



Energy Community - Gender disaggregated data in the energy sector



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ENGIE Impact applies multi-disciplinary expertise to **accelerate sustainability transformation** of organizations around the world.

We offer **Advisory services** covering expertise in **power system** consulting, market design & regulatory economics, supported by **Advanced Analytics** services englobing simulation, optimisation and data analytics.

Key Figures :

- 2,000+ employees, in 20+ offices worldwide with 223M€ TO (2020)
- >100 international Publications and >300 Projects in Power Systems
- 40 Power system Experts, 15 Economists, 60 Advanced Analytics Experts




Industrial Clients & Project Developers

European Institutions, Organizations and Associations

Utilities and System Operators

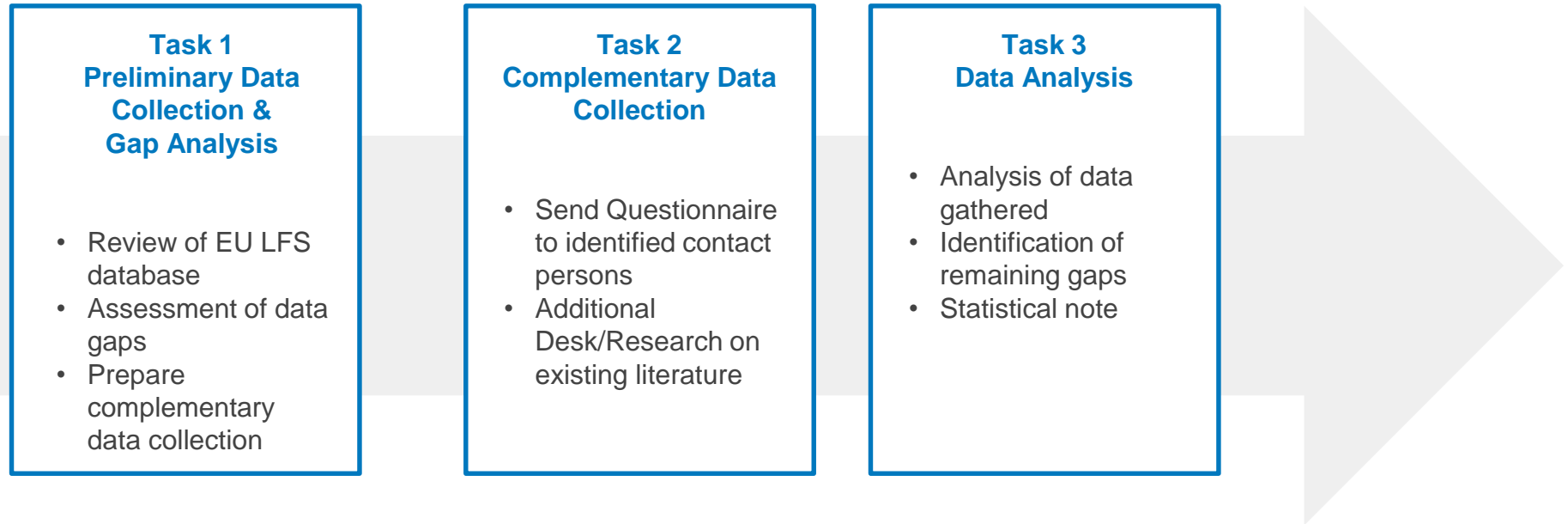


The background of the slide is a photograph of a modern city. In the foreground, there is a lush green park with various trees and a wooden deck area. In the background, several tall, modern buildings with glass facades are visible under a bright sky. The entire scene is framed by a thick blue border.

The European Commission Study

Collection of gender-disaggregated data on the employment and participation of women and men in the energy sector – ASSET-EC

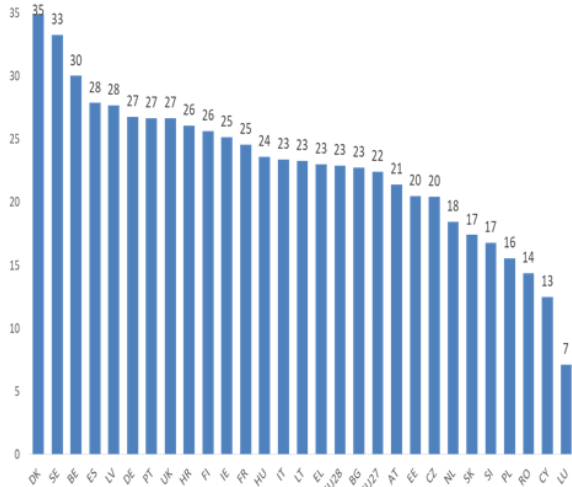
The study consisted of three tasks focused on data collection and analysis



Analysis

Task 1

Share of women in employment in energy sector* (%)

