



Women in Energy Global Study 2022

Welcome

We are delighted to present the fourth annual edition of the Women in Energy Global Study, a critical guide for business leaders, managers, recruiters and D&I professionals to what women want, need and can offer in the global energy workplace.

Our report aims to shine a light on the female energy workforce across five continents and all sectors. It explores women's roles and status in the industry as it undergoes a period of significant change, the barriers women face, and what they need to succeed. We highlight the opportunities that will allow energy firms to attract and retain talent, with recommendations for concrete actions companies can take to build a gender diverse and inclusive workplace.

We have once again focussed on key topics affecting the world of work right now:

The post-Covid-19 workplace

In 2022, we are still feeling the economic repercussions of the Covid-19 pandemic and the huge shift in working patterns it caused. In our study we have returned to questions from last year on how the pandemic has affected flexible working, women's career progression and work/life balance, as well as company commitments to D&I, and the research reveals some interesting long-lasting impacts and new demands around flexibility.

A workforce for the Energy Transition

Over the past 12 months, addressing climate change and achieving net zero has triggered increased urgency for business and society, and the energy industry continues to undergo nothing less than a revolution. We have explored women's attitudes to the climate change agenda and working on the energy transition. The results provide some powerful pointers to employers about how to engage with passionate and committed people with the skills the sector needs.

Attracting and developing talent

As the industry faces another skills shortage, it's essential for companies to not just invest in recruitment, but ensure they are developing their existing talent. And so we looked at what programmes and policies are in place and where the gaps are for women, with a particular focus on mentoring and a variety of workplace benefits. Women also told us if and why they might be leaving their roles or the energy sector.

We hope you will find the results of this year's survey as fascinating as we did.

We were delighted with the number of responses, which this year came from fewer women working in oil and gas and more in renewables and nuclear. A younger workforce is also responding this year, with more than 75% saying they have 10 years or less experience. And more than half of those responding were managers, with a roughly balanced male/female split when it came to seniority.

NES Fircroft and **Energy Jobline** would like to thank our supporting partner **POWERful Women** and the thousands of energy professionals who took our 2022 survey, allowing us to support our clients in advancing gender diversity and inclusion in the workplace and securing the talent they need to achieve a greener future.

October 2022.



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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, which shines a light on the female energy workforce around the globe. It looks to highlight the barriers women in the sector are currently facing, as well as the opportunities that will allow energy firms to attract and retain talent and achieve a gender diverse workforce.

The report is based on a comprehensive survey of women and men working in the energy industry in 2022. The survey aimed to reveal what the industry looks like today – the sector demographics, the kind of jobs women are doing and the level of seniority they are reaching – and to investigate key topics of interest, such as:

- **What are the impacts of the Covid-19 pandemic on women, their careers and their work / life balance?**
- **How important is the net zero agenda to those working in energy?**
- **What do women want in terms of workplace policies and benefits?**
- **What increases the Employee Value Proposition for companies seeking to attract and retain talented women in each of the energy industries?**

The survey ran for 8 weeks between 1st August and 30th September 2022 and asked a total of 21 questions. The survey 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 partner, **POWERful Women**, which is housed by the UK's Energy Institute.

A total of 2,444 people responded to the survey, 1,641 of whom were women.

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

We mostly show female responses to the survey questions but some answers include data from both men and women, indicated by the icons next to the question.

Whilst recruitment and retention have always been a focus of the **Women in Energy Global Study**, we have for the second year running included sections on Covid-19 and net zero, due to their enduring and inescapable impacts on today's world. Whilst some questions are new or slightly different this year, we have aimed to show evolving trends and useful comparisons in our analysis.

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 work primarily 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

POWERful WOMEN

POWERful Women is a professional initiative headquartered at the Energy Institute. We are working to increase the representation of women at the top of the UK energy sector and our goals are for 30% of executive board roles and 40% of middle management roles to be filled by women by 2030.



Energy Jobline is the largest and fastest growing global Energy Job Board and Energy Hub.

With an audience reach of over 4 million people, and 400,000+ monthly advertised global jobs, we work with the leading energy companies worldwide. We focus on Oil & Gas, Renewable, Power and Nuclear markets as well as emerging technologies in EV, Battery and Fusion. We are committed to generating the most talented professionals for our client recruitment campaigns and ensuring we offer the most exciting career opportunities for our jobseekers. At Energy Jobline we appreciate that 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.

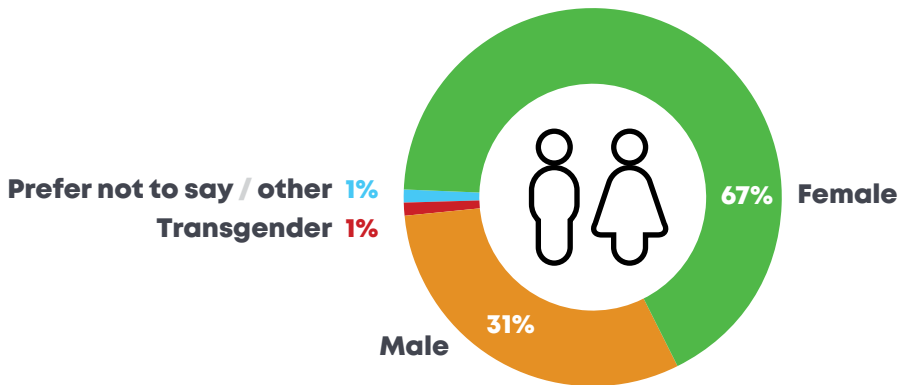
Learn more at energyjobline.com

We do this in three ways: campaigning and reporting (for example, through publishing research and annual board statistics and the Energy Leaders' Coalition); supporting women in their careers (for example, through our mentoring programme, POWERful Connections); and providing practical support to companies committed to better diversity and inclusion (for example, through D&I working groups and sharing good practice).

