



Women in Energy Global Study 2024

Welcome

We are delighted to present the fifth annual edition of the Women in Energy Global Study, a critical guide to the position and attitudes of women in the global energy industry in 2023-24. We hope the data will provide valuable insights for business leaders, managers, recruiters and diversity, equity and inclusion (DEI) professionals - indeed, anyone needing to attract and retain talent in the modern energy workplace.

Across five continents and what is revealed to be an increasingly diverse and complex set of energy sub-sectors, our report dives into the data to reveal the nature and aspirations of the female energy workforce. It explores the **kinds of jobs women are doing and the level of seniority they are reaching, the career issues they face, what motivates them to contribute their skills to the energy transition and what they need to truly thrive.**

This year the survey also tracked attitudes to the following live topics in the world of work right now:

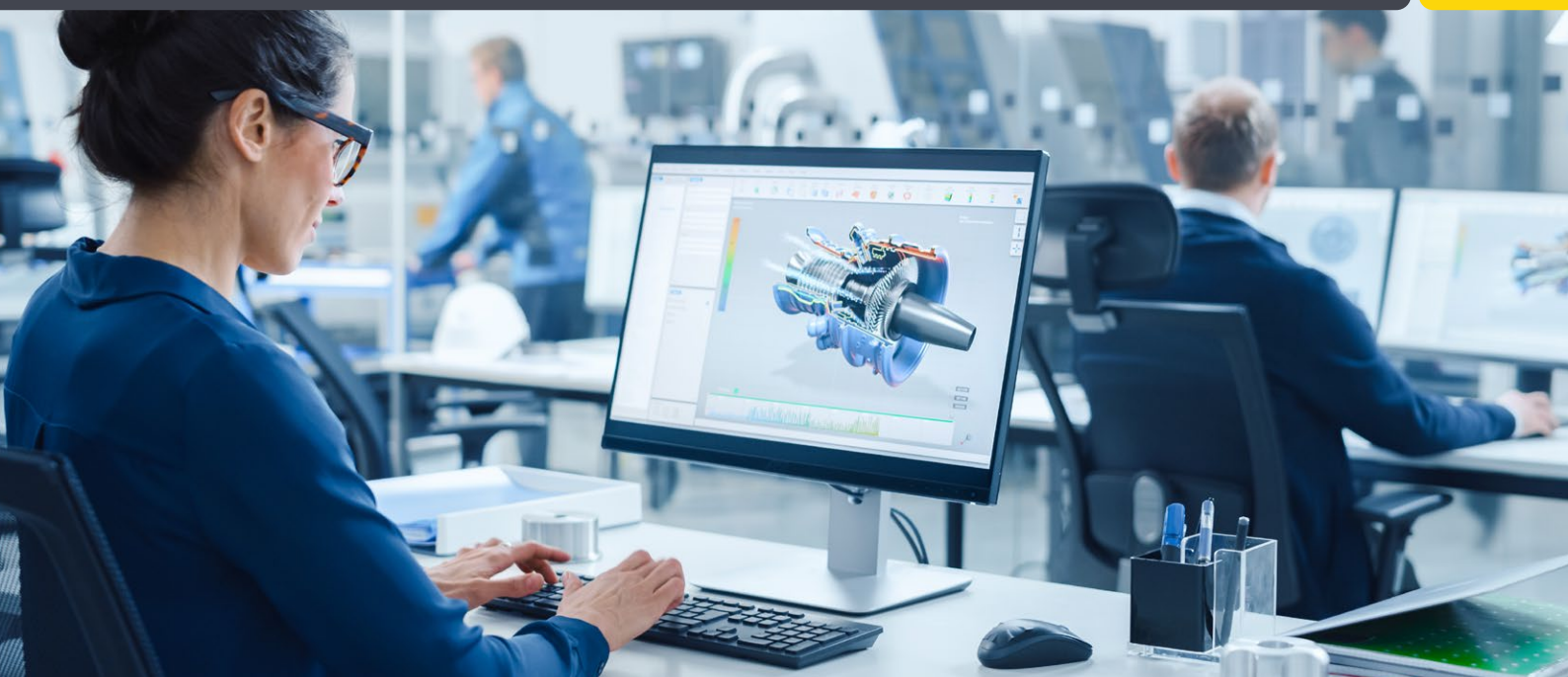
- the work-life interface and flexible working
- what women want from their employer to help them thrive
- company attitudes and commitments to diversity, equity and inclusion
- skills and strengths for the energy transition
- job mobility, transferable skills and the evolution of the sector

We were delighted with the high number of survey responses we received, meaning that year on year our report gives a valuable insight into the global energy sector. It appears to be an industry that is attracting new talent, as around 70% of all our respondents have under 10 years' experience in the industry, with the number at entry level rising from last year. However, we also have had more respondents with a lot of experience in the industry (21 years and more) and a higher number in the most senior roles of senior manager, Director or Board member.

We have been fascinated to understand all of these people's perspectives and we hope you will find the results of this year's survey as insightful as we did.

NES Fircroft and Energy Jobline would like to thank our supporting partners **ALLY Energy** and **POWERful Women** and the thousands of energy professionals who took our 2023 survey, allowing us to support our clients in advancing gender diversity and inclusion in the workplace and securing the talent they need.





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Methodology

The Women in Energy Global Study is an annual report produced by energy recruitment leaders NES Fircroft and Energy Jobline.

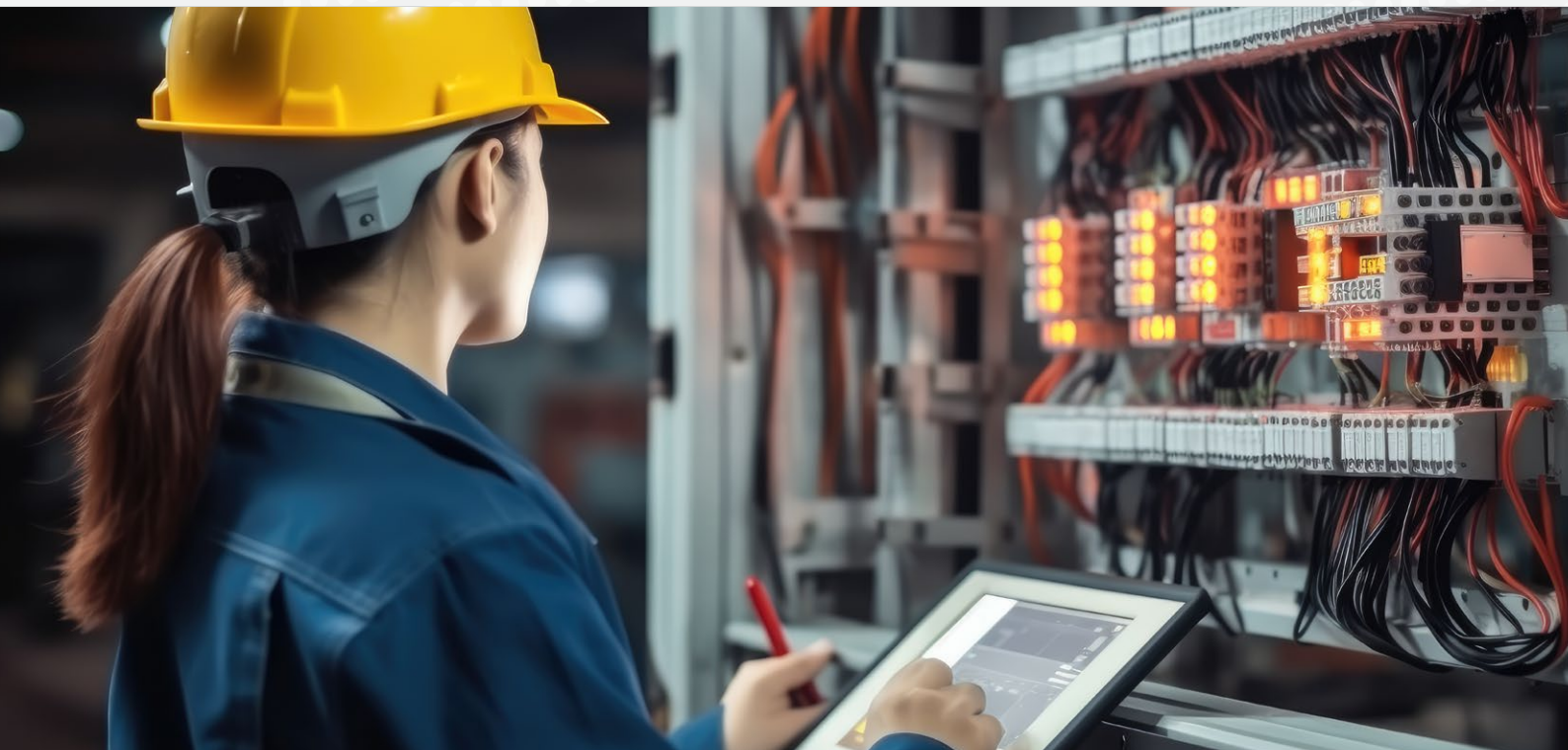
In October 2023 we launched a comprehensive survey of women and men working in the global energy industry to gain a picture of the sector today.

The survey ran for 8 weeks from 2nd October to 28th November 2023 and asked a total of 24 questions. It was circulated to a combination of **Energy Jobline** and **NES Fircroft's** email databases, and promoted through websites and social media channels, including to the audiences of the report's supporting partners, **POWERful Women**, which is part of the UK's Energy Institute, and **Ally** in the USA.

A total of 2,517 people responded to the survey, 1,670 (67%) of whom were women. The response rate for both was very similar to last year.

The results were collated and reviewed by **Energy Jobline**, **NES Fircroft** and **POWERful Women** and are presented below. The detailed analysis included filtering by gender, sector and other key demographics. Some questions allowed respondents to choose multiple answers. Results are presented for women, men and/or both.

NES Fircroft and **Energy Jobline** hope this study is well received by all and invite anybody requiring further detail on the methodology or results (including deeper dives into the sector data) to reach out to us via marketing@energyjobline.com



About Us



NES Fircroft (NES) is an award-winning workforce solutions specialist that provides staffing services across the Oil & Gas, Power & Renewables, Infrastructure, Life Sciences, Mining and Chemicals sectors worldwide. NES offers a full range of staffing solutions: Contract, Permanent (Direct) Hire, Managed Solutions and Mobility/EOR services.

We have over 80 physically manned offices globally, staffed by teams working in the same time zone and communicating in the local language, to ensure we offer talent solutions tailored to our clients' needs wherever they are. We are leaders in the Energy sector and are dedicated to providing the engineering workforce needed to support clients on their journey reducing the environmental impact of traditional energy assets, as well as developing renewable energy sources - ultimately delivering energy security for the world.

Learn more at nesfircroft.com



Energy Jobline is the Largest Global Energy and Engineering Job Board, and Energy Hub.

With an audience reach of over 4 million people, and 400,000+ daily advertised global jobs, we work with the leading energy companies worldwide. We focus on the Oil & Gas, Renewables, and Power and Nuclear markets as well as emerging technologies in EV, Battery and Fusion.

We are committed to sourcing the very best global energy professionals for our client recruitment campaigns, and ensuring we offer the most exciting career opportunities for our jobseekers.

At Energy Jobline we understand the energy industry's greatest resource is people, and that is why we work with the leading clients and best energy professionals worldwide.

Our commitment to Women in Energy, BAME and Diversity Groups, as well as unique and passive audiences, aids in setting us apart from our key competitors. No other online recruitment platform has aligned itself with the same breadth and depth of quality partners including female engineering bodies, online energy news hubs, community platforms, industry associations and more. The strength of these partnerships allows us to deliver an exceptional database.

Learn more at energyjobline.com



Partners

POWERful WOMEN

POWERful Women (PFW) is a professional initiative working to achieve a gender-balanced, diverse and inclusive energy sector in the UK to meet the needs of a Net Zero future.

Our target is for at least 40% of middle management and leadership roles to be held by women by 2030. Headquartered at the Energy Institute, we aim to deliver our goals by working with business leaders, DEI experts, government, the regulators, aspiring women and partner organisations to accelerate change. We support, challenge and connect: publishing research and data on female representation; encouraging learning and sharing through the Energy Leaders' Coalition; running a mentoring programme and other practical career resources for women; communicating the benefits of better DEI; and running networking and learning events.

Find out more at www.powerfulwomen.org.uk

ALLYSM

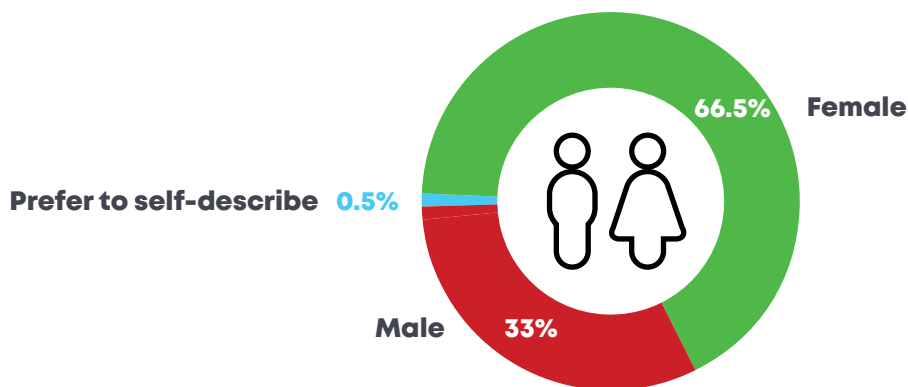
ALLY Energy, headquartered in Houston, Texas, is a premier diverse digital community and marketplace powering the energy workforce of the future™.

As a pivotal force in the energy sector, it connects millions every year, leading companies and start-ups in attracting and retaining top talent while helping professionals find success through community support, job connections, recognition, and networking opportunities. ALLY's influence is recognized worldwide, with features in top media outlets like CNN, Newsweek, Scientific American, USA Today, Bloomberg, NYSE Floor Talk and NASDAQ.

