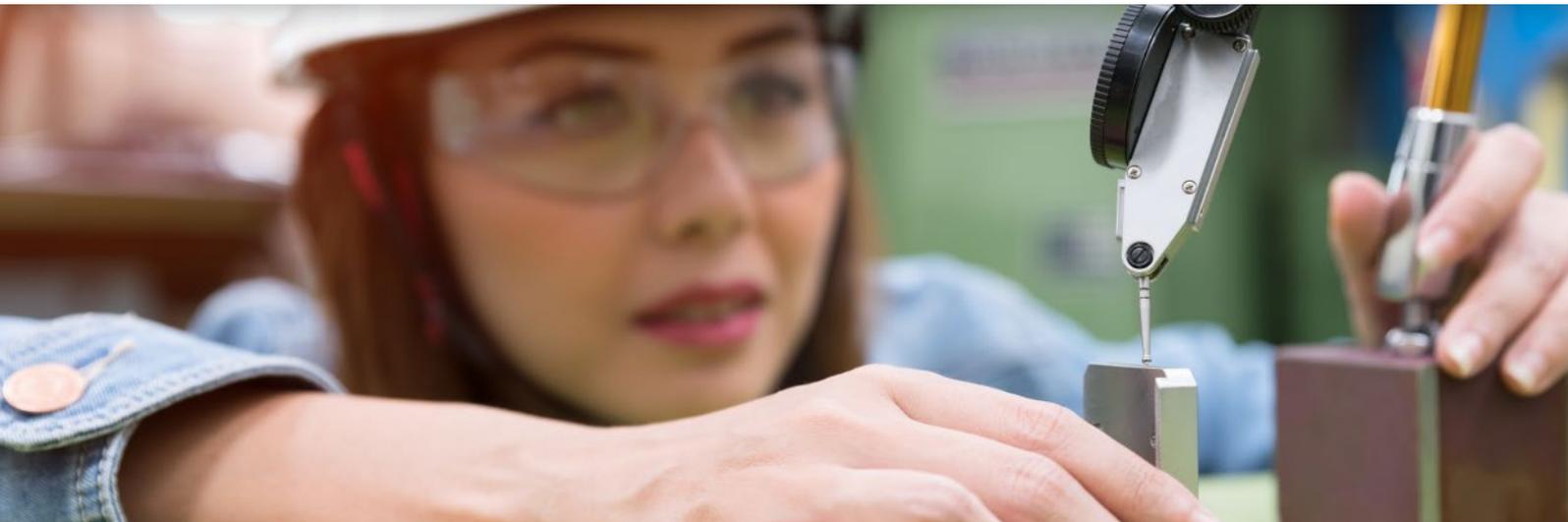


- VERY IMPORTANT
- IMPORTANT

### ARE YOU A MENTOR OR MENTEE?



- NEITHER
- BOTH
- MENTEE
- MENTOR



## BENEFITS

Company benefits are an important consideration for attracting and retaining females into the (under-skilled) energy workforce. If a company is looking to improve the gender diversity of its staff, its company benefits offering must match female worker needs.

'Flexible working' was considered the most necessary benefit at 66 per cent, closely followed by 'remote access' at 60 per cent. Access to female networks and enhanced maternity leave also received strong rankings (43 and 44 per cent). Again, we see a strong desire to achieve that healthy balance of work and home life.



*If a company looking to close its gender gap doesn't offer flexible working, this should be reconsidered to improve the company's male-to-female ratios, especially as the male workforce may also place value on this benefit in a job.*



**Hannah Peet**  
Energy Jobline

## WHICH BENEFITS WOULD YOU LIKE TO SEE MORE OF FOR WOMEN WORKING IN YOUR INDUSTRY?



**REMOTE ACCESS**  
60%



**FLEXIBLE WORKING**  
66%



**ACCESS TO FEMALE NETWORKS**  
43%



**ENHANCED MATERNITY LEAVE**  
44%

# PLANNING FOR THE FUTURE

## NUMBERS GAME

With a skills shortage looming, a deep concern for the energy sector and its companies should be failing to retain the women of the workforce- it's time to consider where the female professionals will be in years to come.