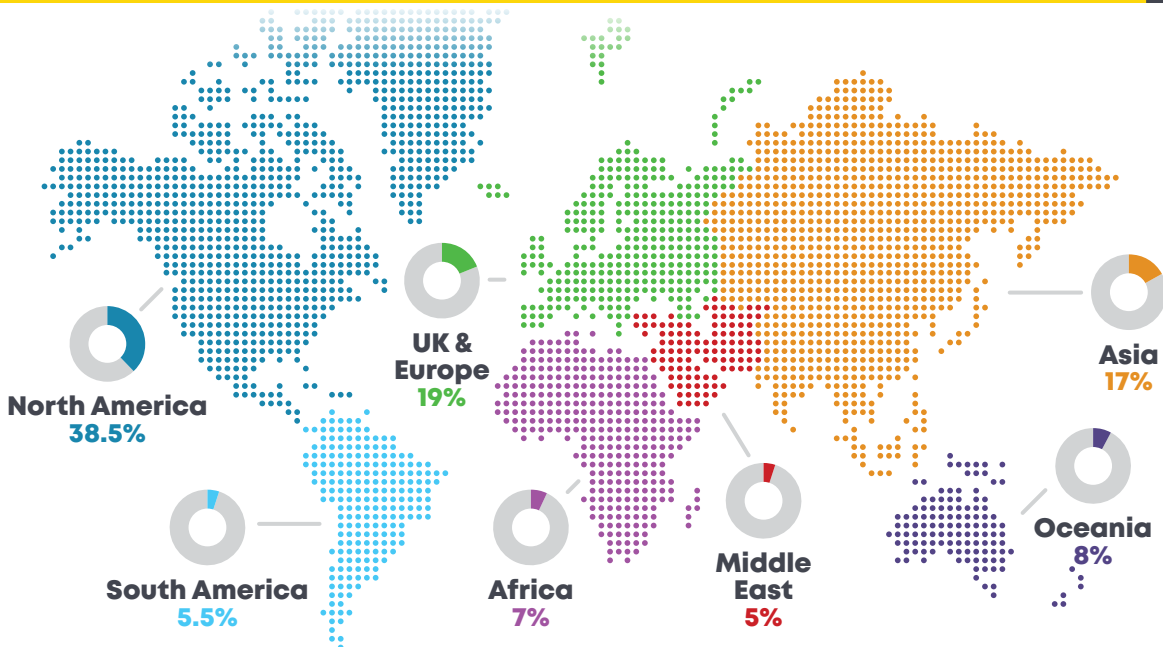
Learn more at powerfulwomen.org.uk

Demographics

01 | What is your gender?

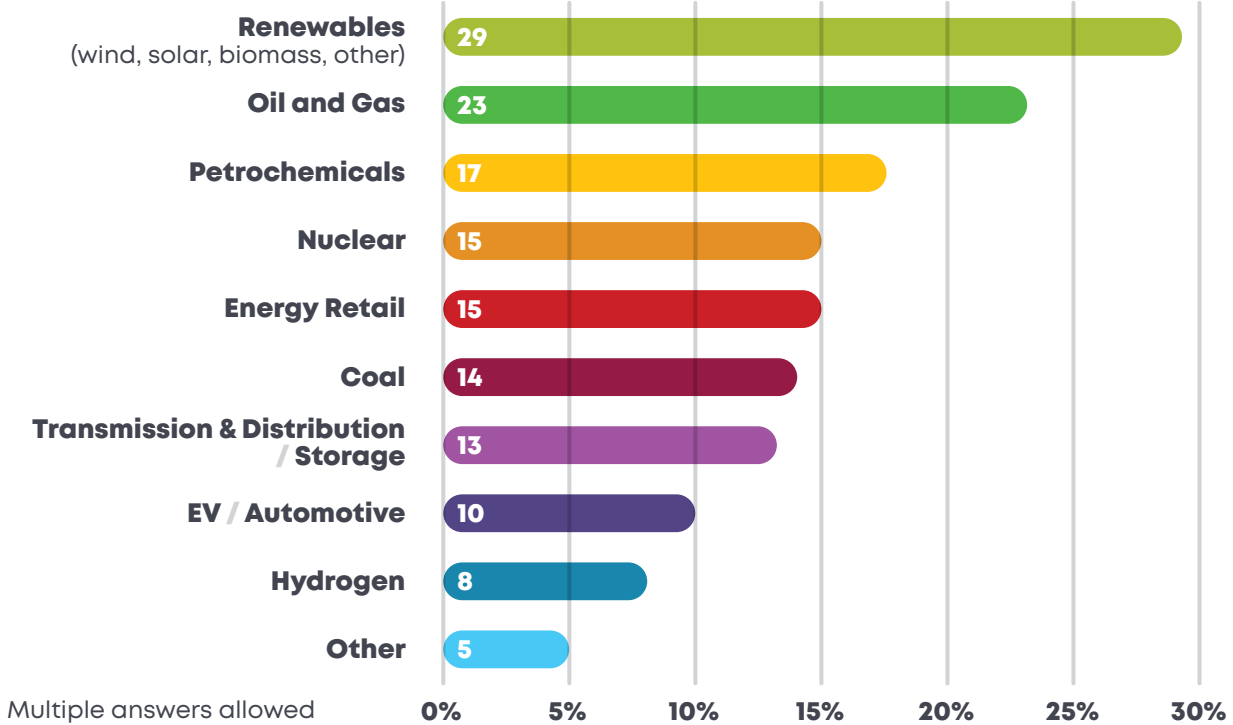


02 | Where are you currently based?