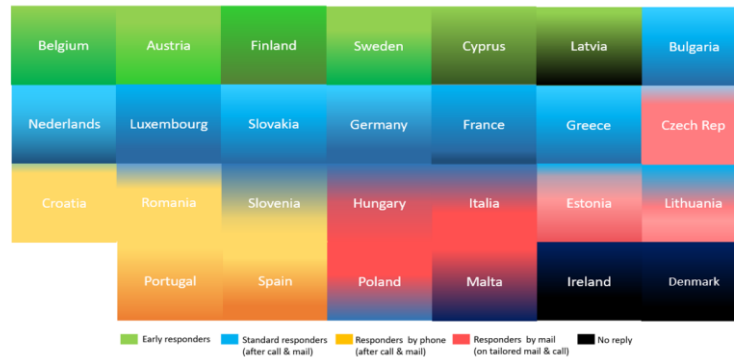


Per country, share of woman is at the highest 35%, and limited improvements in gender equality in the European energy sector, with the share of women in sectoral workforce increasing from 20% in 2008 to 23% in 2019

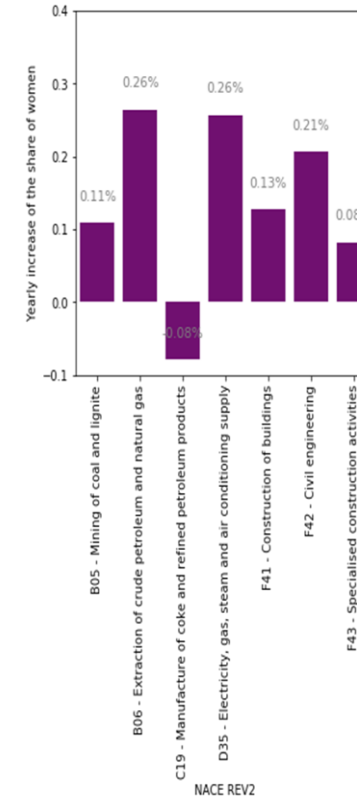
Task 2

The online questionnaire distributed aimed at collecting the following data points:

- Employment at hierarchical different levels, with a focus on decision makers
- Different educational levels
- Employment in full or part time working schedules
- Caring responsibilities of children and adults
- Ethnic origin
- Disabilities
- EU and Non-EU citizenship status

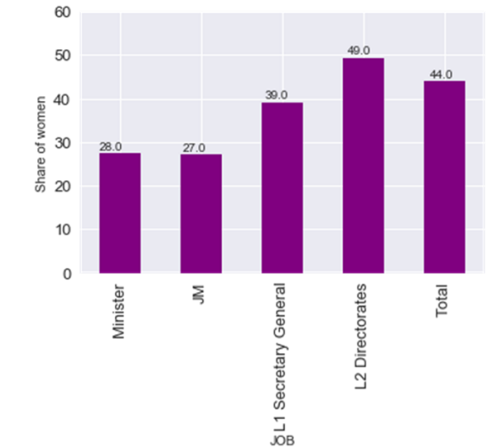


Task 3 - extracts



Yearly trend of women participation per NACE code

The « Energy supply and Electric generation, transmission, distribution » sector is anyway among the highest (0.26% per year).



- The share of women at the 2 highest job positions in Ministries slightly exceed 25% of the Ministers and Junior Ministers (JM) amongst the European Union countries.
- Gender equality is very close at the Directorates position.

Conclusion on Data Analysis

Data availability

- Detailed data for the industrial energy sector starts in 2018
- First Ministries, regulators and TSOs data availability in 2021 (Task 2)
- Data on professional status starting in 2018 but still rather partial
- Good to see the [data collection is progressing](#), hoping to have reliable trends in the future

Data analysis

- Best industrial sector is *Electricity, gas, steam & airco supply* with a [max of ~25% of women share](#)
- TSOs' proportion are even smaller, but regulators are coming close to parity
- Ministries achieve parity for lower seniority levels, but again only 25%-30% of Ministers & Junior Ministers are women

Trends

- Share of women in the « *Energy supply and Electric generation, transmission, distribution* » sector is increasing fastest at a speed of 0.26% per year – parity can be reached in ... 96 years
- There is a clear trend that [parity is lower when going towards power positions](#) in Ministries and TSOs
- There is clearly more women than men working part-time in the energy sector.

What lies beyond the data ?

- Gender Equality still is a touchy subject
- Regular and further data collection are needed. The difficulties encountered during the data collection showed that there is still a long journey to go
- In the private sector, parity will be reached in 100 years at current trend if no action is taken (renewable sector aside)
- Some gaps are still identified :
 - What is the correlation with the student community of energy related subjects (e.g. STEM careers) ?
 - What is the impact of the policies implemented to promote diversity and inclusion ?
- Don't forget the men !



Thank you !