The study shows a keen interest in other engineering sectors, as well as a clear passion for energy and for other women to jump aboard, indicating women see the advantages of the sector, but don't necessarily want this for themselves.

A loss of female talent is seemingly imminent, as 55 per cent of respondents stated having considered a move to another engineering sector, with 32 per cent considering leaving in 2 – 5 years. Among the alternative engineering markets, construction and infrastructure had the biggest draw of female interest (28 and 22 per cent).

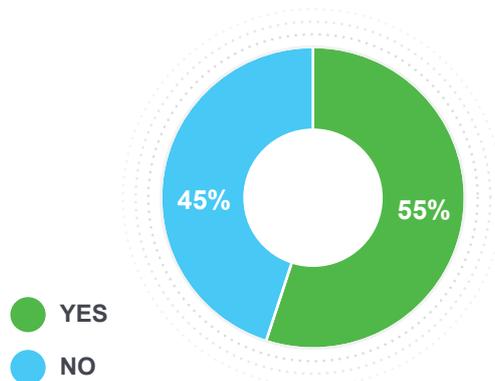


*Working hard to gain more female talent is one thing, but our results show the industry also faces the risk of losing its current female workforce. Employers should be aware that merely improving the way talent is acquired is not enough to close the gender gap. Its now about offering their current employees the support they have highlighted as a strong need.*

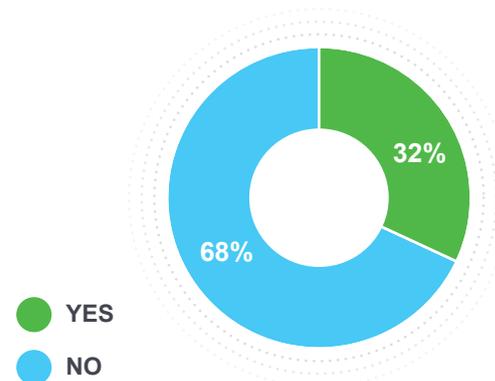


**Vicki Codd**  
NES Global Talent

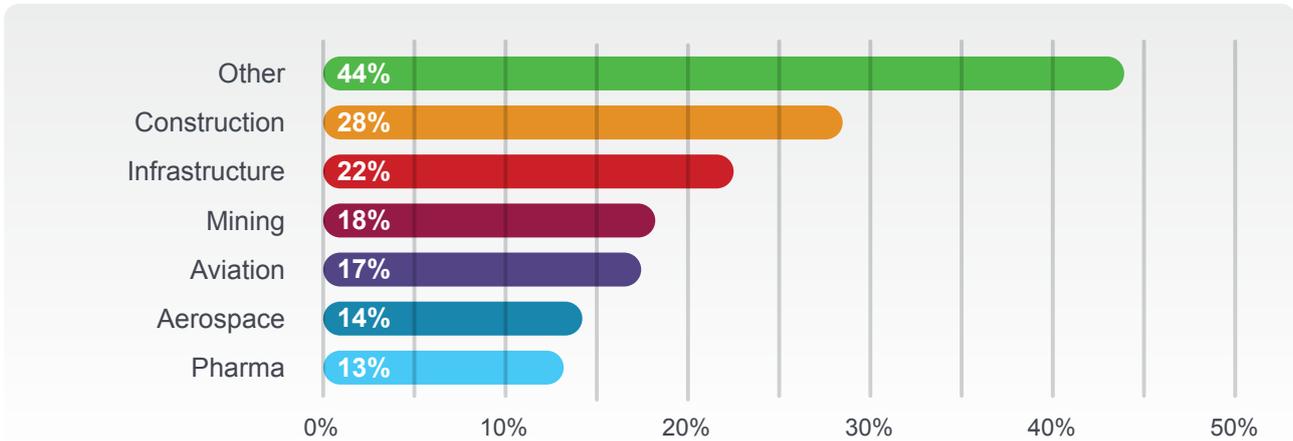
## HAVE YOU CONSIDERED A MOVE INTO A COMPLIMENTARY SECTOR?