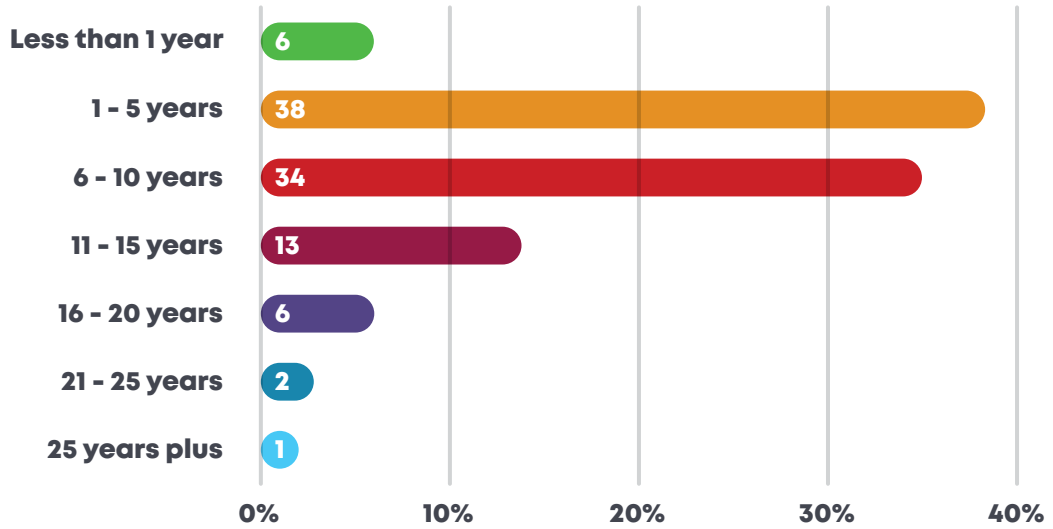




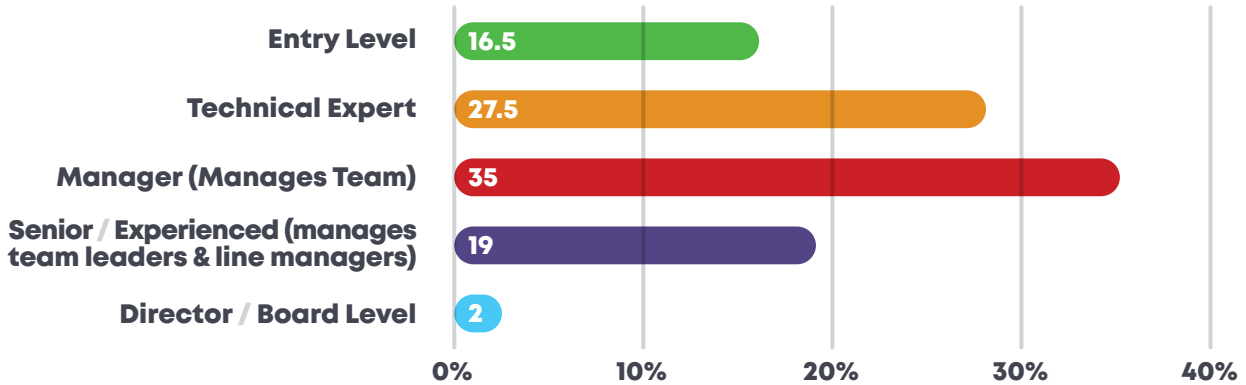
03 | Which energy sector do you work in?



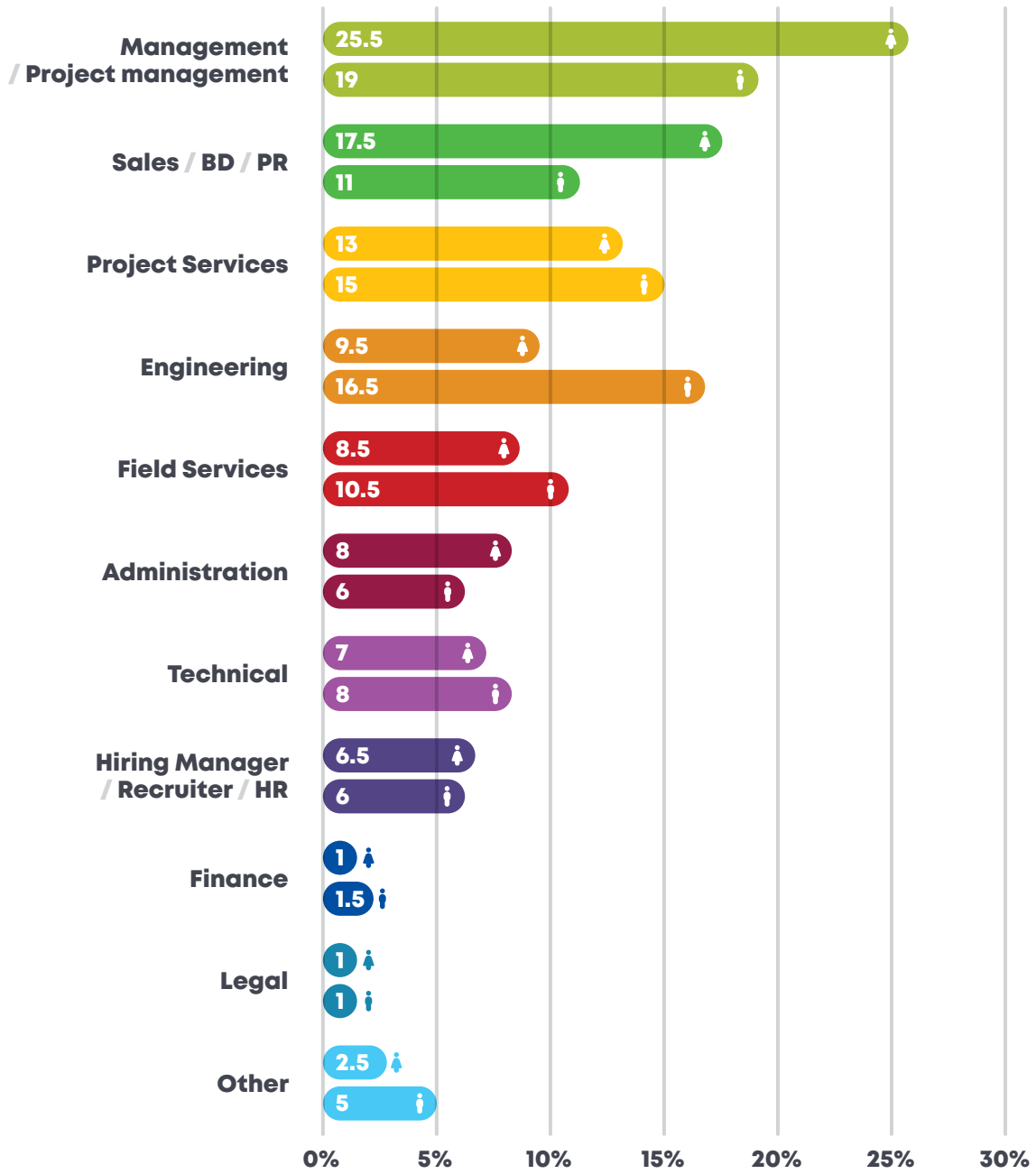
04 | How long have you worked in the industry?