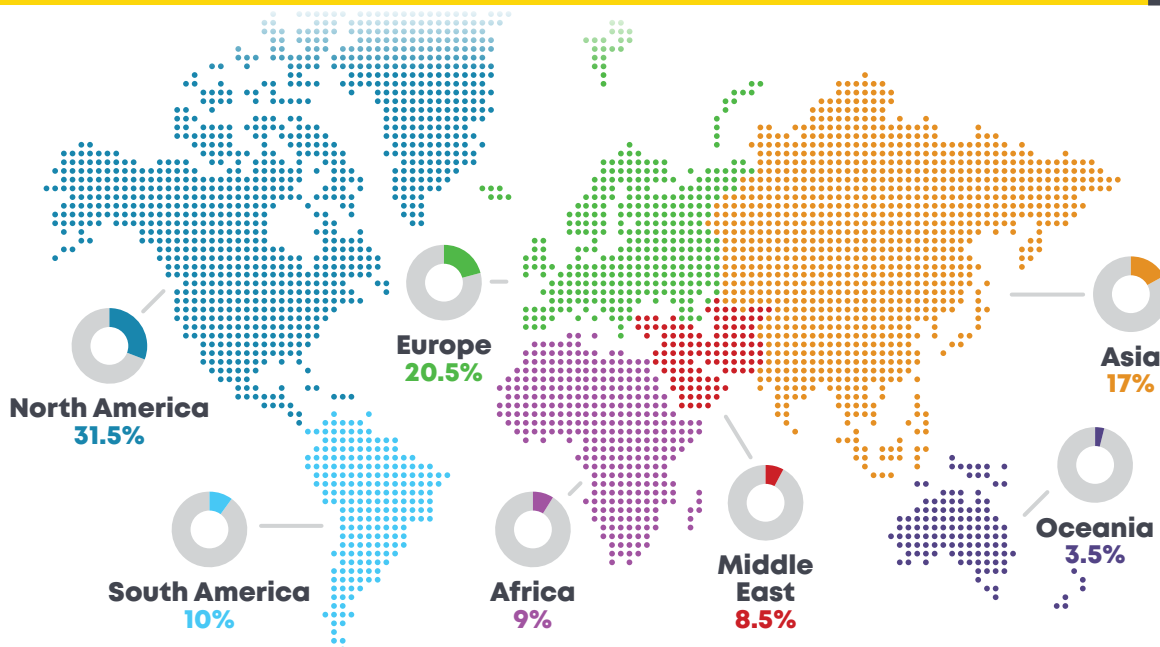
Get to the heart of the energy workforce at www.allyenergy.com.

Demographics

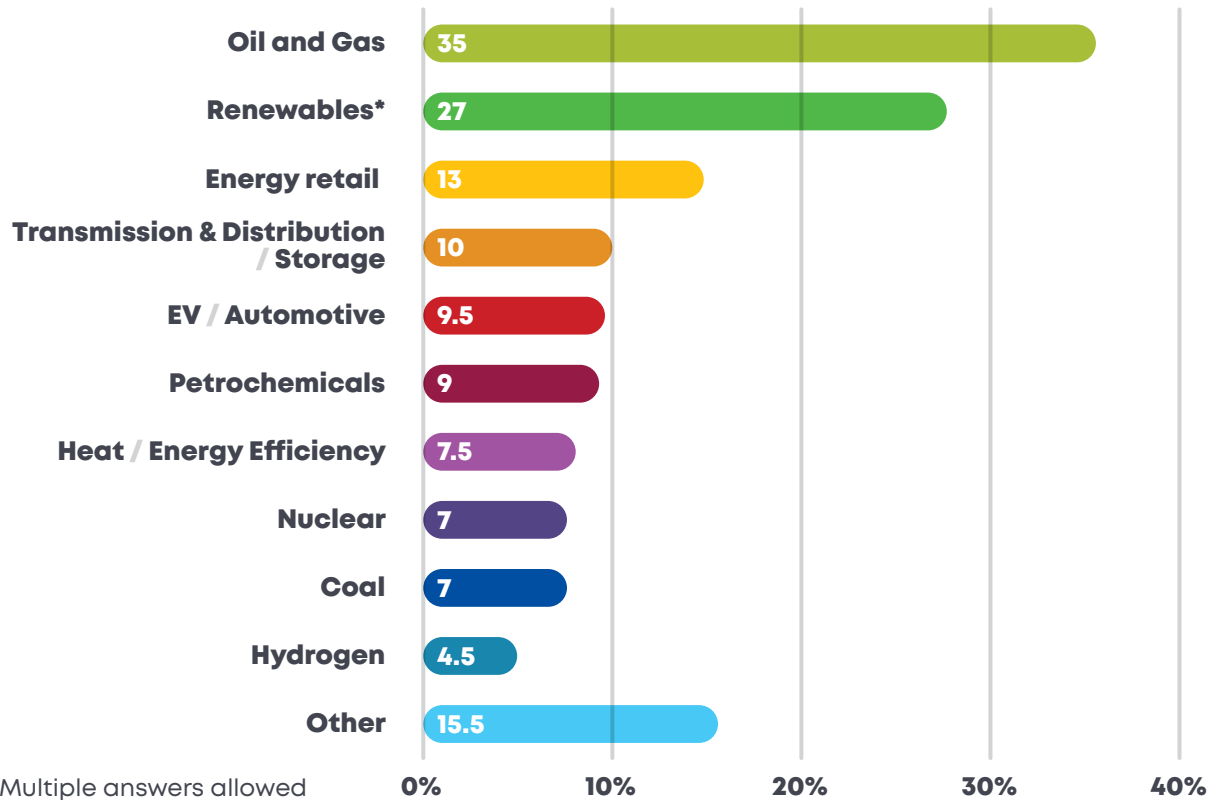
01 | What is your gender?



02 | Where are you currently based?



03 | Which energy sector do you currently work in?



*onshore and offshore wind, solar, biomass, hydrogen / tidal, other renewables

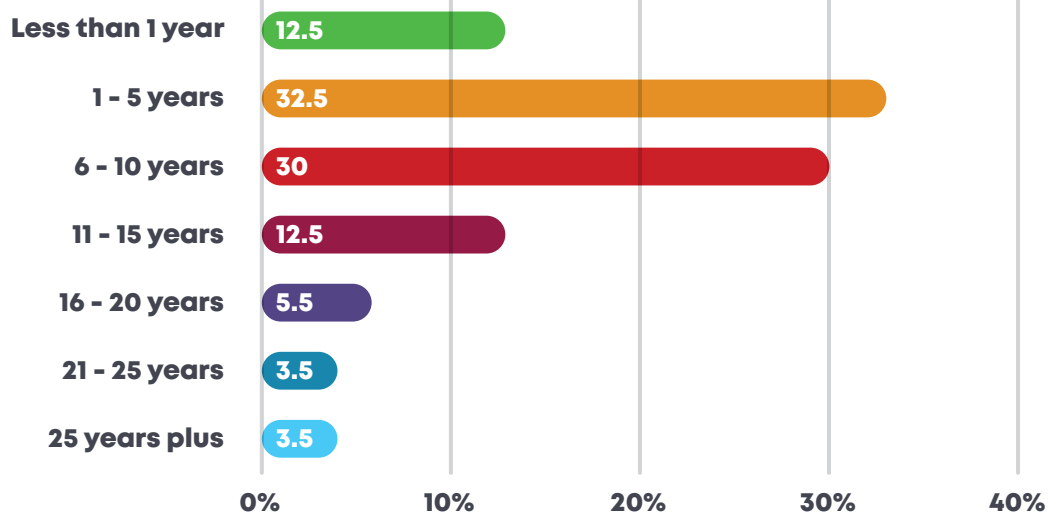
This year, oil and gas has moved up to the top spot, employing more than a third of our female respondents globally and pushing renewable energy into second position. (Last year renewables employed 29% of women and oil and gas 23%.) We have also seen the proportion of women working in coal, petrochemicals and nuclear halve from 2022.

Of particular interest is the number of survey respondents citing 'Other' - trebling from 5% to 15% in the past year. There is a huge variety of

sub-sectors and industries specified in this category: mostly construction, finance, IT/data and mining but also materials development and transportation.

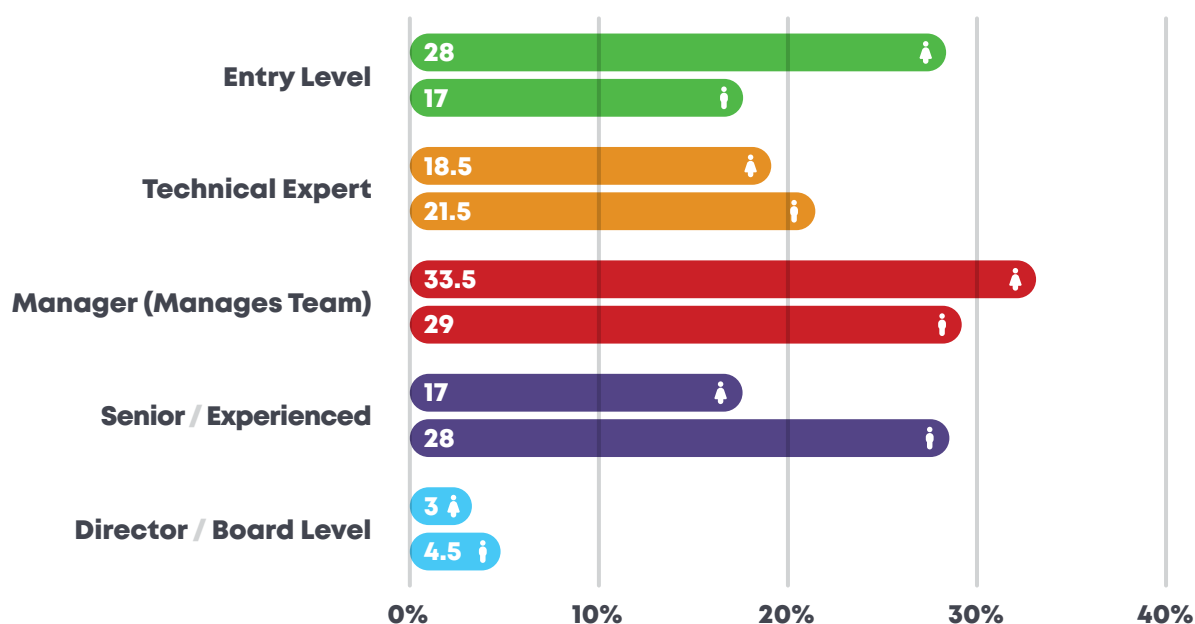
This reflects how the energy sector and its supply chain is becoming much broader and more complex. Many of the women labelled the sector they work in as simply "the energy transition", a descriptor that many people now identify with.

04 | How long have you worked in the industry?





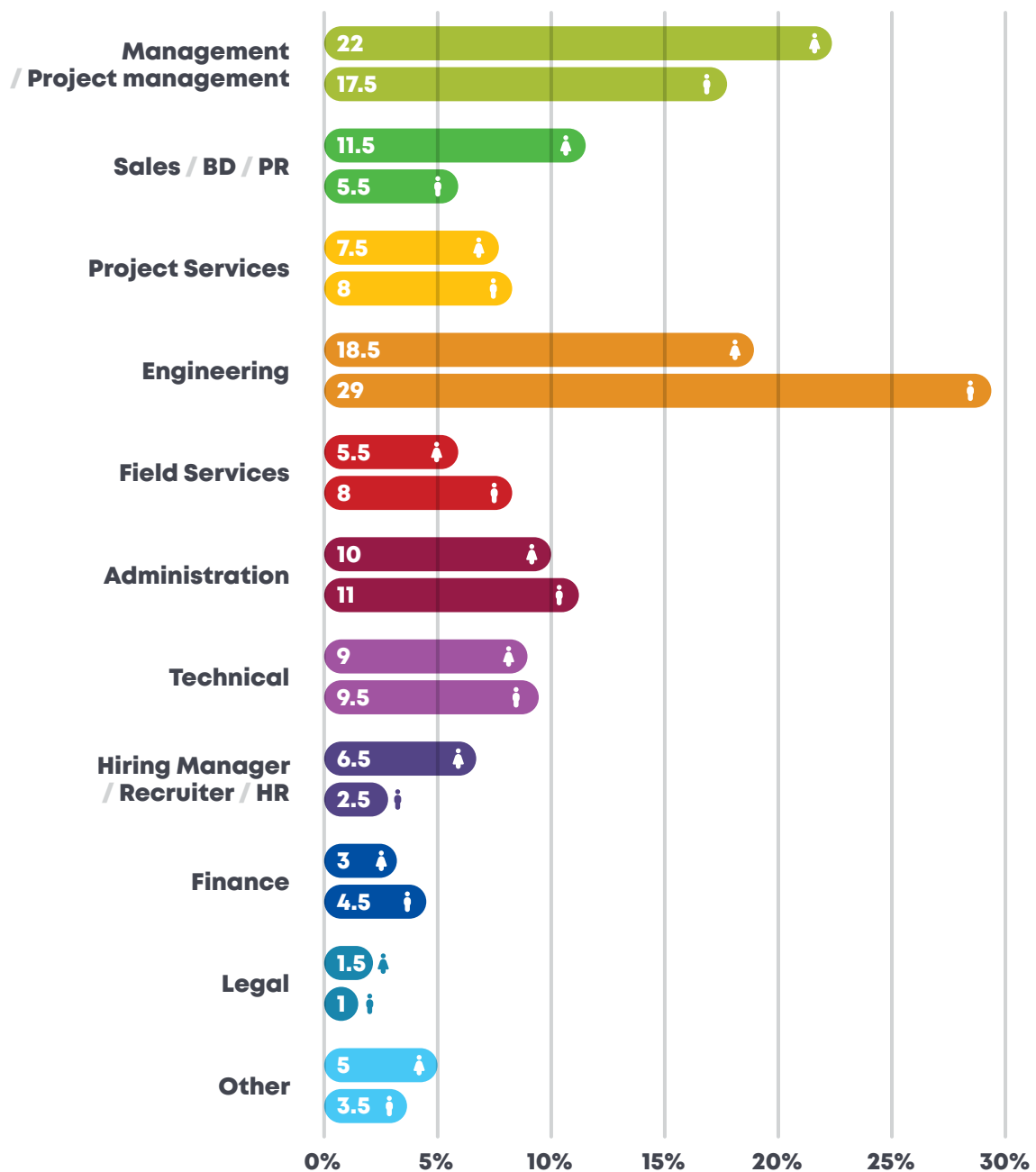
05 | What is your current level of seniority?



Overall, 'manager' level remains the largest group in terms of seniority of role, for both men and women. Last year the male/female split was roughly equal on the percentage of managers, but this year's data shows that currently there are more women at the lower levels in the industry (entry level plus manager)

– 62% female vs 46% male; and more men at the top (senior management, board and director levels) – 33% male vs 20% female. This seniority disparity between genders is well-documented in the industry and remains disappointing.

06 | Please select a job category that most resembles your role



Engineering is now the dominant type of job done in the sector at 21% for women and men combined - a leap from 13% in 2022 and pushing Management/Project Management to second place this year. The proportion of Project Services, Sales, Business Development and PR roles have gone down, perhaps a reflection of the current economic climate and cuts in budgets.