## ARE YOU THINKING OF LEAVING THE INDUSTRY IN 2-4 YEARS?



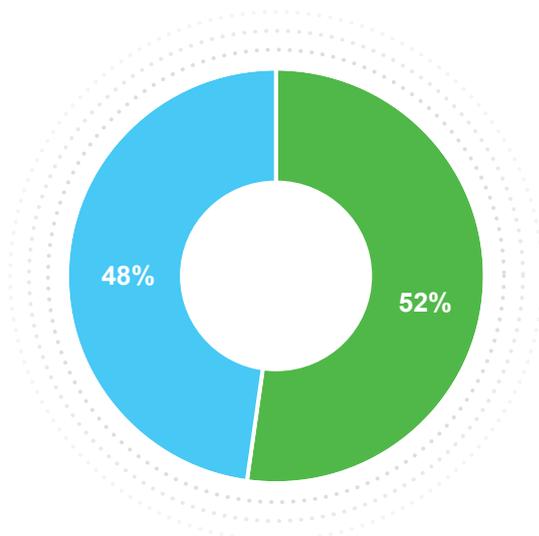
**WHICH SECTOR HAVE YOU CONSIDERED A MOVE INTO?**



When looking more closely at experience levels, we saw women as 17 per cent more likely to consider leaving the energy sector in the first five years of their careers, in comparison to experienced professionals.

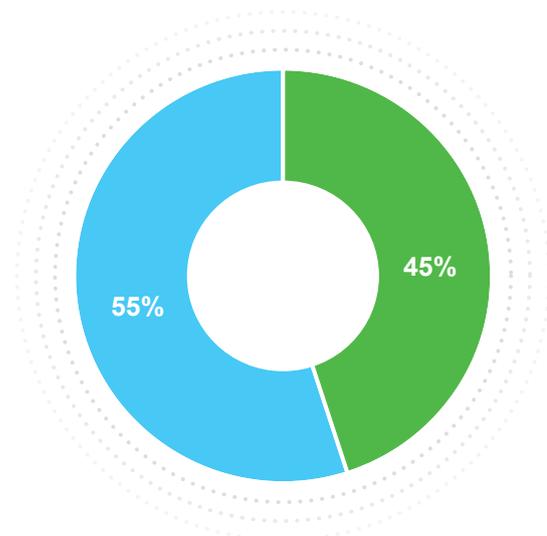
**HAVE YOU CONSIDERED A MOVE INTO A COMPLIMENTARY SECTOR?**

**UP TO 5 YEARS WORKING IN THE INDUSTRY**



● YES  
● NO

**OVER 20 YEARS WORKING IN THE INDUSTRY**



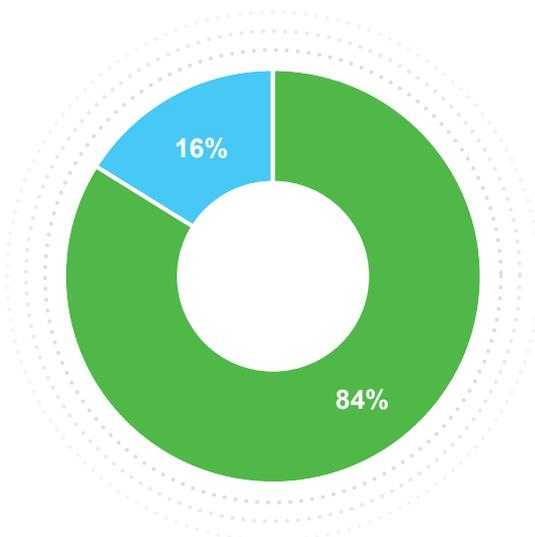
● YES  
● NO

Yet, 84 per cent of women said they would encourage a female friend to pursue a career in energy. This signifies that hiring managers' most successful means of attracting new talent will likely be referral schemes, as incentivised referral schemes are often an incredibly useful way of widening the candidate pool.