05 | What is your current level of seniority?



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



The post-Covid Workplace

It is now more than two and a half years since the Covid-19 pandemic turned life upside down across the globe. Some form of normality has returned, but it's a “new normal”, with the world of work unlikely to ever be the same again. We saw a significant change in working procedures and practices, including companies having to fast track digital strategies to enable remote working.

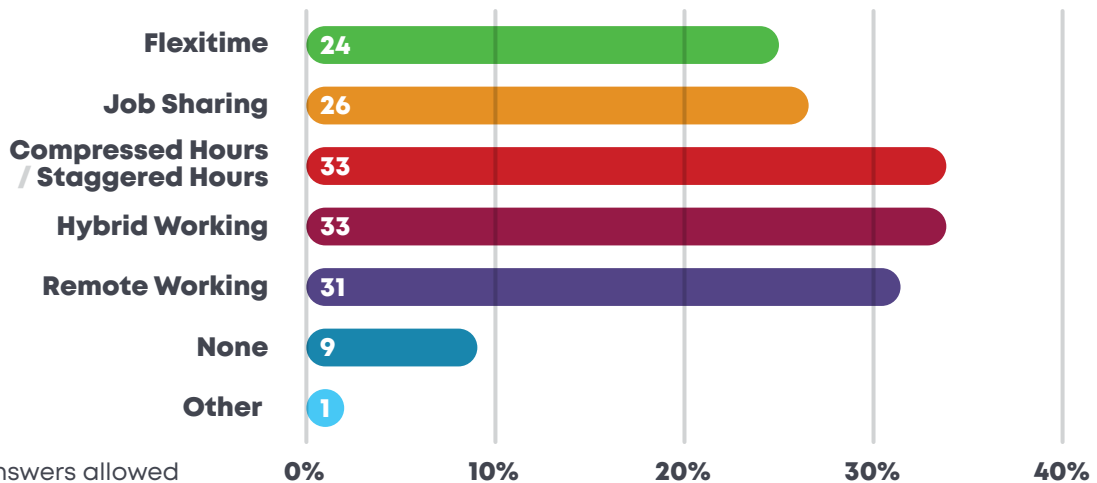
Employees' relationships with the office are now very different. While we know that women's jobs were disproportionately impacted by the pandemic, one advantage has been the availability of more flexible

working options. So what exactly has changed for women, and are these policies and initiatives bringing the career and work / life benefits we would hope for?



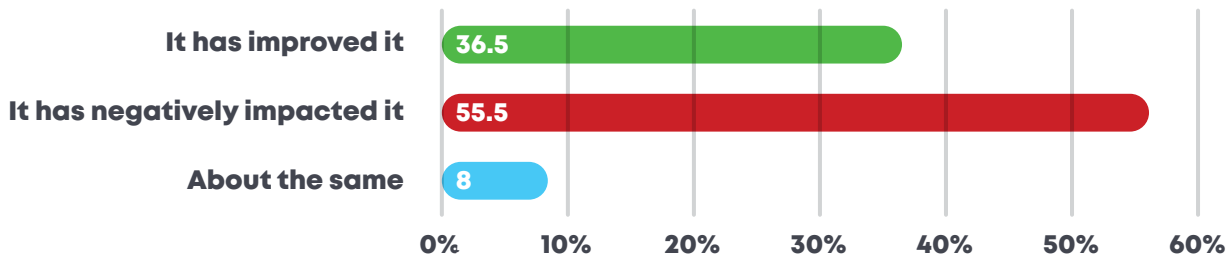
Flexible working

07 | Has your employer introduced any of the following work patterns as a result of Covid 19?



Work / life balance

08 | How has the Covid-19 pandemic affected your work / life balance in the long term?





According to both male and female respondents, **companies have introduced a number of flexible working patterns as a direct result of the pandemic**, with the most common being 'compressed or staggered hours' and 'remote working'. Only 9% said that no flexible working had been introduced at all. In last year's survey, there was also a strong message that Covid-19 had 'significantly' advanced flexible working in their current role.

So while some form of flexible working practices were no doubt in place in the energy sector before the pandemic, our survey results from the past two years indicate that availability and uptake has become more widespread.

Despite this, however, the Covid-19 pandemic doesn't appear to have helped women find a healthy balance between work and home. **The number of women saying it has negatively affected their work/life balance has risen this year from 37% in 2021 to 56% in 2022, which is a significant reversal in women's attitudes.**

This might reveal that the new flexible working options aren't delivering in the long-term, with

longer working hours at home. Or it might be a reflection of the economic impact of the pandemic on job security, finances and so on.

“

It's concerning that more than half of women this year said their work/life balance has been unfavourably affected by the pandemic, despite companies introducing more flexible working. Perhaps this is because people feel like their home has become their office and they're unable to log off.

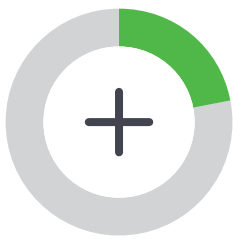
Perhaps too, we are becoming disenchanted by the isolation of remote working. I've heard people say they "miss the good old days" of the office community and want to come back. The home-working novelty might now be wearing thin."