Looking specifically at the roles done by women and how this compares to men, it is good news that there are more women in engineering (up from 10% to 19% this year) but

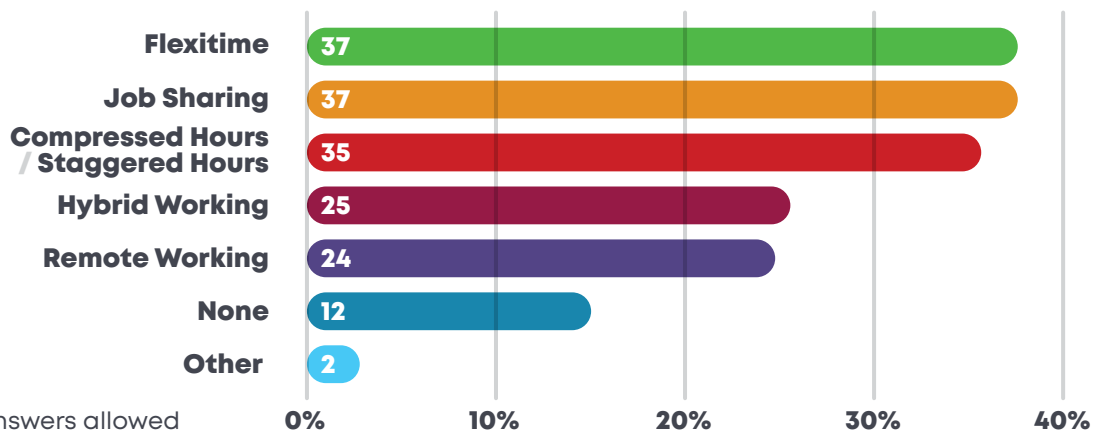
we can also see that in this traditionally male role there is still a significant gender gap. Only 6% of field services roles are held by women, possibly reflecting the challenges of operational jobs; although the number of all respondents in this job category has declined in the past year.

It is interesting to note that there is more gender parity now in the traditionally female role of Administrator, while the gender gap has widened among Hiring Managers, Recruiters and HR roles.



The work-life interface & flexibility

07 | Has your company maintained any of the following work patterns brought in because of COVID-19?



Almost three years on from the Covid-19 pandemic, it is interesting to learn to what extent energy companies have maintained any of the flexible working patterns that were brought in or expanded so suddenly in 2020, many of which continue to be beneficial to employees, particular those with caring responsibilities. Just over one-third of respondents say their employer has kept the three key flexible working options of flexitime, hybrid working and remote working and still fewer companies have maintained other flexibility policies that support a better work-life balance, particularly for those with caring responsibilities. These figures are consistent with the shift we are seeing – driven by both employers and employees – to return to the office.

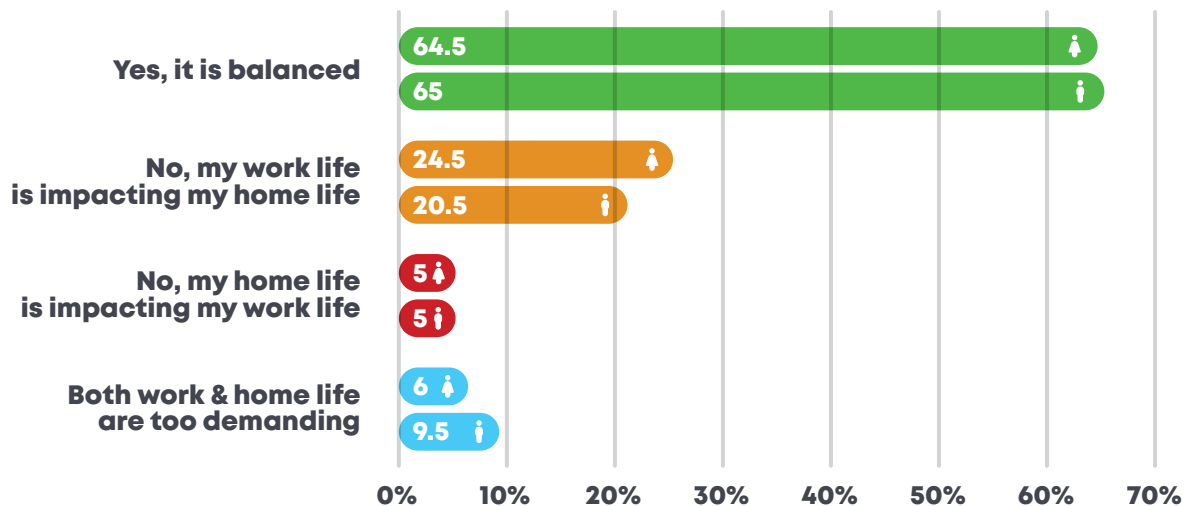


Offering their people these options for how to manage where and when they work is a positive opportunity for employers to increase their value proposition against their competitors, and thus attract and retain the talent they need. This is particularly the case for those companies that are not able to offer the most competitive salaries.”



Vicki Codd
Group Marketing Director
NES Fircroft

08 | Would you say that your work / home life is balanced?



This year we are showing both male and female responses to this question.

In general, a majority of respondents – nearly two-thirds of men and women combined – say that their work and home lives are balanced. Last year our survey revealed that a staggering 56% of women felt that the Covid-19 pandemic had negatively affected their work/life balance, so we are pleased to see things improve.

However, 30% of men in the energy sector still tell us that their work is too demanding and affecting their home life, which should be a concern for employers who want a sustainable workplace and happy, thriving people. Addressing this by listening to and seeking feedback from employees as a first step can help companies retain the talent they have invested in.

A higher proportion of men than women say that their home life is affecting their work life.



Research from the Global Institute of Women's Leadership has suggested that fathers are expected to work harder and longer hours once they become a parent, while the opposite is true for women."



Georgina Worrall
Head of POWERful Women

09 | What could your company do to improve your work / home life balance?



Female only

remote work
help for employees working hours
flexible working support policy
family support work from home
time better balance work / family

Male only

psychological counselling
better pay relieve work stress
vacations time work from home
family time incentives
help dealing with stress support

The most frequently occurring terms from women when responding to this question are all to do with various types of flexible working, alongside family-related support. When we look at men, 'time' and 'family time' are high on the list, alongside 'vacations', 'incentives' and 'psychological support'.

The next chapter provides some more insights into employees' views on their workplace and the kind of internal policies and initiatives that make them want to work for – and stay at a company.



Companies would benefit from taking these views on board, as being able to achieve a positive work-life balance and avoid burn-out is a high priority for many employees. It is therefore a significant factor in organisations being able to get the most from their people and retain the talent they need – and that they've invested in."

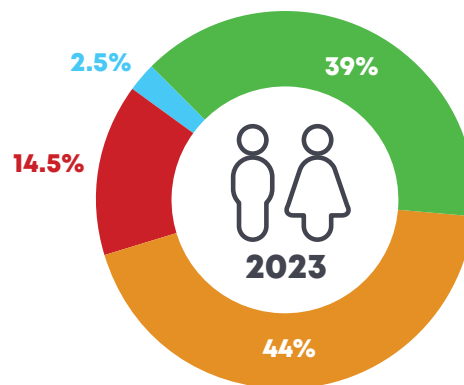
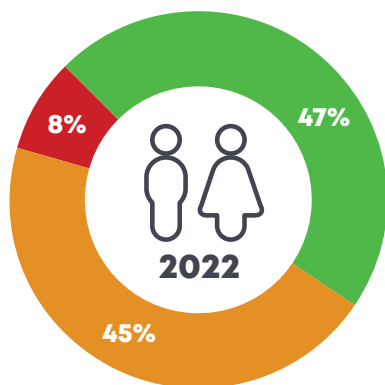


Josh Young
Director
Energy Jobline

Attracting and Developing Diverse Talent

Energy company attitudes to diversity, equity and inclusion

10 | To what extent do you feel your company is aligned to its 2022 Diversity and Inclusion objectives?



● Now more committed ● Stayed the same ● Now less committed ● Don't know

The majority of all respondents (male and female) have said that their company's diversity and inclusion objectives have remained the same as last year, whereas in 2022 just over half said that their company's commitment had gone up. And more

companies appear to be less committed than last year, with several concerning comments added (in the 'Other' category) saying that DEI policies were completely absent or that their company was just paying lip service to this issue.

This decline in commitment is a reversal in trend from previous years. It might show some natural drift as companies are forced to address other issues – financial performance in the face of an economic downturn and a shift in focus onto the E of ESG as the sector races to Net Zero. Or, on a more positive note, it might be that D&I has become “business as usual” and is just less front and centre of business communications internally and externally (several respondents ticked the ‘Don’t know’ box).

It is of course important to note that, thankfully, by far the majority of respondents still say that their company is either more committed to D&I or has stayed the same. But it’s essential that companies don’t get complacent and keep communicating what they are doing and why.

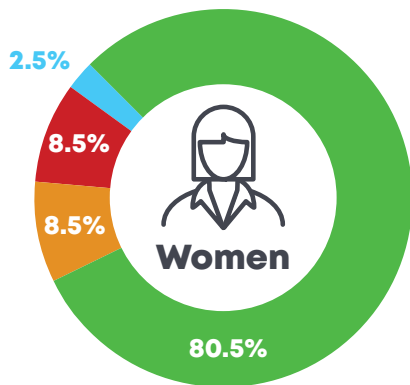
“

Of course, better diversity, equity and inclusion will benefit both the business bottom line and the achievement of Net Zero objectives. Diversity in teams, including gender diversity at the top, has been shown to lead to greater profitability and more innovation and will bring the skills and talent that companies need for a successful energy transition. Have companies reduced their efforts in this area or merely reduced the communication around it?”

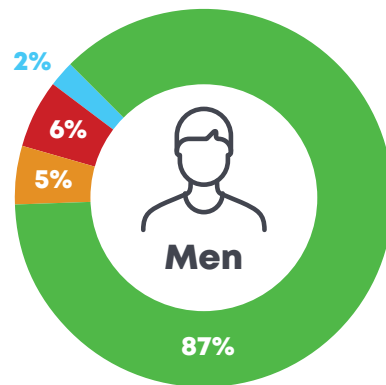


Vicki Codd
Group Marketing Director
NES Fircroft

11 | Do you feel that your work environment is a safe space for women?



● Yes ● No ● Don't know ● Rather not say

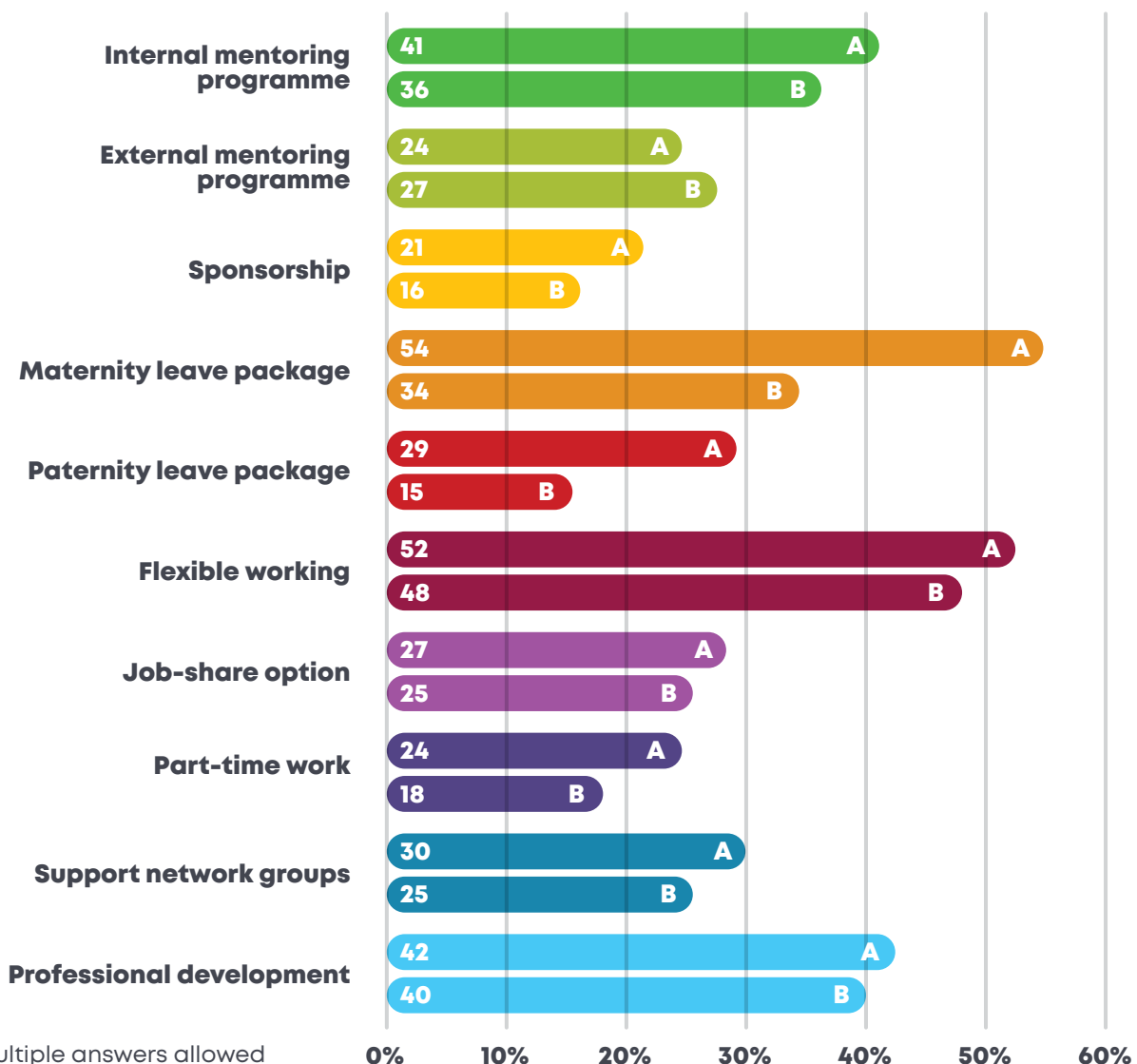


This is a new question this year and the clear message is that the majority believe the energy industry to be a safe space for

women, although fewer women than men believe this to be true.

Building an inclusive workplace where women can thrive

12 | Does your employer offer any of the following policies or initiatives (A)? And do you utilise them (B)?



More than half of the women surveyed said that their employer offers flexible working and an enhanced maternity leave package, meaning it is becoming more and more commonplace, but perhaps still too slowly. And around 40% said that internal mentoring and professional development is available to them. This is a drop in the availability of mentoring from last year's survey.