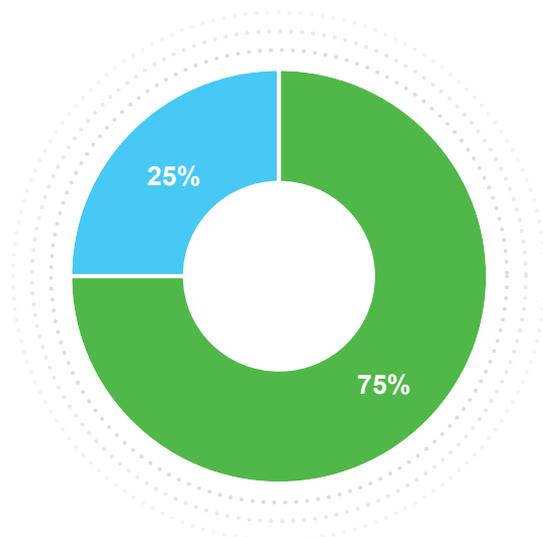
Additionally, 15% more women with children (than not) are thinking of leaving the sector, but would recommend it to a friend, suggesting the struggle to balance childcare with a career in energy could play a part in some females wanting to leave the sector.

**WOULD YOU ENCOURAGE A FEMALE FRIEND TO PURSUE A CAREER IN ENERGY?**

**TO RESPONDENTS WHO WOULD RECOMMEND A FEMALE FRIEND TO ENERGY, DO YOU HAVE CHILDREN?**



● YES  
● NO



● YES  
● NO



## CONNECTION

The Women in Energy study reveals an obvious disconnect between the perceptions of hiring managers and female employees, something the industry must face to preserve its female workforce.

When it comes to inclusiveness, employers are much more optimistic around the inclusivity of their company, as 26 percent perceived their company as highly inclusive (compared to 15 percent of professionals).

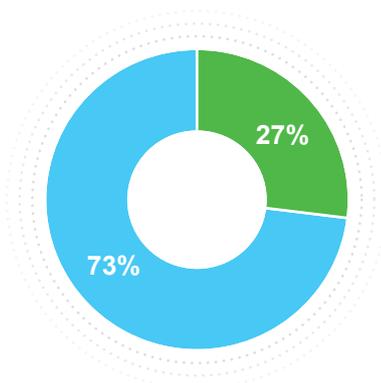


*This loss of connection should be a deep concern for employers, but also an opportunity to improve the understanding they have of their female employees, paired with how they feel about the company's culture. If these results don't convince you, consider hosting a survey and sending it to your female staff, allowing you to extract precise data around this.*



Vicki Codd  
NES Global Talent

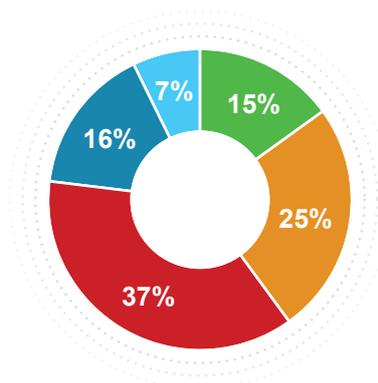
### DO YOU HAVE HIRING RESPONSIBILITY?



- YES
- NO

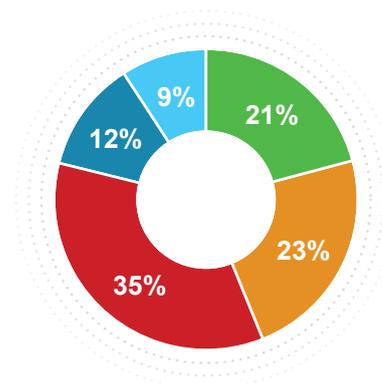
### HOW INCLUSIVE IS YOUR COMPANY?

