



Gender disaggregated data in the energy sector

Ashley ACKER - ashley.acker@iea.org

Gender in Energy Data Analyst, IEA/OECD

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.

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



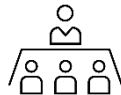
Entrepreneurship

- **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

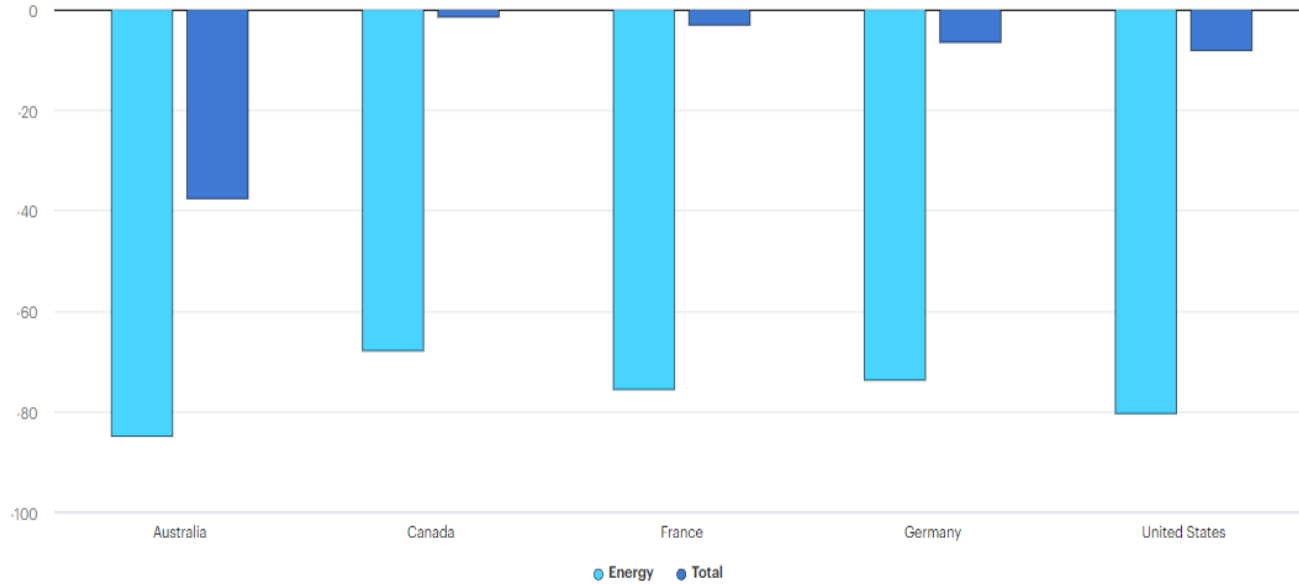
- **Focus:** Share of female senior managers
- Position (CEO, founder, etc.)
- Company size
- Decade of birth
- **Source:** Refinitiv PermID



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:



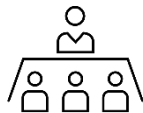
Entrepreneurship

- [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>

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)

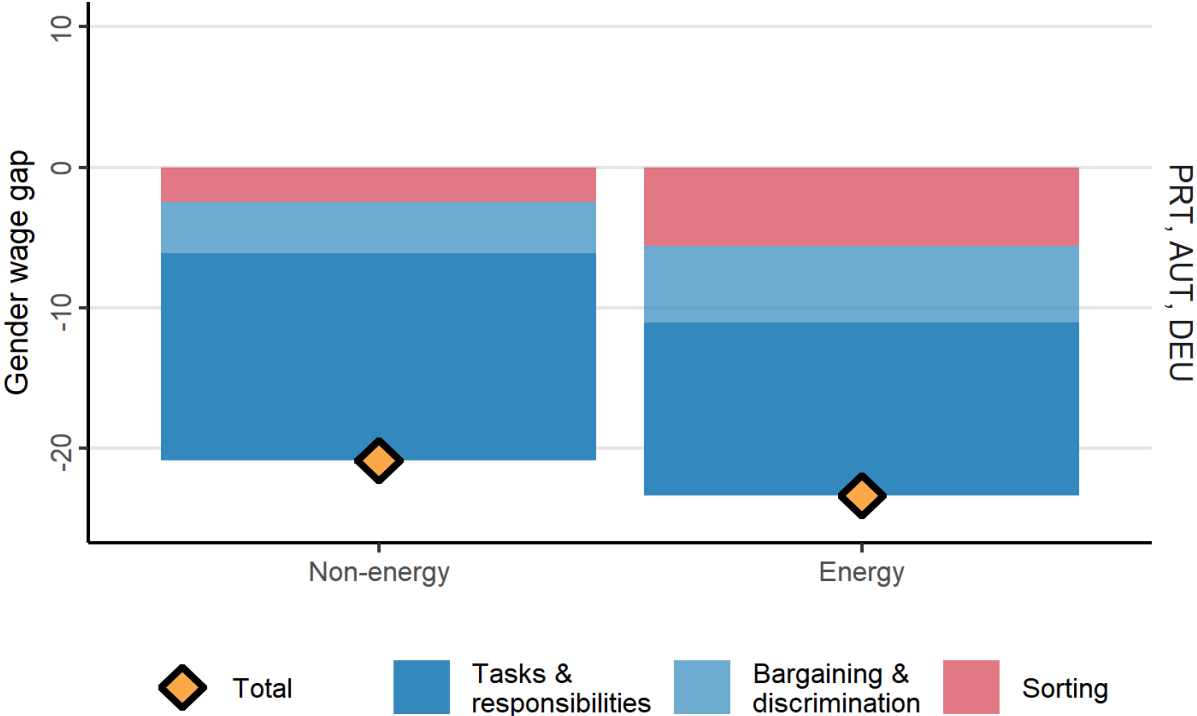
Coverage:

- 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



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