Other policies like offering job-share and part-time options are less common, and

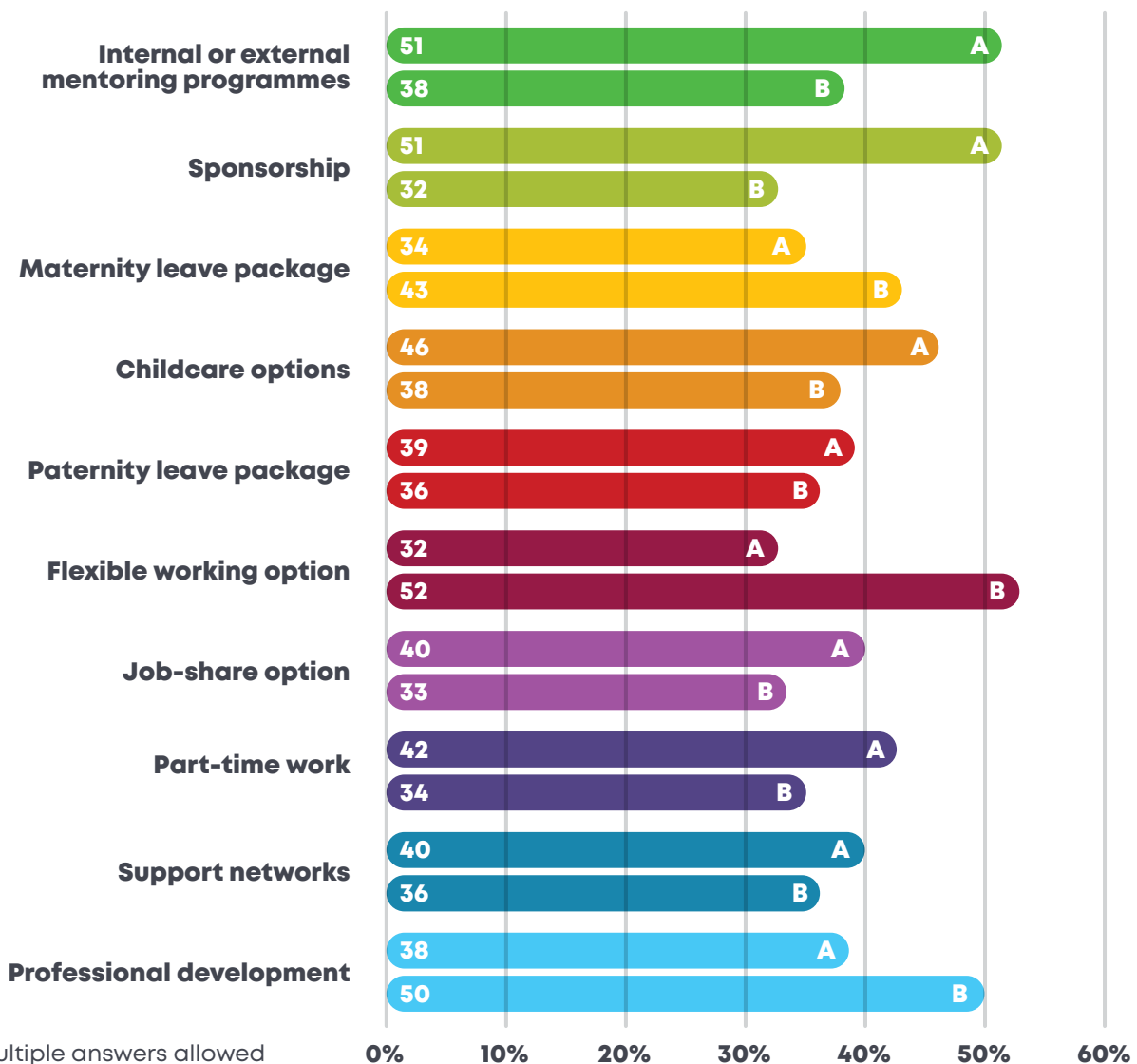
disappointingly sponsorship – which has been shown to be highly effective as a tool to advance women in their careers – is only on offer from around a fifth of employers.

We also decided to look at any disparity between what is on offer and what women say they actually use. Such delivery gaps can be a sign that the culture of the company does not promote, support or provide a 'safe space' for women to take up these policies without potentially jeopardising their career.





13 | Would you like to see any of the following policies or initiatives introduced (A) or improved (B) at your company?



Our survey shines a light on what women want in terms of energy workplace policies and initiatives and this year we have asked if they need them introduced or improved.

More than half of women express a desire for better professional development and the introduction of sponsorship in their company, perhaps recognising that it brings tangible results for promotions and career progression. The same number (51%) said that they wanted mentoring (internal or external) introduced, and it is surprising that so little mentoring still exists.

While flexible working is more and more common, there is clearly still a desire for continuous improvement and around 40% of women want the opportunity for job-share or part-time working introduced. Almost half of respondents would like an improved maternity package and the introduction of childcare to support their career.

When it comes to paternity leave, nearly 40% of women and 57% of men surveyed said they want their employer to either introduce or improve their paternity leave offering. This

was a strong message last time and it's worth employers really addressing. For men, adequate paternity leave allows them to spend more time with their children and achieve a better work/life balance, making them more productive, and for women it reduces the stigma of maternity leave or part-time work. Getting paternity leave right can lead to a more equitable and inclusive workplace culture altogether.



“Truly listening to what women and men need in the workplace is essential in any business that wants to retain female talent and is a demonstration of inclusive leadership. The strong request from men for better paternity leave should be noted as it could be a gamechanger.”

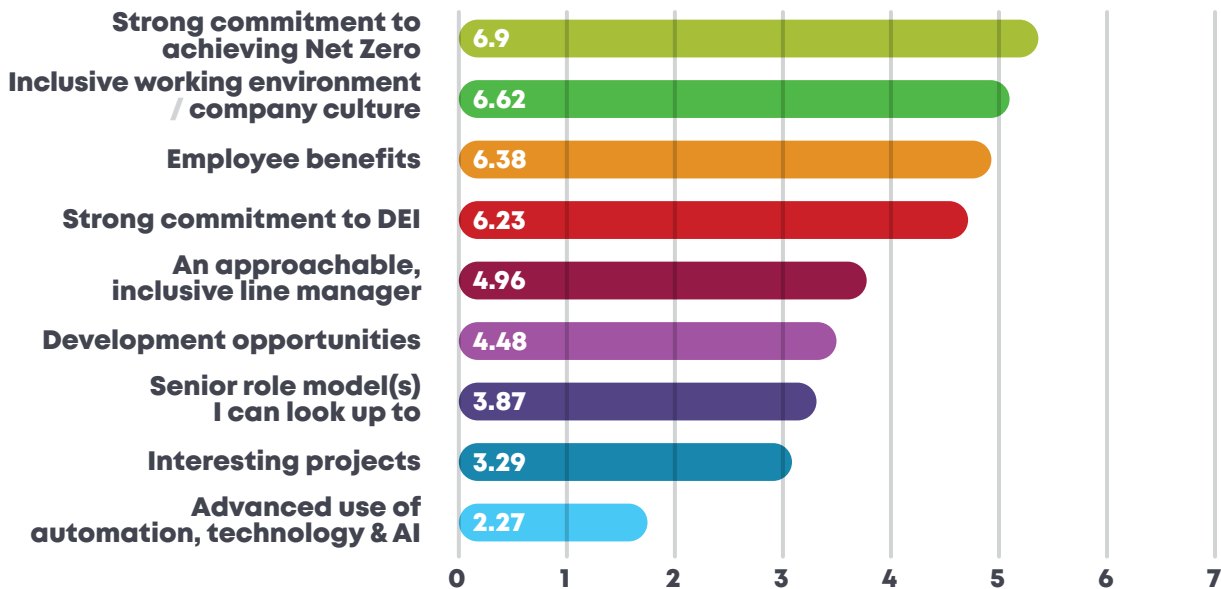


Georgina Worrall
Head of POWERful Women



14 | What is most important to you from your next employer?

Options ranked by importance



Respondents were asked to rank a number of factors involved in choosing a future employer, in order of importance. The results showed that the critical things for women are, in order: a strong commitment to achieving Net Zero; an inclusive working environment; employee benefits; and a strong commitment to diversity, equity and inclusion. Male responses were very similar although, interestingly, a commitment to DEI is cited as more important than employee benefits, which ranks fourth. The message is loud and clear for today's transitioning energy sector – people want to work for a company that demonstrates a strong commitment to Net Zero, ranking top for both men and women in our survey. The results also show the importance of companies continuing to focus on DEI, even in the current climate and as the industry goes through such immense change.



Climate change and a sustainable energy transition continues to be a key driver for the global energy workforce and should be a key part of the employer value proposition. Leaders should also take note that a strong commitment to diversity, equity and inclusion and providing an inclusive workplace culture are also important criteria for choosing an employer.”



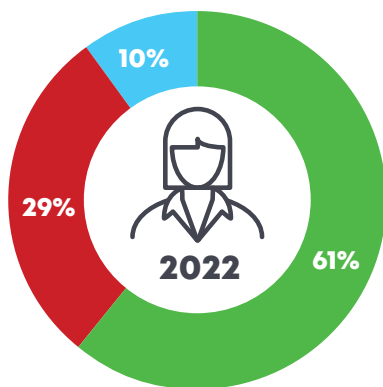
Vicki Codd
Group Marketing Director
NES Fircroft

Below we take a look in more detail at our changing industry and workforce – how are people moving around, why are they leaving their roles, and where are they taking their skills?

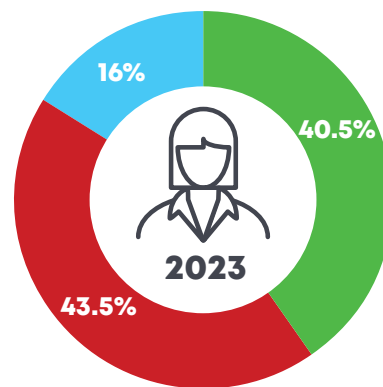
A workforce for the energy transition

Job mobility

15 | Are you considering leaving your current role within the next 1-2 years?



2022



2023

● Yes ● No ● Not Sure

Job mobility among women in the global energy sector appears to be falling, with a significant drop in the number that are thinking about leaving their role in the next one to two years and the majority (60%) saying that they have no plans to change jobs.

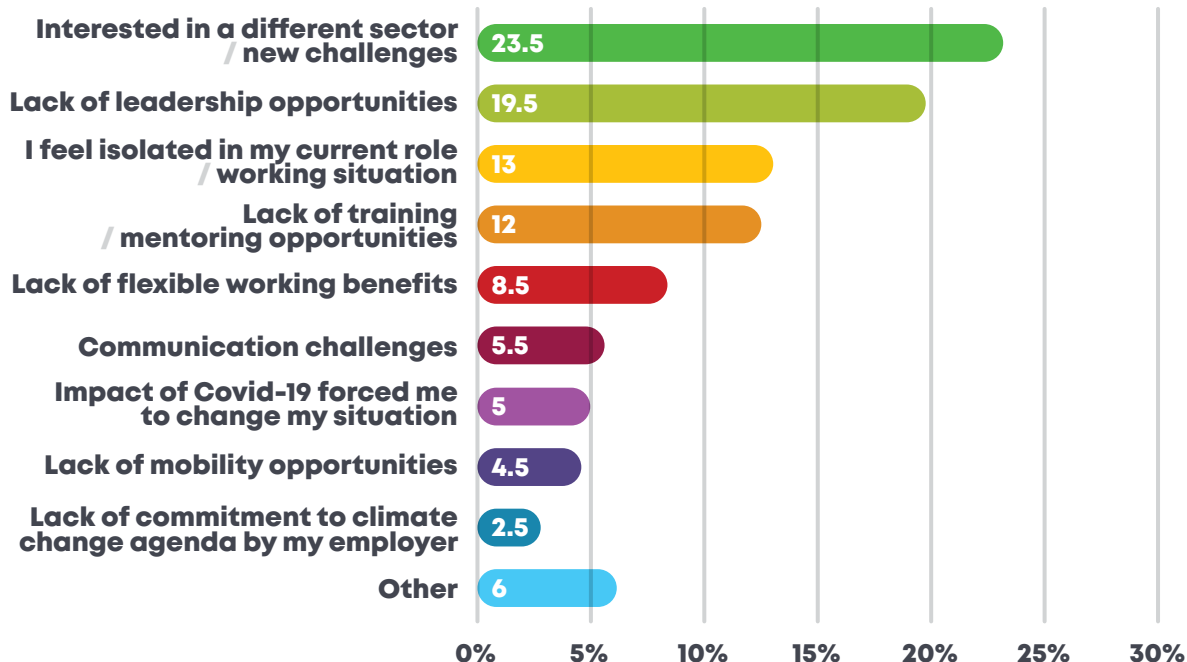
Men were more likely than women to say they were thinking of leaving (50%), but this is still a drop from 72% of male respondents last year.

We go into the reasons behind people's decision to leave in the next question.



16 | If YES, what is your MAIN reason?

[All Energy]



Looking across the whole sector, the top four reasons given by women for wanting to leave their job are (in order): they are interested in a different sector or new challenges; there is a lack of leadership opportunities; they feel isolated in their current role; or there are too few training or mentoring opportunities. Unsurprisingly, Covid-19 has dropped far down the list from the second most cited reason in last year's survey.

With 6% of respondents citing 'other' reasons, it is interesting to see what these are. The most frequently mentioned were: relocation; wanting a higher or equal salary; long hours/burnout; unsupportive or toxic workplace environment (bullying, harassment, misogyny); feeling underutilised and unrecognised; and wanting better professional growth.

Wanting new challenges or to work in a different sector remains the main driver for change, reflecting an industry in the midst of transformation and new opportunities. The most attractive sectors this year for both male and female respondents are renewable energy (33%), oil and gas (19%) and EV/automotive (16%) and we go into more detail on this below, particularly for those who are on the cusp of leaving their current job.

“

These results clearly indicate that companies need to work hard to retain talented people by offering interesting and impactful work but also by providing more leadership, training and mentoring opportunities.”



Georgina Worrall
Head of POWERful Women

We looked at responses from men too and they told us that the main reason for wanting to change roles was lack of training and mentoring opportunities, which is higher than last year. This was followed by an interest in new sectors and challenges, lack of leadership opportunities and – interestingly – lack of flexible working benefits, indicating that this is becoming more desirable for men and no longer a 'women's issue'.

Slightly more women than men say that their feelings of isolation in their current situation are a driver for change (13% vs 10%).