Vicki Codd
Global Marketing Director
NES Fircroft

Professional development

09 | How has the Covid-19 pandemic affected your overall career progression?



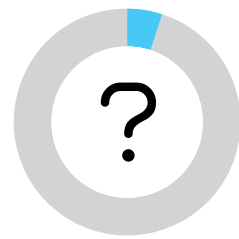
Positively
22%



Negatively
56%

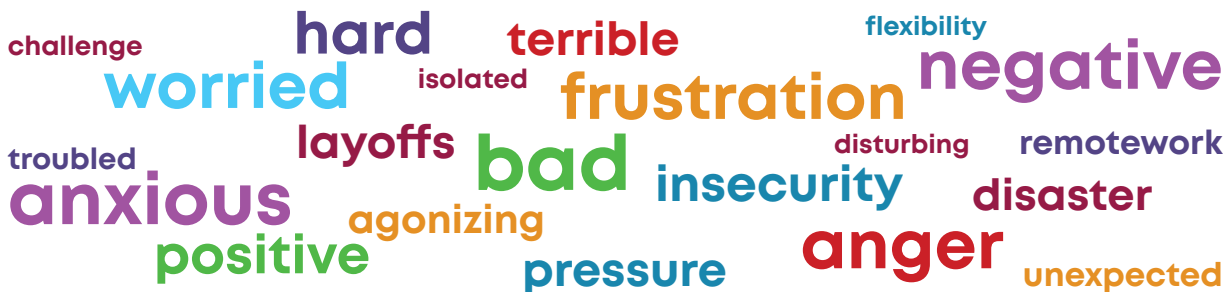


Not at all
17%



Not sure
5%

10 | If you could use one word to summarise the impacts of the Covid-19 pandemic on your career, what would it be?



Women also told us loud and clear that the Covid-19 pandemic has been bad news for their careers.

More than half of female respondents this year said that it has had a negative impact on their career progression, up from 39% in 2021 to 56% in 2022.

Similar reasons might apply: isolation, restructuring / redundancies within their companies or the wider impacts of the current economic climate all leading to fewer opportunities.

Women are slightly more affected than men but not significantly so – 53% of male respondents said that their career progression had slowed, also higher than in 2021.

“

Both women and men are still struggling to progress their careers, more than two years since the start of the health crisis, and it seems to be getting worse.

With the energy sector facing a skills shortage as it transforms for the energy transition, companies need to be offering more opportunities and focussing on developing their people. In particular, they should ensure that they are supporting, cultivating and retaining the female talent that already exists within their organisations.”



Georgina Worrall
Project Manager
POWERful Women



Diversity & inclusion

11 | Being mindful of global events in the last 12 months, to what extent do you feel your company is still aligned to its diversity and inclusion objectives?



Now more committed
47%



Stayed the same
45%



Now less committed
8%

Overwhelmingly companies are thought by all respondents to have either become more committed or remained aligned to their diversity and inclusion objectives over the past year.

This view has also improved since 2021, with a jump from 37% to 47% for 'more committed' and a drop from 12% to just 8% for 'less committed' this year. On another positive note, women are more optimistic about their companies' diversity commitments than men, whereas in previous years they have been less optimistic.



This is positive news, showing that despite the current challenges companies and their leaders continue to communicate clear commitments to diversity and inclusion. It's a message that women in particular are hearing loud and clear and, hopefully, experiencing through tangible programmes in the workplace.

It's essential that diversity and inclusion stay front and centre of companies' business plans, so that they have the talent they need to be fit for the future."



Vicki Codd
Global Marketing Director
NES Fircroft

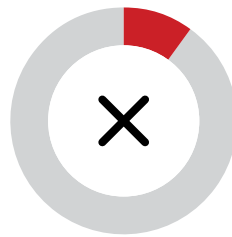
Workforce for the Energy Transition

Company commitments to net zero

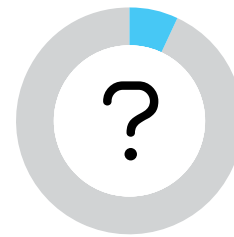
12 | Are you more interested in working for companies that are focused on reaching net zero / carbon neutral?



Yes
83%



No
10%



Unsure
7%

This was a new question this year and has given a very clear result – **the vast majority (83%) of women in the survey said they are more interested in working for companies focussed on net zero.**

For men, the figure was only slightly lower (82%), so the message to companies is clear that people are genuinely attracted to those employers who are working on the clean energy transition and climate change solutions.



Net zero messaging is clearly an important part of the Employee Value Proposition. Following the great resignation, companies need to have things up their sleeve in their talent strategy and these messages are a key way to attract and retain women in the energy sector.”

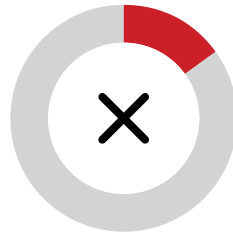


Josh Young
Director
Energy Jobline

13 | Do you believe your company is genuinely committed to achieving net zero or reaching its climate change targets?



