Energy Community - Gender disaggregated data in the energy sector
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
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

**Task 1**
**Preliminary Data Collection & Gap Analysis**
- Review of EU LFS database
- Assessment of data gaps
- Prepare complementary data collection

**Task 2**
**Complementary Data Collection**
- Send Questionnaire to identified contact persons
- Additional Desk/Research on existing literature

**Task 3**
**Data Analysis**
- Analysis of data gathered
- Identification of remaining gaps
- Statistical note
Analysis

Task 1

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 !