

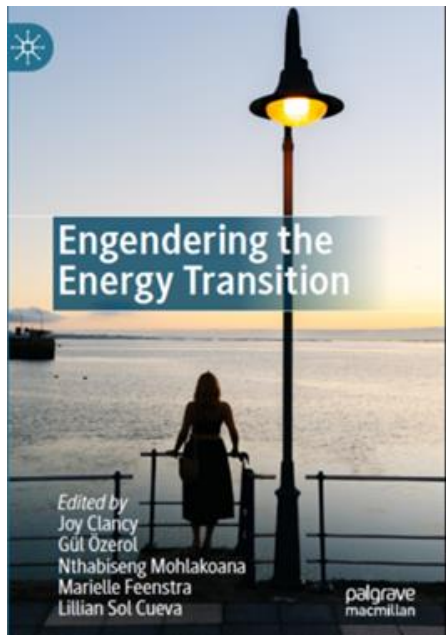
The numbers don't always add up

Webinar presentation: Girl Power - the role of women in the energy
transition

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Women in the energy sector: the rational

- ▶ **Women:** access to meaningful work
gender equality
challenge to patriarchy
- ▶ **Companies:** it's good for business
Women in senior positions act as role models
- ▶ **Government:** contributes to social and economic goals

Do numbers matter?

Is 50/50 a game changer?

- ▶ What happens after they get there?
- ▶ Not all sisters are signed up to sisterhood
There is little conclusive evidence that women in positions of authority are more likely than men to represent women's interests
- ▶ Attitudes (stereotyping) take longer to change

Reviewing performance

Words matter

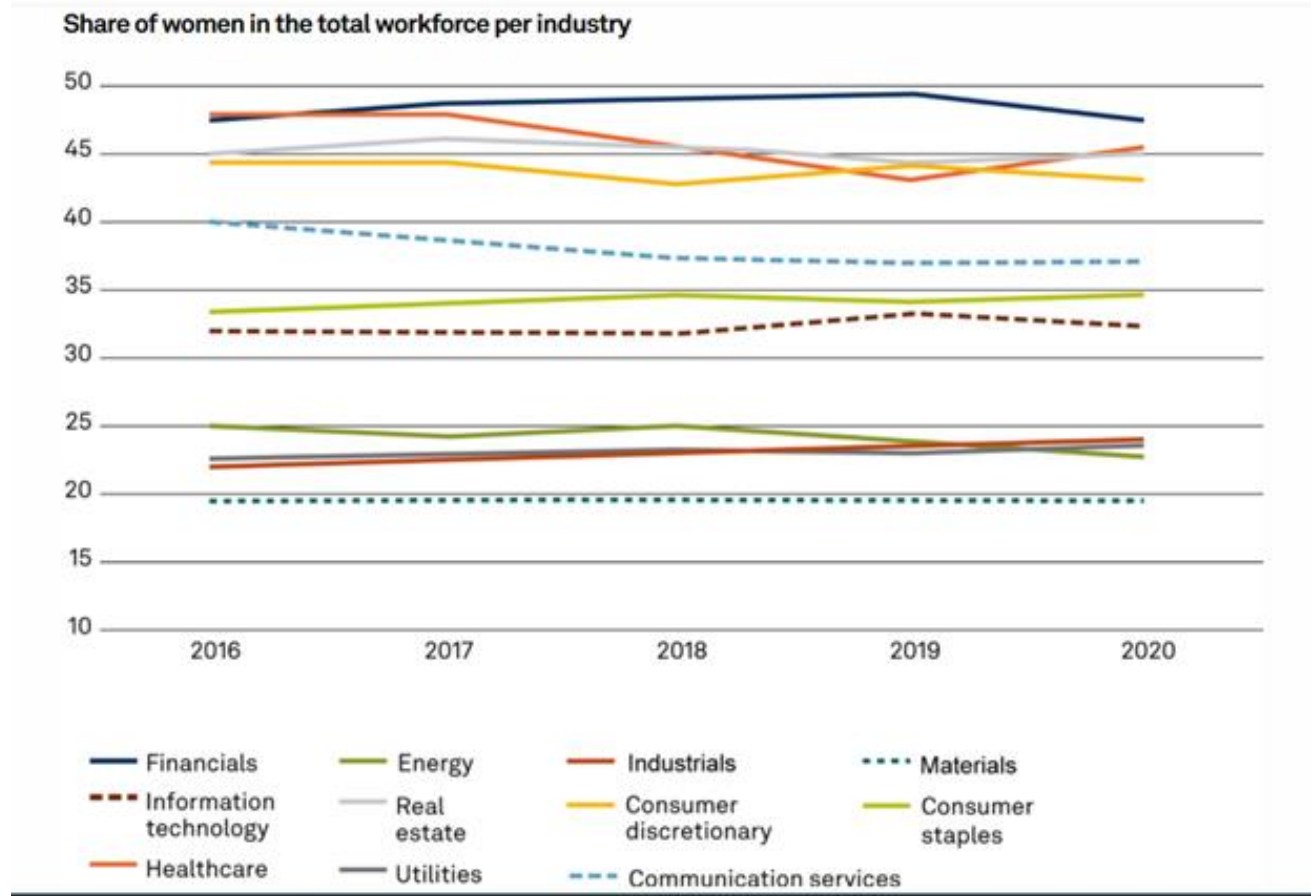
Positives	Negatives
Compassionate	Inept
Enthusiastic	Selfish
Energetic	Frivolous
Organised	Passive
	Scattered
	Opportunistic
	Gossip
	Excitable
	Vain
	Panicky
	Temperamental
	Indecisive

<https://hbr.org/2018/05/the-different-words-we-use-to-describe-male-and-female-leaders> Smith et al. Harvard Business Review. 25 May 2018

Women's experiences in the energy sector

- ▶ Women can't be engineers you have to be big and strong to work in the sector
- ▶ Are you the new secretary? (question to new graduate on her first day)
- ▶ You don't want to be an engineer - that's a man's job
- ▶ We'll do the more technical stuff, and you can take notes ok?

Women in the total workforce



Getting there

- ▶ Networks matter - renewables networks are more open than oil&gas&nuclear
- ▶ Women tend to apply for jobs if they fit all the criteria - men are more speculative
- ▶ Evidence indicates employer may tend to favour an applicant of the same age, race and sex

Staying there

- ▶ Career breaks - disrupts experience; building reputation and networks; commitment questioned
- ▶ Women in STEM jobs cite more frequently than men that their reasons are family-related issues and time

Beyond box ticking

- ▶ Historical disadvantages can mean women are less experienced than men of same age - can be interpreted as 'less competent' which can translate into less influence
data shows number of women at board level has increased significantly but not so much at other levels (geographical distance from head office has an influence!)
- ▶ Double counting (you can do the same job in more than one organisation!)
- ▶ What are the men doing? Gender equality is not the sole responsibility of women

What helps (possibly)

More evaluation of schemes is needed

- ▶ HR policy: workforce diversity and management monitoring of gender gaps
- ▶ Diverse recruitment teams
- ▶ Disaggregated data
- ▶ Flexible working hours and locations
COVID may have a positive influence - at least start the discussion - what are the men doing?
- ▶ Mentoring and networking

Closing thought

**Recognise women for their abilities,
experience and skills rather than branding
them as diversity trophies**

from

Gender equality in the workplace: going beyond women on the board
Marie Froehlicher, Lotte Knuckles Griek, Azadeh Nematzadeh, Lindsey Hall, and
Nathan Stovall
5 Feb 2021