Yes
75%



No
15%



Unsure
10%

This is another robust result from a new question for 2022 – **three quarters of all respondents (male and female) believe their company is genuinely committed to achieving its climate change and net zero targets, which is positive news for a sector and workforce engaged on the energy transition.**

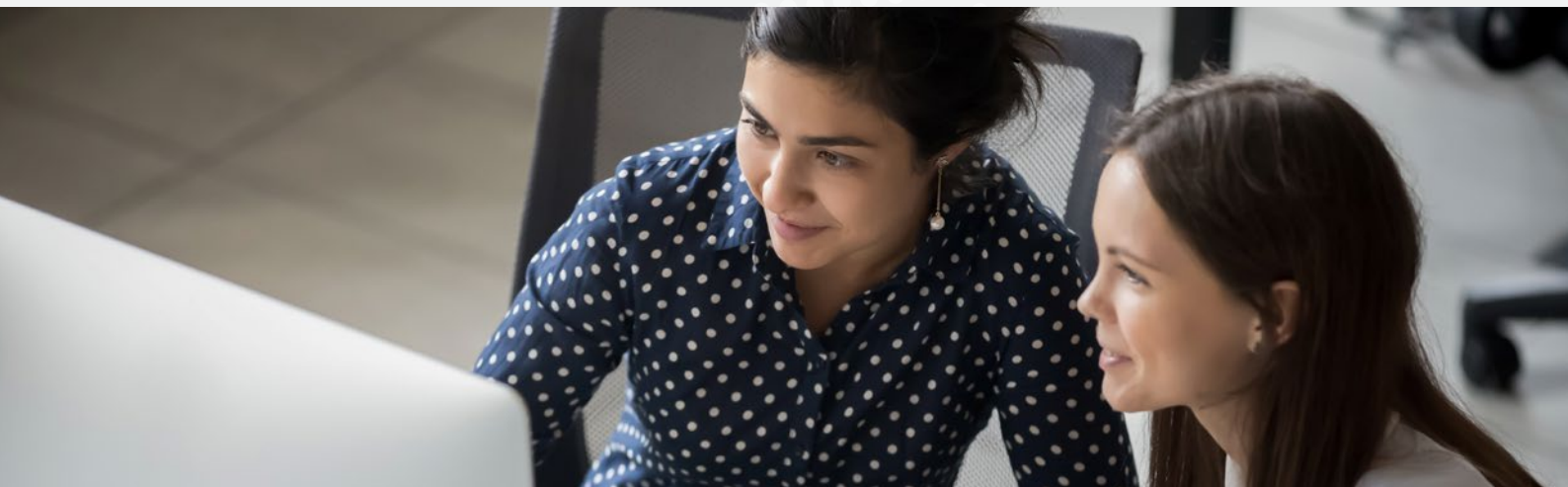
There was very little difference between male and female respondents, with the latter only slightly higher at 76% for 'yes' and 14% for 'no'.



Greenwashing by companies on their environmental commitments might be becoming a thing of the past – not only do people want to work for companies that are committed to the transition to net zero and finding solutions to climate change, they believe that commitment is genuine.”



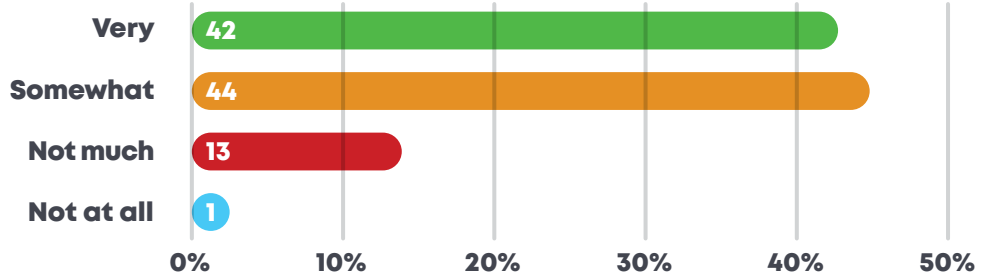
Vicki Codd
Global Marketing Director
NES Fircroft





Women’s attitudes and career choices

14 | How passionate / driven are you personally by the climate change agenda / achieving net zero?



For the vast majority of women (86%), their careers are either very or somewhat driven by the climate change agenda and a passion for working on net zero solutions. The responses from male respondents were very similar at 84%.

It is clear that both women and men are highly motivated by the green agenda.



This is very important to note for those employers looking to attract and retain female talent. A focus on net zero commitments and opportunities in their recruitment advertising, internal communications and leadership messaging and role modelling is likely to reap results in terms of numbers of applicants and retention rates.”

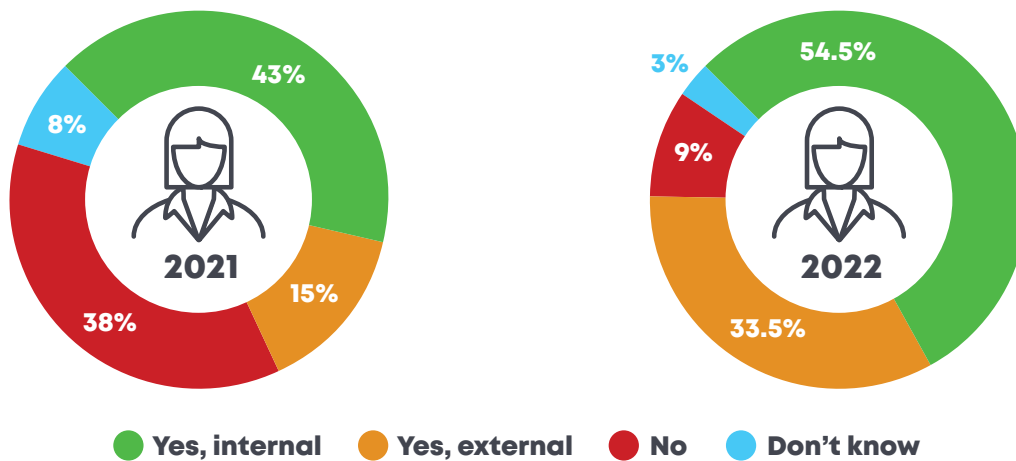


Josh Young
 Director
 Energy Jobline

Attracting and Developing Talent

Mentoring

15 | Does your employer offer formal mentoring programmes?



This year's survey shows a **significant and very welcome uplift in the number of women saying that their employers offer internal or external mentoring**: 87% this year compared to 58% in 2021.

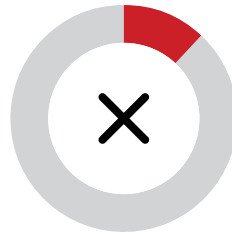
Last year, we were disappointed to learn from more than a third of female respondents that their employer was not offering any kind of mentoring programme at all, but this is now down to just 9%.