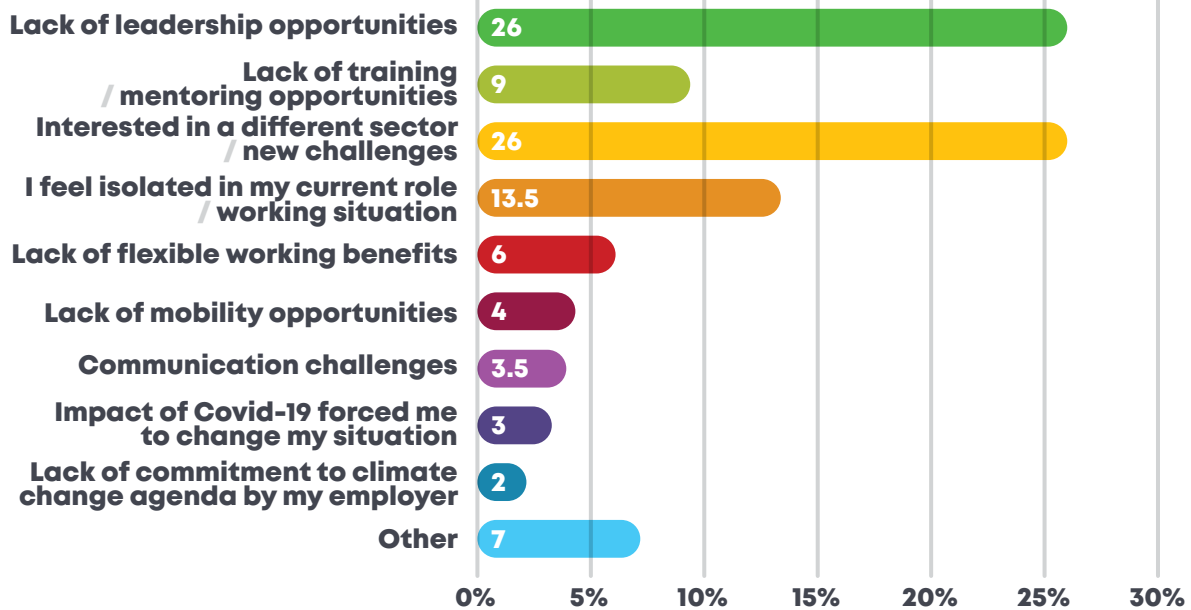


16 | If YES, what is your MAIN reason?

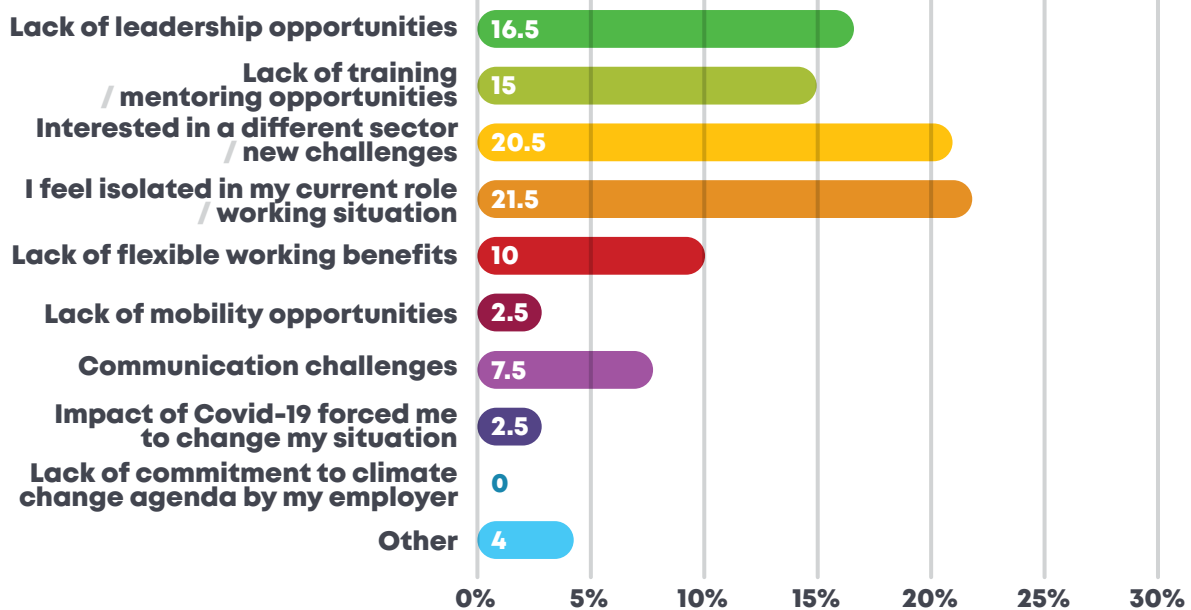
[Industry comparison]



Oil & Gas



Petrochemicals

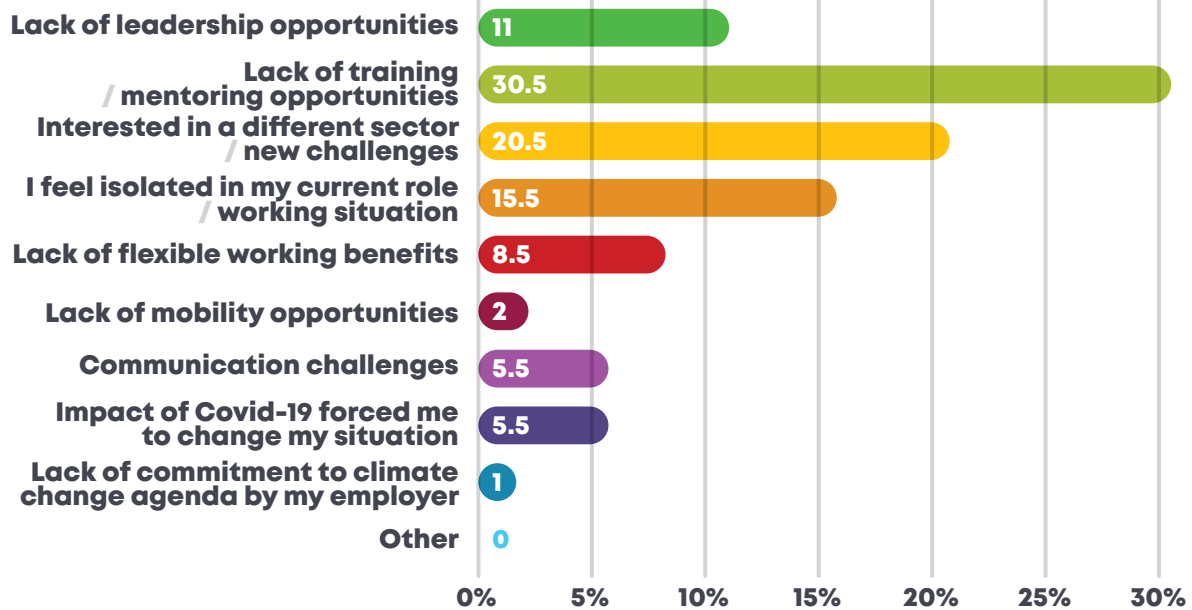


16 | If YES, what is your MAIN reason?

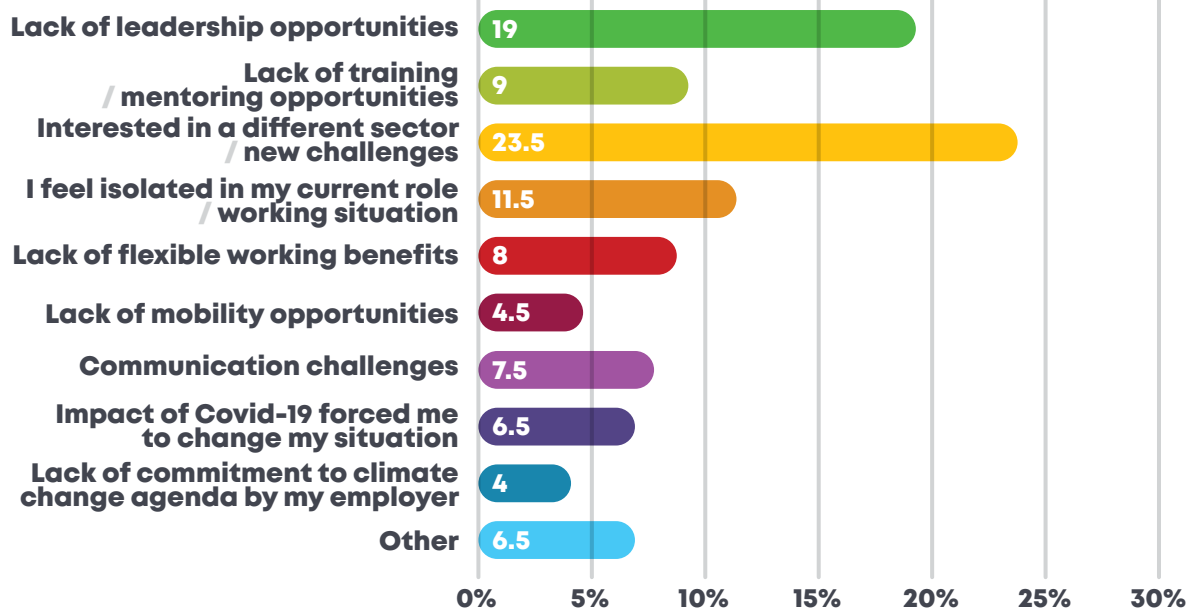
[Industry comparison]



Nuclear



Renewables

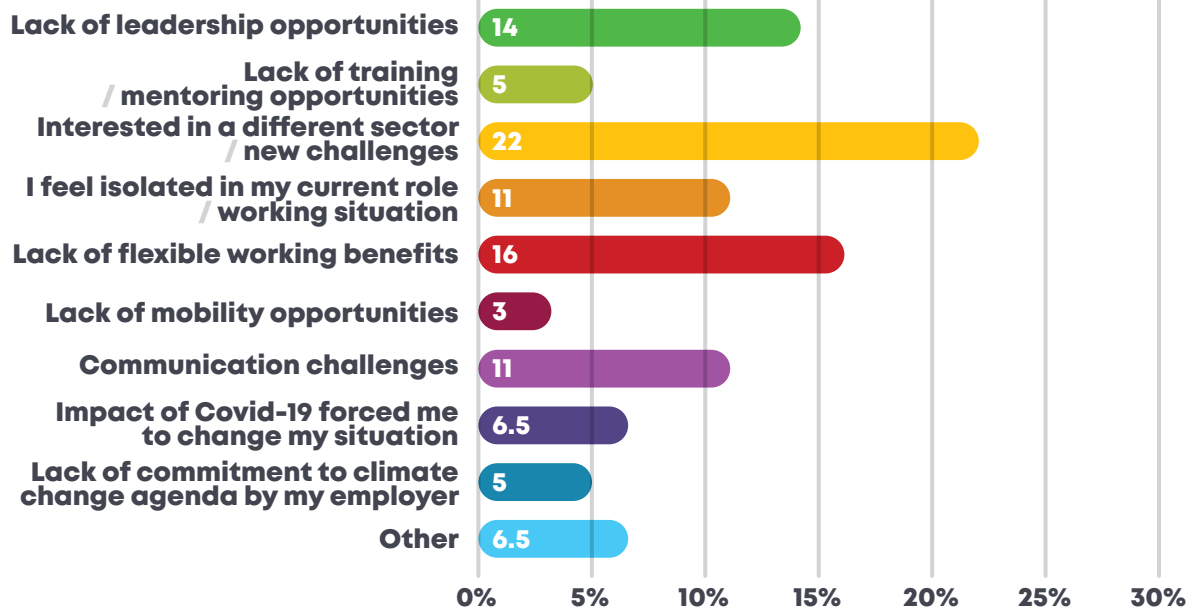


16 | If YES, what is your MAIN reason?

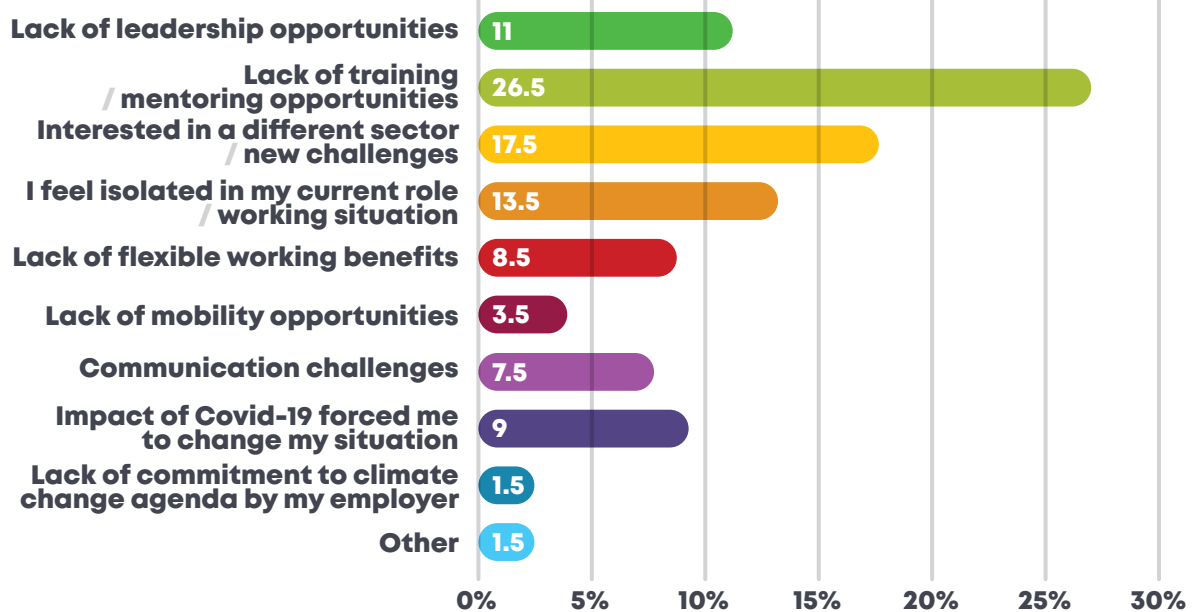
[Industry comparison]



Hydrogen



EV / Automotive

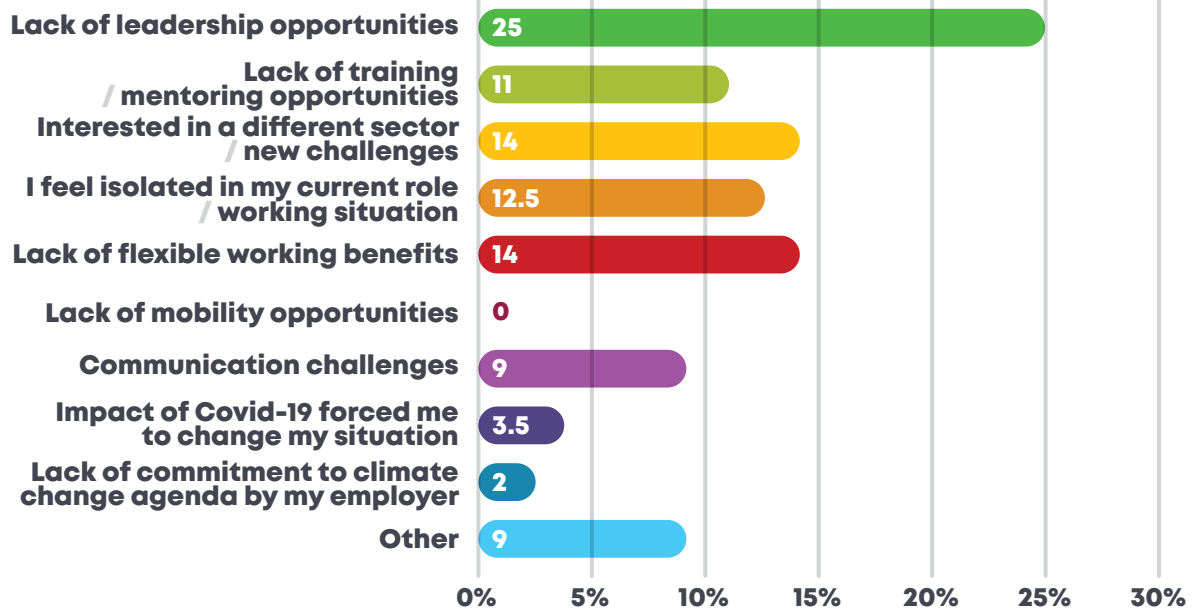


16 | If YES, what is your MAIN reason?

