Gender disaggregated data in the energy sector

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Gender disaggregated data = data about people that is broken down by sex

Why does it matter?
• Critical to understanding how policies affect men and women differently
• Can reveal issues facing one sex that are invisible when data is aggregated
• Allows evidence-based guidance for assessing the impact of policies on each sex and on larger equity issues
Equity in the Energy Sector

- The energy sector is a male-dominated sector (less than 25% women in workforce)

- A diverse workforce in the energy sector is needed to boost innovation and meet climate change goals

Gender disaggregated energy data

- Needed to assess equity in the energy sector
  - Ex: gender gaps in employment, wages, education (STEM degrees), etc.

- Also needed to understand reasons behind gender gaps, which will guide measures implemented to improve equity, both selection and evaluation
  - Ex: gender wage gap conditional on skills, sexual harassment in the workplace, gender gap in senior management (key to attracting and retaining women), etc.

- *Other important indicators:* flexible working hours, parental leave, affordable childcare, etc.
IEA – Gender & Energy Data Explorer

Data
• Fill the gender data gap in energy
• Make data open for public use to feed the growing body of research on gender and energy

Policy
• Allow for evidence based policy guidance in support of gender diversity in energy

Benchmark
• Create a benchmarking tool for countries to (1) identify equity barriers and (2) quantify effectiveness of gender diversity measures taken
Topics covered in data explorer

**Entrepreneurship**
- **Focus**: Share of start-ups with at least one female founder
- **Success (IPO or acquired)**
- **Stage of investment**
- **Amount of funding raised**
- **Time taken to succeed**
- **Source**: Crunchbase
- **Collaboration** with IEA/STO

**Innovation**
- **Focus**: Share of female inventors and patents with at least one female inventor
- **R&D expenditure per patent**
- **Cross-border research collaborations**
- **Patent quality index**
- **Source**: PATSTAT & Refinitiv
- **Collaboration** with OECD/ENV

**Senior management**
- **Focus**: Share of female senior managers
- **Position (CEO, founder, etc.)**
- **Company size**
- **Decade of birth**
- **Source**: Refinitiv PermID

**Employment**
- **Focus**: Gender employment gaps and wage gaps conditional on skills
- **Education level**
- **Firm size**
- **Occupation level**
- **Working time**
- **Sources**: SES and surveys on labour, employment and population
- **Collaboration** with OECD/ELS
Gender employment gap by sector and country (2018)
Some of the data sources can already be explored in recent IEA publications:

**Entrepreneurship**
- Innovative Energy Start-Ups (IEA 2021)

**Innovation**
- Gender diversity in energy: what we know and what we don’t know (IEA 2020)

**Senior management**
- Women in senior management roles at energy firms remains stubbornly low, but efforts to improve gender diversity are moving apace (IEA 2021)

For a complete list of IEA gender publications, please visit: [https://www.iea.org/topics/energy-and-gender](https://www.iea.org/topics/energy-and-gender)
Upcoming publication on
gender wage gaps in energy

Topic:
• Understanding Gender Gaps in Wages, Employment and Career Trajectories in the Energy Sector

Authors:
• Collaboration between IEA and ELS (OECD Employment, Labour and Social Affairs Directorate)

Data:
• Matched employer-employee data collected as part of the OECD LinkEED project (OECD, 2021)

Coverage:
• Austria, France, Germany, Portugal and Spain

Findings:
• Disproportionate shares of women in low-wage firms and occupations
• Bargaining and discrimination plays a bigger role in the energy sector at explaining the gender wage gap compared to non-energy
• Women working in energy are more likely to leave for another sector than those working outside the energy sector
Differences in firm wage-setting practices between men and women