In particular, the figures for external mentoring programmes have more than doubled, from 15% last year to 33% this year.

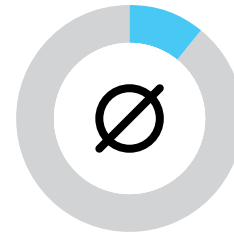
16 | If yes, have you utilised this benefit?



Yes
77%



No
12%



N/A
11%



Interestingly, the statistics for both availability and uptake of mentoring are almost exactly the same this year for both women and men.



Finally, mentoring appears to be happening! Not only do we see a considerable rise this year in its availability, but the programmes are actually being used by women and also, interestingly, by men. Mentoring can help people thrive in their careers, particularly women who often lack role models and can feel isolated in male-dominated workplace cultures. So we hope this data means companies are responding to what their female employees say they need.

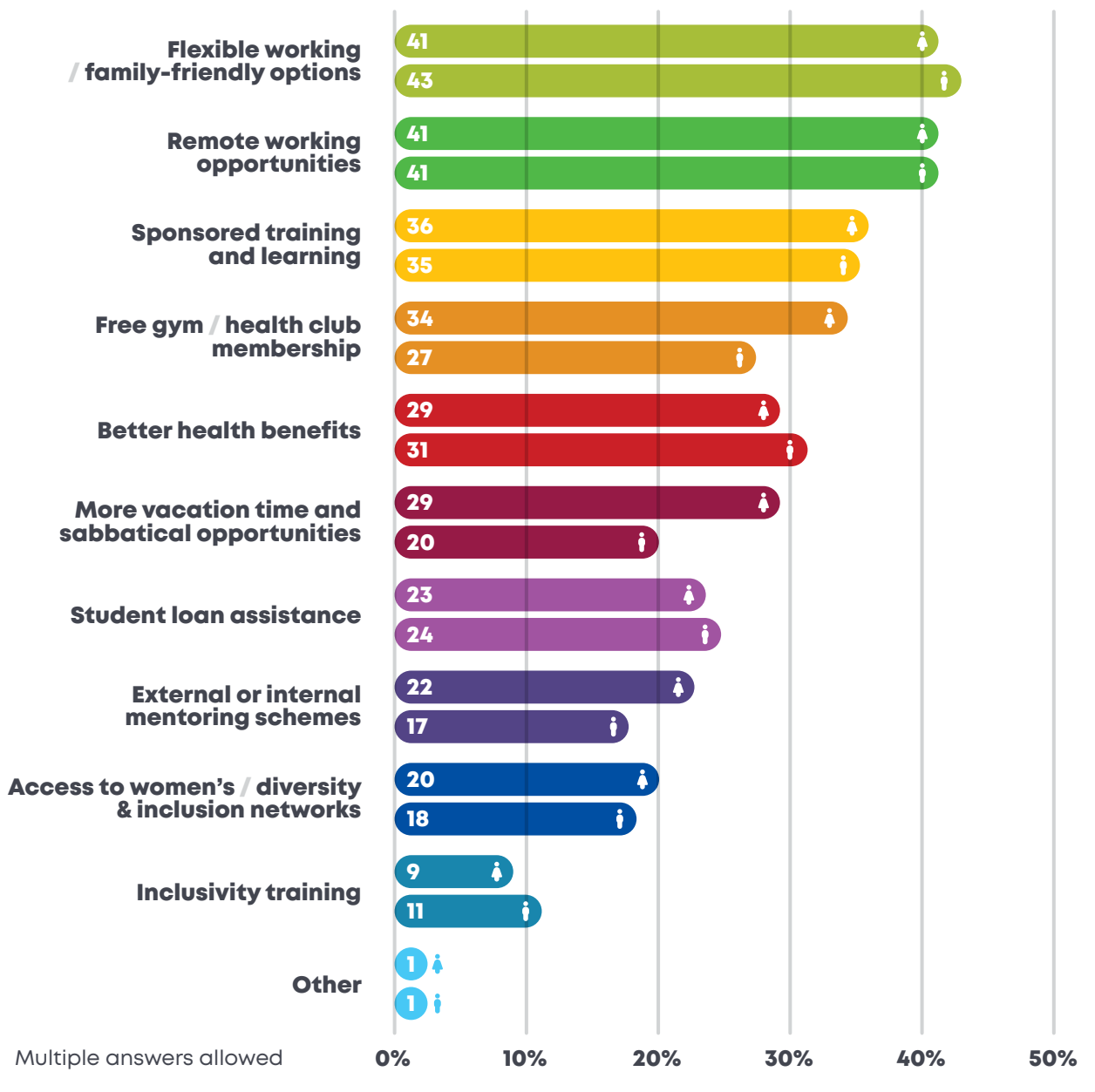
For organisations, mentoring programmes are a relatively low-cost activity, a fantastic addition to any DE&I strategy and can bolster retention. In a year when budgets are tight, mentoring could be an attractive option to offer to employees.”