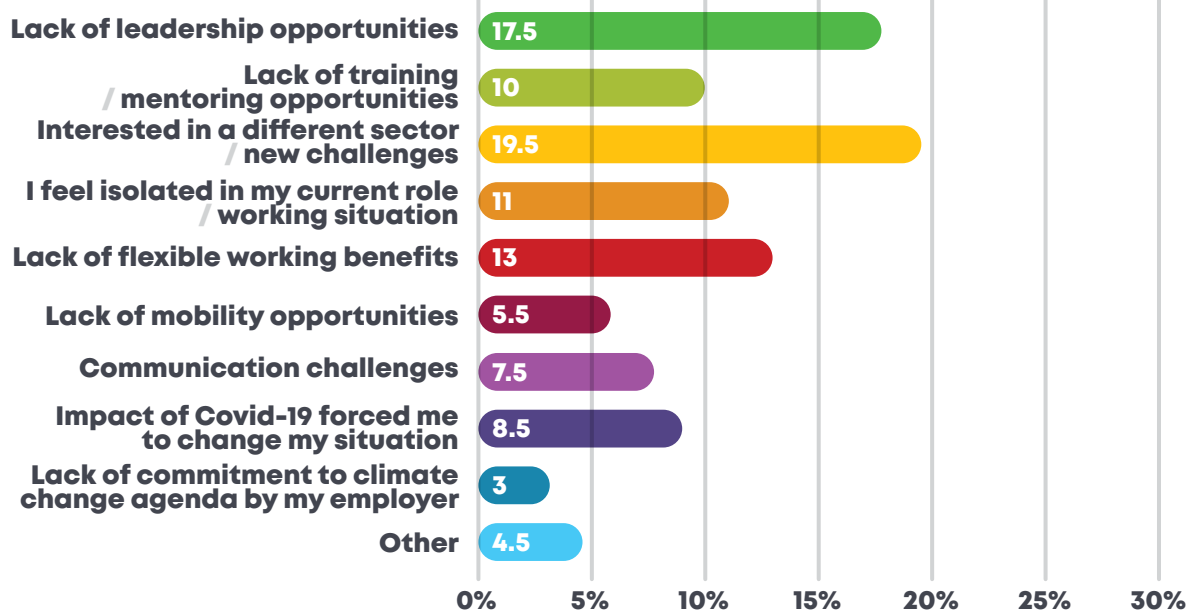
[Industry comparison]



Heat / Energy Efficiency



Energy Retail

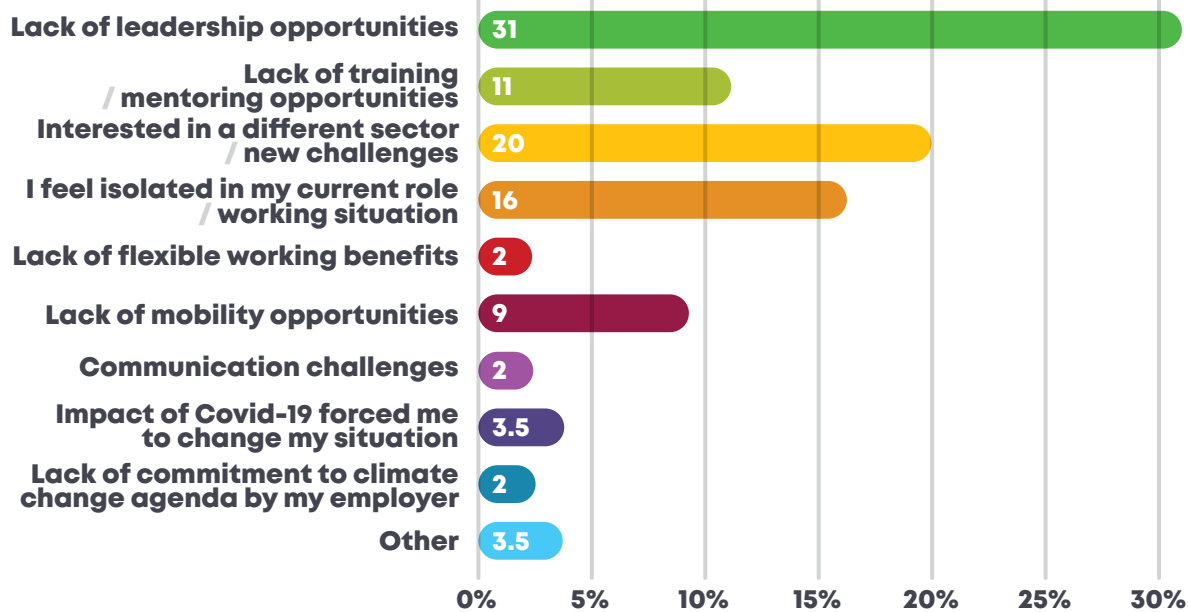


16 | If YES, what is your MAIN reason?

[Industry comparison]



Transmission & Distribution / Storage



Looking at the sector breakdowns, the reasons for people wanting to leave their current industry role are broadly the same across the industries, but there are some slight differences between sectors that stand out and that are worth employers noting.

These include, for example, lack of leadership opportunities scoring highly in oil and gas, heat/energy efficiency and T&D/storage sectors; an apparent lack of training and mentoring opportunities in the nuclear and EV sectors; feelings of isolation cited mostly in the petrochemicals sector; and renewables, hydrogen and energy retail employees showing an interest in new challenges or a new sector.



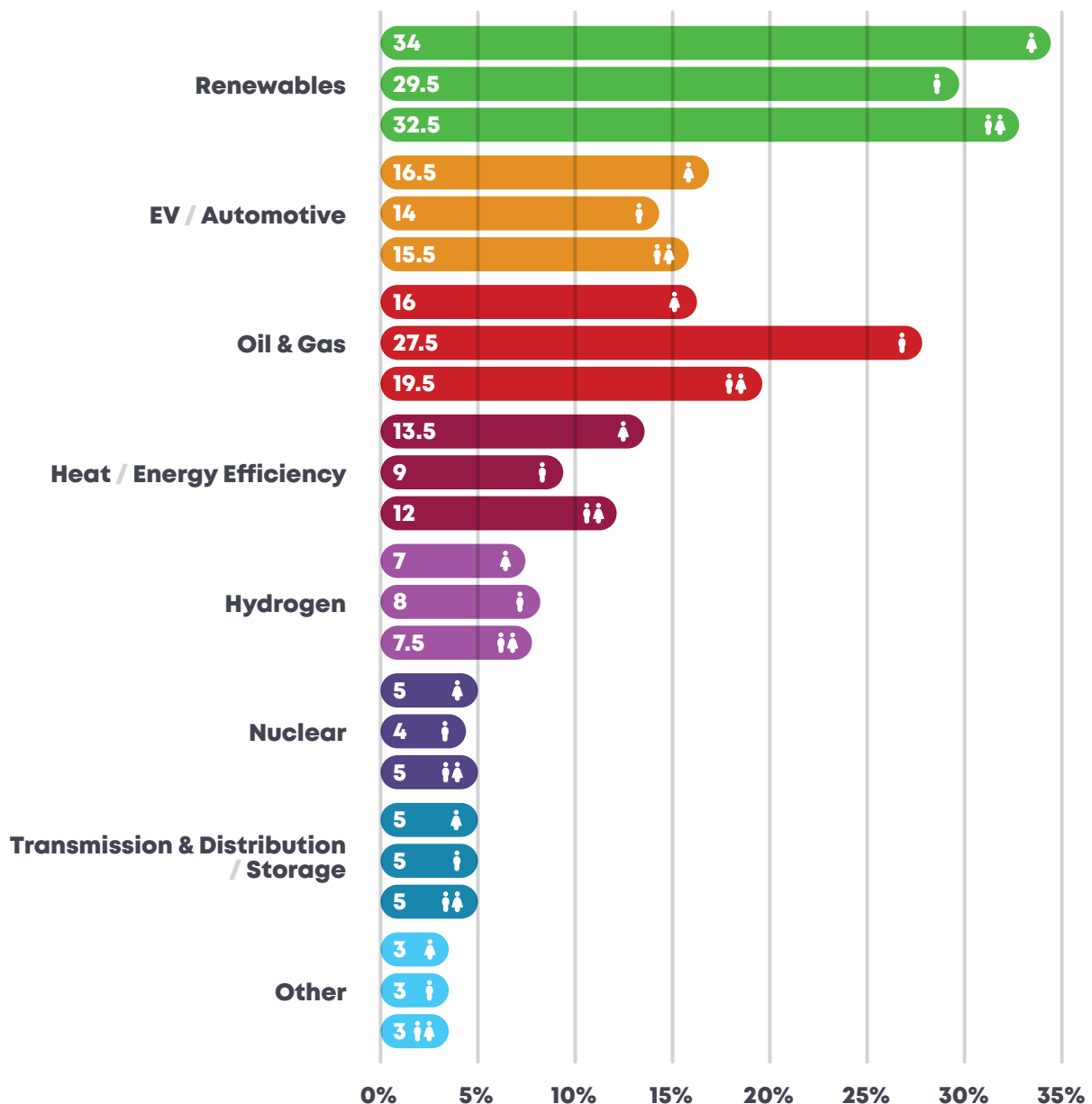
Employers in the energy sub-sectors might want to pay attention to the reasons being cited for wanting to leave jobs in their industry, to identify potential cultural issues that they can address.”



Josh Young
Director
Energy Jobline

Sector attractiveness

17 | Which energy sector are you MOST interested in working in the future?





We wanted to gain some insights into current mobility trends. Firstly, we looked at all attitudes across the sector (men and women, and whether or not they had stated intentions to leave their current role) to see which sectors were most attractive within the global energy industry. We can see (above) that the top three energy sub-sectors in 2023 in terms of their attractiveness to both sexes are renewable energy, oil and gas and EV/automotive. When we look at just women, EV/automotive moves to second place above oil and gas.

We dived into the data further to look at just those women who are considering moving to a new role or sector within the next two years (i.e. those who answered 'yes' to Q16) to track which sub-sector they are currently working in and where they want to go, to get a sense of the current transformation of the energy sector and mobility of the workforce.

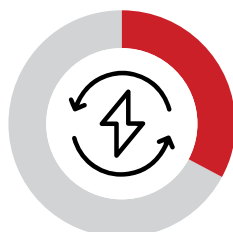
Women considering a change of role in the next two years said their top three sectors for a new job would be:



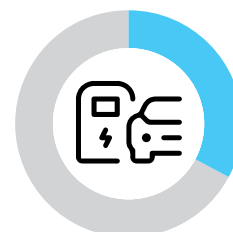
Oil and Gas industry women



1. Oil and Gas



2. Heat / Energy Efficiency

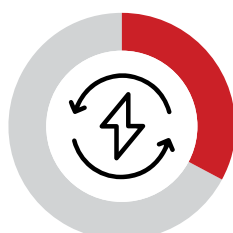


3. EV / Automotive

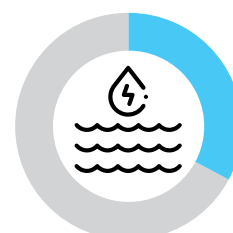
Petrochemical industry women



1. Oil and Gas

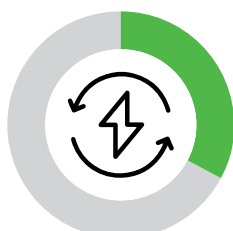


2. Heat / Energy Efficiency

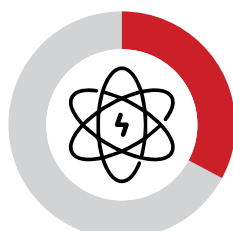


3. Hydropower / Tidal

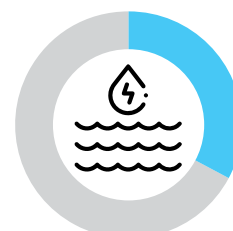
Nuclear industry women



1. Heat / Energy Efficiency



2. Nuclear

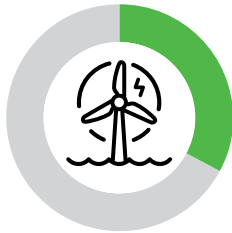


3. Hydropower / Tidal

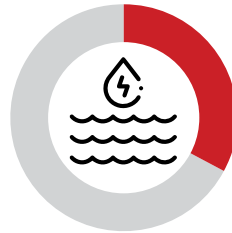
Women considering a change of role in the next two years said their top three sectors for a new job would be:



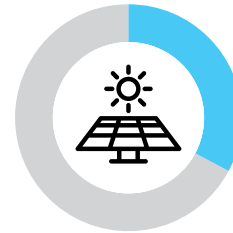
Wind industry women



1. Offshore Wind

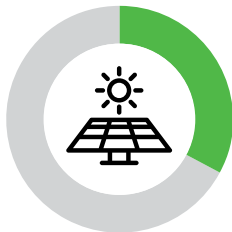


2. Hydropower / Tidal



3. Solar Energy

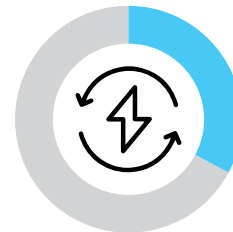
Solar industry women



1. Solar Energy



2. EV / Automotive

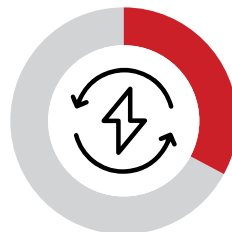


3. Heat / Energy Efficiency

Biomass industry women



**1. Biomass /
Other renewables**



2. Heat / Energy Efficiency

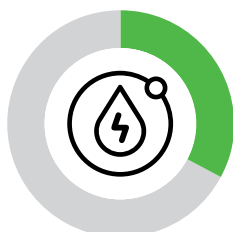


3. EV / Automotive

Women considering a change of role in the next two years said their top three sectors for a new job would be:



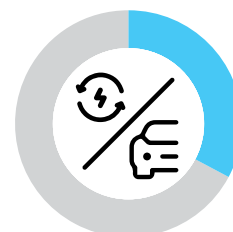
Hydrogen industry women



1. Hydrogen



2. Oil and Gas

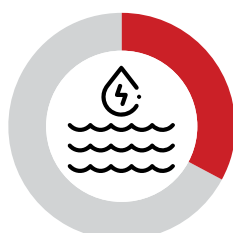


3. EV / Automotive / Heat Energy Efficiency (tied)

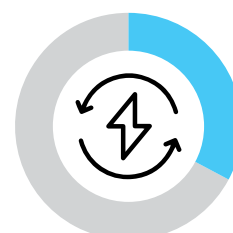
EV / Automotive industry women



1. EV / Automotive



2. Hydropower / Tidal

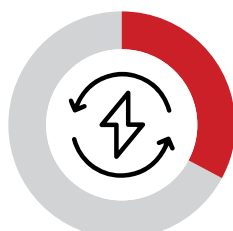


3. Heat / Energy Efficiency

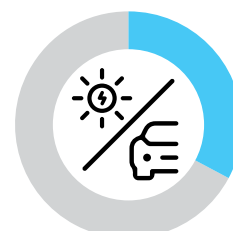
Transmission & Distribution / Storage industry women



1. Oil and Gas

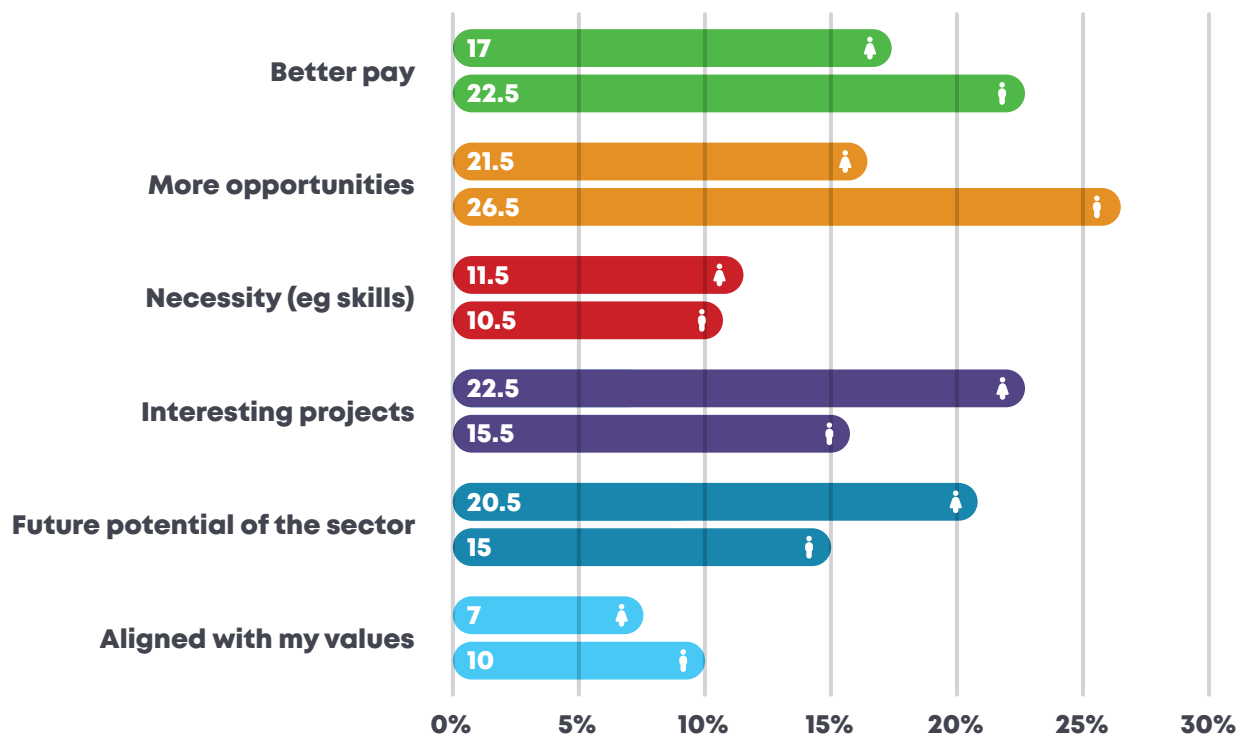


2. Heat / Energy Efficiency



3. EV / Automotive / Solar Other Renewables (tied)

18 | Why do you want to work in the sector chosen above?



When we looked at the reasons overall for women wanting to move from their current job to a new one within the next two years, the top three reasons cited were (in order) 'interesting projects', 'more opportunities' and 'the future potential of the sector'. For comparison, male respondents' reasons were:

'more opportunities' followed by 'better pay' and 'interesting projects'.

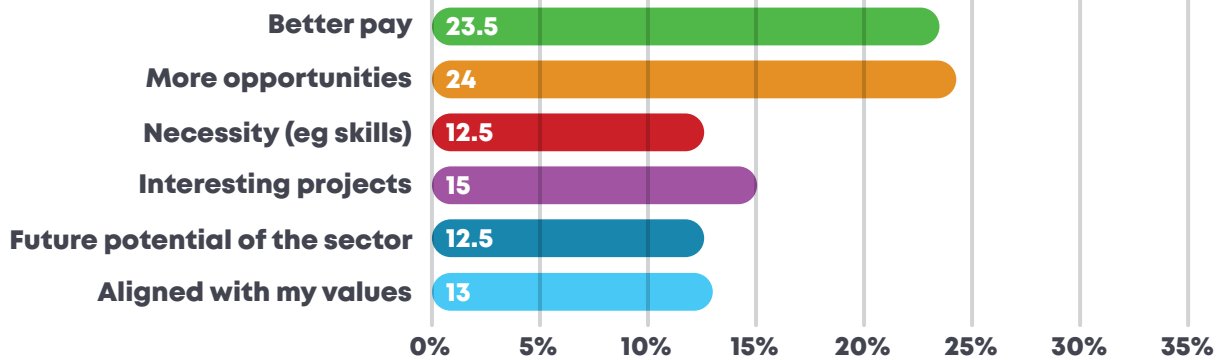
Again, we dived deeper into this to find out what exactly makes certain sub-sectors within the industry more attractive to women.



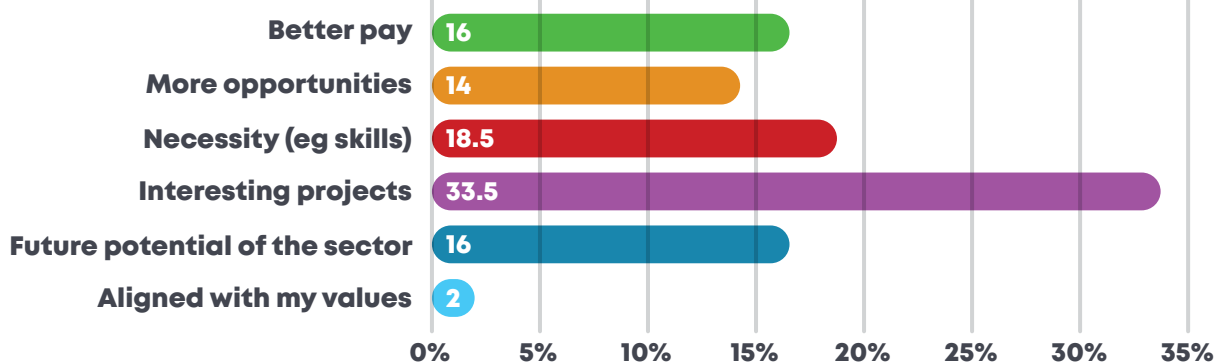
What makes certain sub-sectors more attractive to women



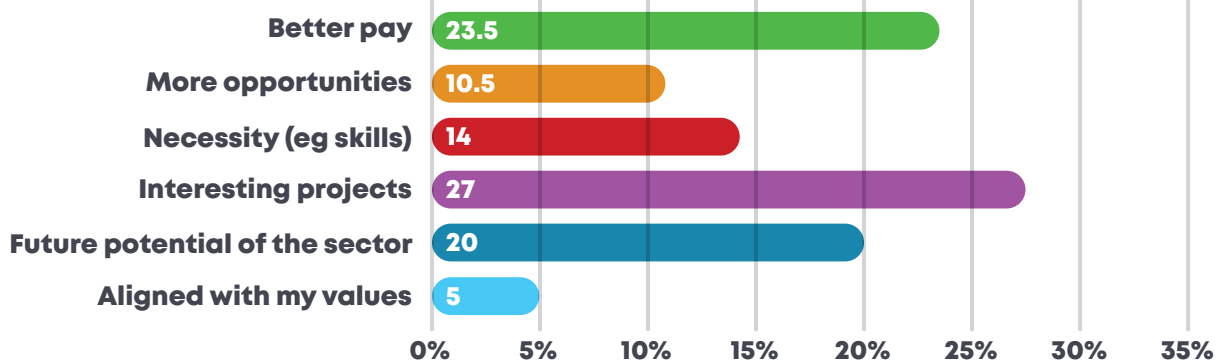
Oil and gas



Nuclear



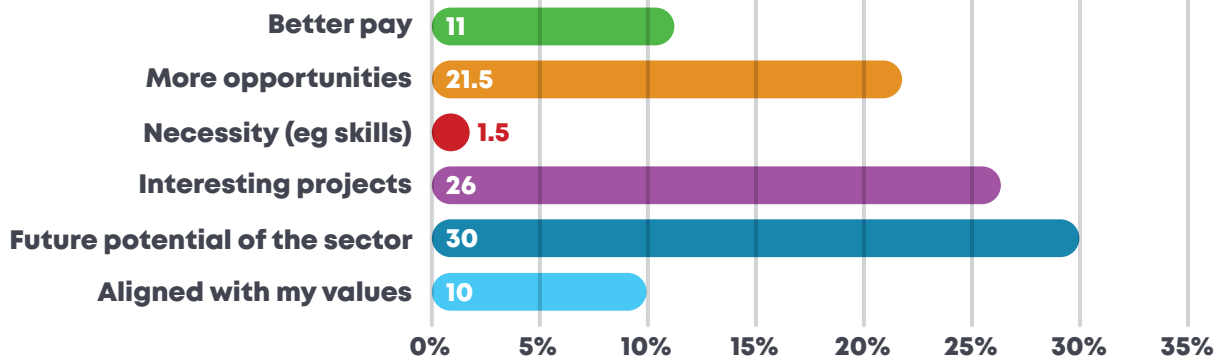
Wind (Offshore & Onshore)



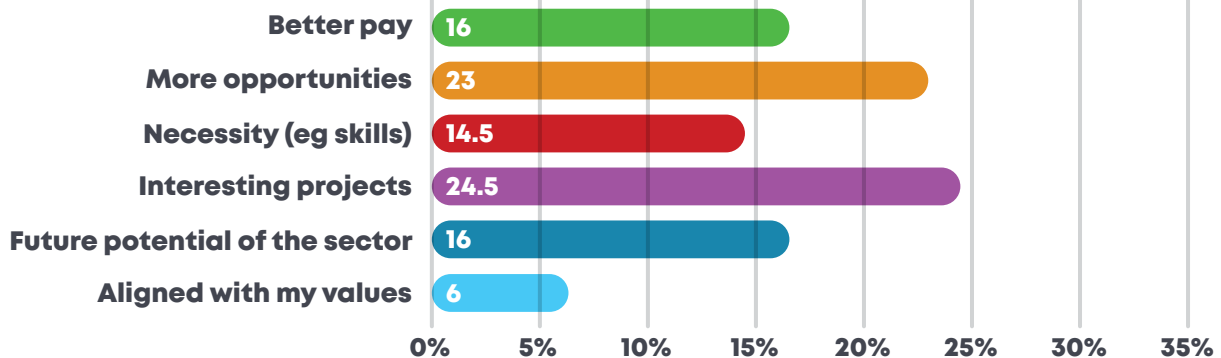
What makes certain sub-sectors more attractive to women



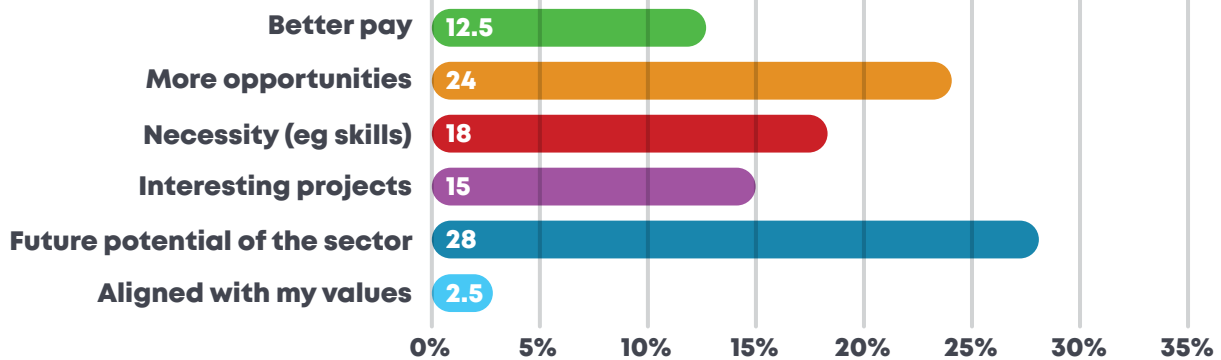
Solar



Other Renewables



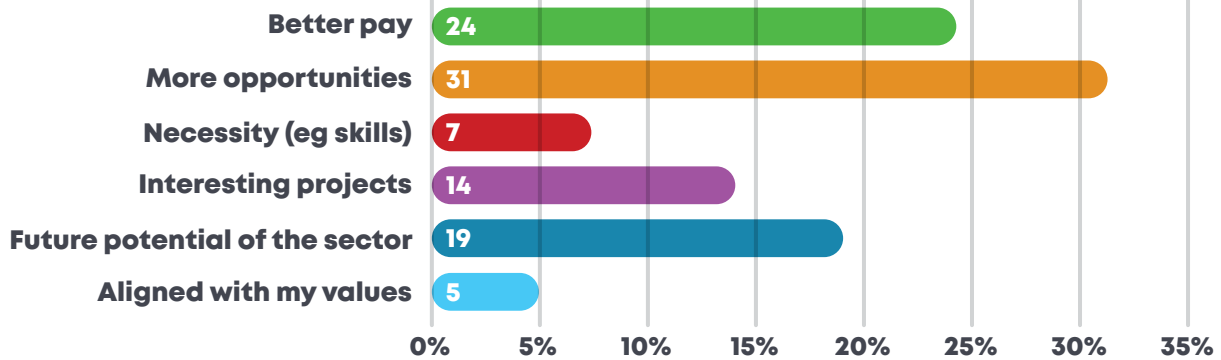
Hydrogen



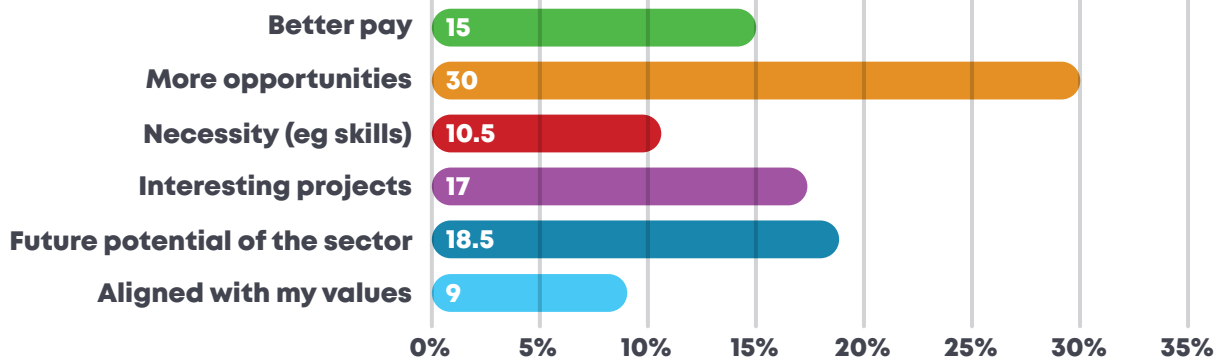
What makes certain sub-sectors more attractive to women