#### WITHOUT HIRING RESPONSIBILITY



- HIGHLY INCLUSIVE
- QUITE INCLUSIVE
- SLIGHTLY INCLUSIVE

#### WITH HIRING RESPONSIBILITY



- NOT VERY INCLUSIVE
- NOT INCLUSIVE AT ALL



To better improve the relationship between employer and employee, we also investigated the options women place the most emphasis on when considering a new role. Seemingly, women value their prospects in a career (31 per cent) over fiscal benefits (16 per cent). ‘Job security’ was slightly more valued, but ‘career development’ prevails by a considerable amount.

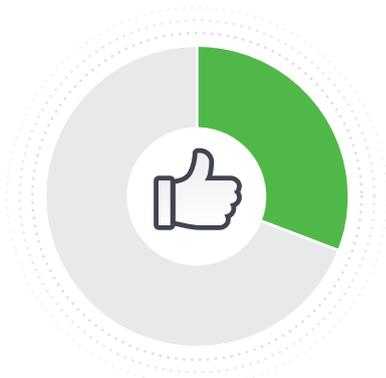


*Contrary to popular belief, not everyone places immense value on monetary benefits, and women seem to be the exception here. Women want their employer’s time and consideration, as opposed to the top salary. This fact shouldn’t go unnoticed by HR.*



Hannah Peet  
Energy Jobline

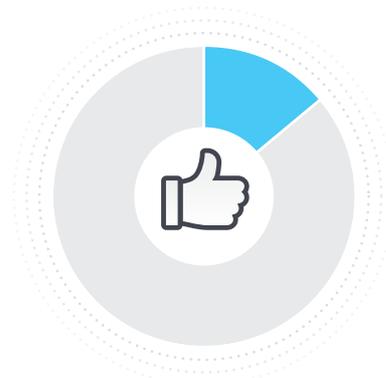
## WHEN CONSIDERING A NEW ROLE, WHICH ARE THE MOST IMPORTANT OPTIONS?



**CAREER DEVELOPMENT**  
31%



**JOB SECURITY**  
16%



**SALARY**  
14%

# SUMMARY

**The pace in which the energy sector develops is incomparable, and this report reminds us that the female workforce is no exception to this rule. Women across the energy sectors are peering over the ‘I can’t’ wall and demolishing unconscious biases around which job roles are politically correct.**

Younger sectors such as Renewables are rounding up the female troops to provide for the future energy workforce, while the oil and gas sector offers strength in numbers. Women want to feel welcome in an industry, and the Renewables sector offers them this reassurance. The power and nuclear sectors are more behind in securing female talent, despite both these industries offering similar skillsets to their sister sectors, and yet the nuclear market had the best influence of female engineering talent across the board.

For the first time in history, more women are being recorded in the Engineering disciplines than in support. The lobbying of the status quo of female vs male job roles should prove highly effective in developing a balanced, thriving future workforce. We hope this is the beginning of the exile of ‘Pink and Blue Jobs’.

There is a desperate want for more verbal support from women in the energy sector, who similarly believe there fails to be enough mentoring happening in their industry. Flexible working is constantly referred to throughout, indicating just how important this benefit is to female energy professionals in a career.

The prospect of balancing childcare and work needn’t be a concern to future female workers, as many of the women who took this survey successfully maintain a healthy work / life balance. However, the number of women considering a leave from the sector increases when children enter the picture.

Energy is approaching a tough future for hiring, as a large segment of the female talent in the industry are thinking of abandoning the market. Employers must address the lack of communication between hiring managers and employees, the disconnect in opinions, and finally, the mentorship they so deeply desire.

We look forward to watching the energy sector progress at an equally-rapid pace and hope to see the female status quo challenged in many more areas over the next year.