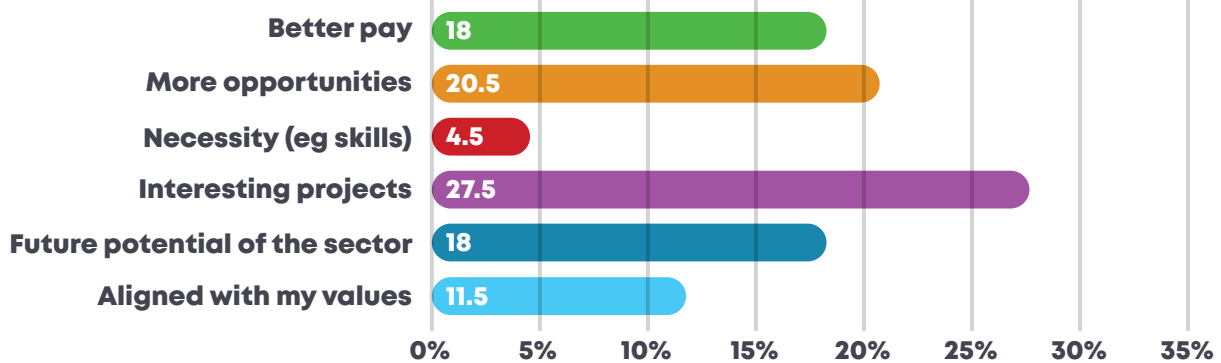
EV / Automotive



Heat / Energy Efficiency



Transmission & Distribution / Storage



Transferable skills

19 | What are your top three technical skills or strengths?



Women

data analysis electrical engineering
strategy project management leadership
analysis problem solving communication
electrical engineering leadership

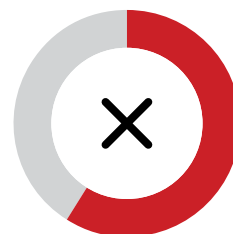
Men

data communication data analysis
engineering project management
teamwork management strategy
leadership mechanical engineering

20 | Have you transferred from another sector in the last 5 years?

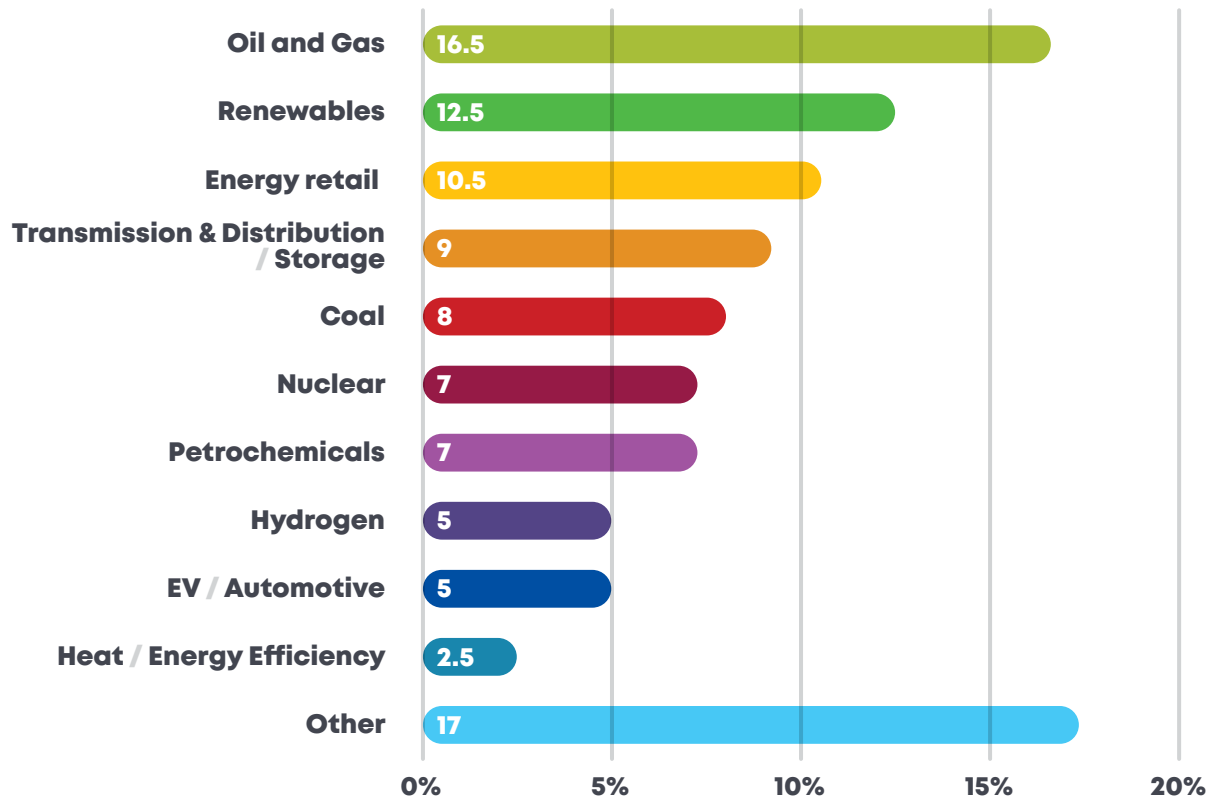


Yes
41%



No
59%

21 | If YES, which sector have you transferred from?



Just over 40% of all respondents say that they have changed sector in the last five years. When we look at where they have come from, we see that it is mainly from oil and gas, followed by renewables.

In the 'Other' category, which is higher than any of the other sectors quoted, the most common industries quoted are: construction; retail/food/logistics; public sector & non-profit; finance; sales; and manufacturing.

When we look at the skills people say they have (and will therefore be bringing from the sectors they are leaving), we see that project management and leadership rank highly when it comes to strengths and data analysis and electrical engineering are top when it comes

to technical skills. The skills quoted are broadly the same for women and men, although more women quoted strategic skills than engineering.



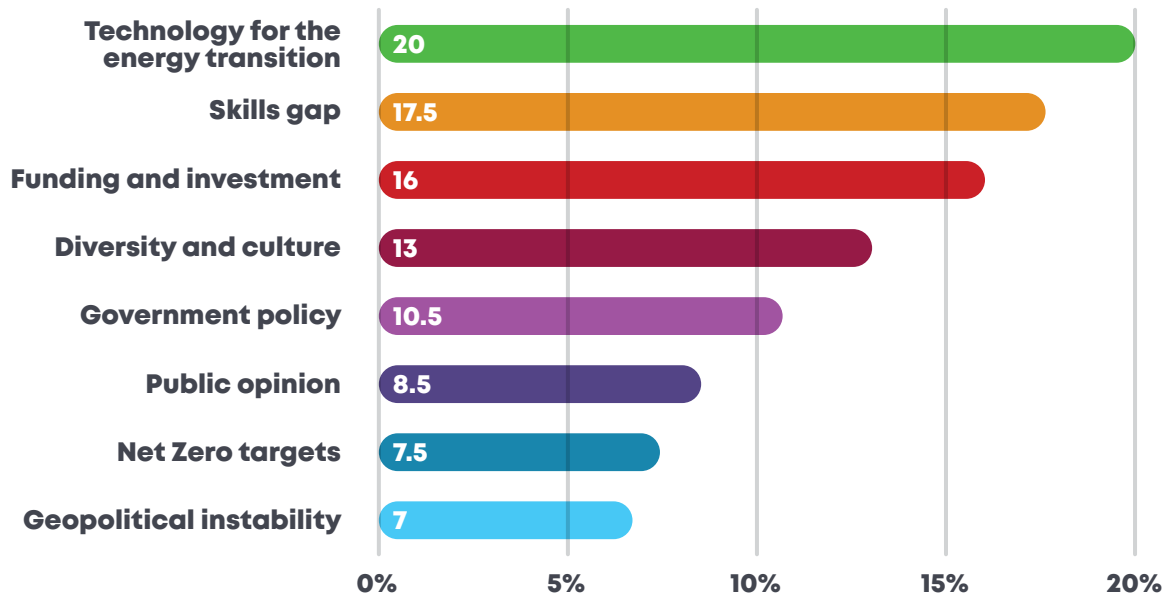
This shines a light on the current flux in the sector, showing the skills that are hot and that help enable job mobility (data, engineering, leadership, project management) and the rich source of new talent coming from non-energy sectors."



Josh Young
Director
Energy Jobline



22 | What do you think is the main challenge facing the energy industry today?



The majority of respondents in this year's survey see technology for the energy transition as the main challenge facing our industry today, with the skills gap second. This draws together two of the key themes in the responses from this year's survey and it isn't surprising, as technology and skills go hand in hand. In order to have the right technology, we need the best and most innovative teams,

and professionals on the ground firmly understand this.

The energy transition offers many opportunities but also challenges. Diversity in the people we attract and retain for the Net Zero workforce will ensure we have the right innovation and skills (including technical) and will help close the skills gap.

Partner Perspective: ALLY Energy Letter

This year's Women in Energy Global Study sends a crucial message to the energy sector: Employees want to work for companies that are committed to bringing people together to achieve Net Zero. When asked what they value most in an employer, both women and men cited "a strong commitment to Net Zero" as number one, followed by an inclusive working environment.

Despite political and social division around the world, this study shows that most people in the energy workforce want to tackle one of the biggest challenges of our time: fighting climate change.

In a strong job market, the competition for top talent is fierce. To create the energy workforce of the future™, organizations need to demonstrate that their work on the energy transition and diversity are far more than just lip service.

Employers also need to draw talent from other industries to reach experienced hires and young people who are about to begin their careers. For years, energy companies have focused too much inside the energy bubble and we need to expand our tent to include people who can bring different ideas and solutions to the table.

Building the future workforce also means giving everyone an equal shot to career advancement. This report shows that the energy sector has a work to do on this, in ensuring a level playing field for women. The study results show important steps organizations must take to fix these gaps including policies such as mentorships, sponsorships, maternity leave and childcare. They also include paternity leave, because men must be given equal opportunities to engage in caregiving at home. All of these policies and more must be backed up by a culture that supports employees in putting these benefits to use without hurting their career trajectories.

The year ahead will surely be filled with challenges. Global instability is already causing difficulties in parts of the energy sector. But the key to making it through all these challenges -- and thriving through them -- lies in the workforce. Ultimately, the minds of employees are the greatest resource that the energy sector has. The industry has a lot to be proud of. We power the world, help lift people out of poverty, and make it possible for modern technologies to change people's lives every day. The more we help people see this, the more we'll create a future pipeline of talent.

**I remain optimistic that we can achieve this.
We just must work together.**



Katie Mehnert
CEO & Founder
ALLY Energy



Conclusion

The energy transition is a strong thread running through this year's global survey with a commitment to Net Zero being the stand-out factor that attracts women to a company. Our respondents came from an even greater variety of sectors and roles both within and outside the energy industry, reflecting the growing richness and complexity of energy today and the exciting new opportunities it offers.

Where do women sit in this, what do they need to thrive and where do they want to contribute their skills in future? And how can companies best attract and nurture their talent to build a diverse workforce for a successful energy transition?

This year's results showed that oil and gas is the largest employer of women, followed by renewables, and most respondents have reached middle-management level in their career. However, there are still more women than men at the bottom and more men at the top. Women are more likely to be in Project Management, while men are more likely to be in Engineering, and only 6% of field services roles are held by women.

When we asked women (and men) their thoughts about some of the key topics of today's evolving energy workplace, we had some useful insights:

➤ The work-life interface and flexibility

Employers appear to be rolling back some of the flexible working policies introduced during the Covid-19 pandemic, yet offering options for where and when work is an important value proposition for any company wanting to attract and retain talent.

The good news is that, nonetheless, the majority of both men and women feel they now have a good work-life balance, a positive shift from last year when most said they didn't.

Women said that better flexible working would make the most difference to work-life balance.

➤ Attracting and developing diverse talent and helping women thrive

Companies' commitment to DEI appears to be declining, a reversal in trend from previous years. If this is more than just lack of visibility of what has become 'business as usual', then organisations need to remember that better DEI leads to better business performance and it is important to still communicate what you are doing in this area. Key things women want from their employer are better professional development, sponsorship and mentoring, flexible working and the opportunity for job-share or part-time working, but there appears to be delivery gap between availability of policies and their uptake.

The demand for good paternity leave is huge amongst men – more than half said they wanted to see it introduced or improved – and this could be a gamechanger for both sexes.

A strong commitment to Net Zero still makes a company more attractive to both women and men. Other key factors for women when choosing their employer are an inclusive workplace culture, benefits and a commitment to DEI.

➤ A workforce for the energy transition – job mobility and transferable skills

Job mobility among women appears to be falling – most women said they have no plans to leave their role in the next two years, a reversal on last year.

For those intending to change jobs, the main drivers are an interest in a new sector or challenges, and a lack of leadership opportunities or feeling isolated in their current role, with different energy industries faring better or worse in these respects.

And when it comes to where women want to go, the top three most attractive industries are renewable energy, EV/automotive and oil and gas, because they offer interesting projects, more opportunities and future potential.

When it comes to transferable skills, recruiters, employers and talent experts would benefit from looking at our breakdown of where particular sector employees want to go to (or remain) and why, and the skills and strengths they are bringing with them: predominantly Project Management, Data Analysis and Leadership.

We hope these fascinating insights will be of value to those focussed on the energy sector's greatest asset – its people. By listening to the voices of women in the global energy market, leaders, managers and recruiters can identify barriers and opportunities, and take the right kind of action to build the diverse skills and inclusive workplaces that our evolving energy sector requires. We are grateful to all those who have contributed to shining a light on this important topic.