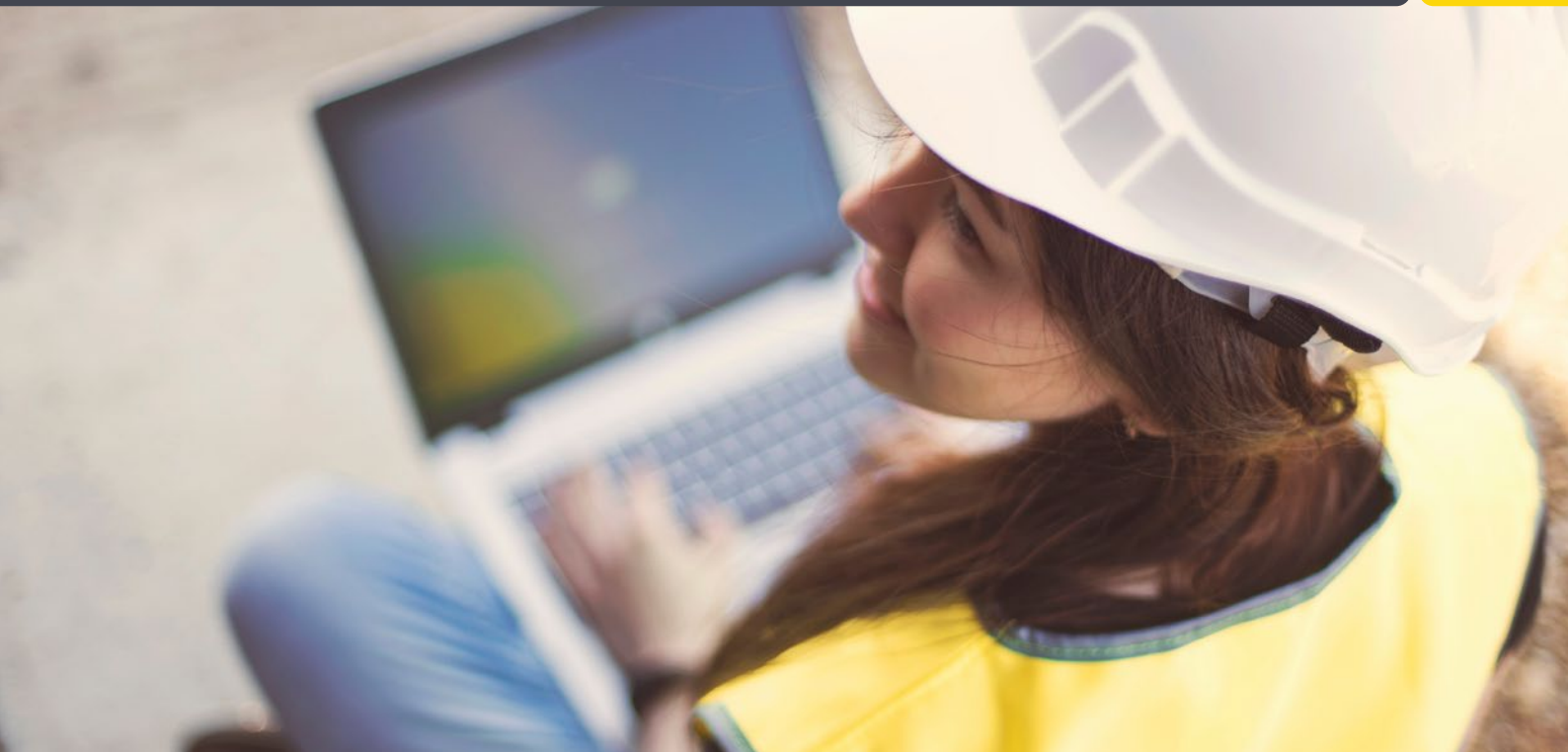


Georgina Worrall
Project Manager
POWERful Women

The most attractive workplace benefits

17 | Which workplace benefits would you like to see more of in your organisation?





There has been a change this year in the three benefits people would most like to see increased in the workplace.

‘Flexible working / family-friendly options’ takes the top spot, replacing ‘Sponsored training and learning’ in 2021, which moves down to third in the rankings. Second preference this year is for more ‘remote working opportunities’. Both female and male respondents chose the same – a clear message to employers that men want flexibility too.

Over a third of women said they would like to see free gym and health club membership and just under a third of men said they would like to see better health benefits. ‘More vacation time and sabbatical opportunities’ were a higher priority for women than for men, perhaps reflecting our earlier insights on how women’s work/life balance has been negatively affected by the Covid-19 pandemic.



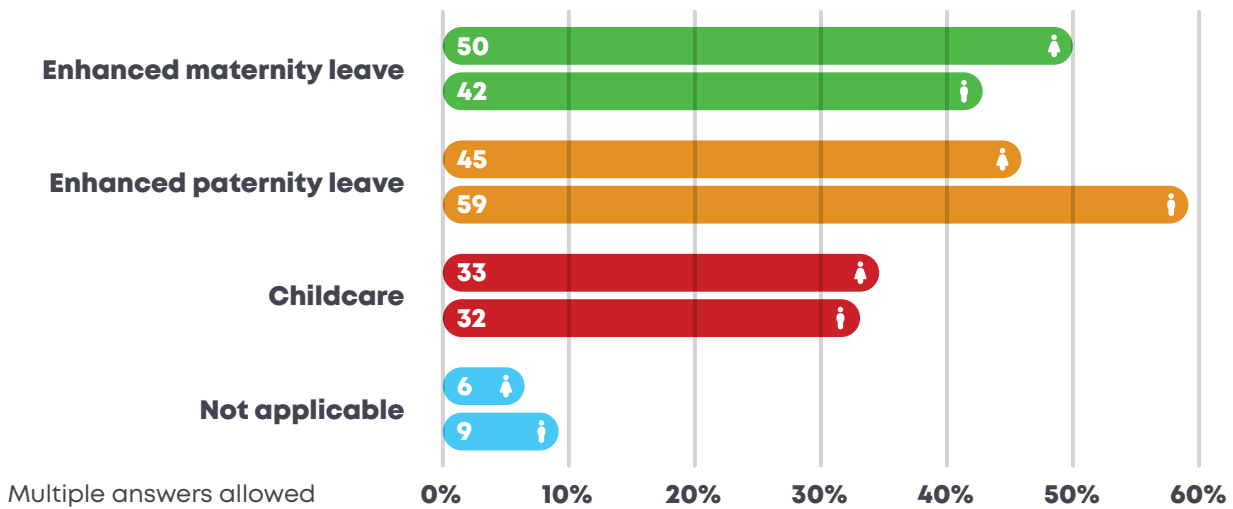
This shines a light on what people really want when it comes to workplace policies and benefits. Both women and men want to keep the flexible and remote working patterns that have already been introduced as a result of the pandemic, but it’s clearly not enough!

Companies should consider replacing today’s rather ad hoc, office-by-office approach with formal long-term policies, consistently applied. Making flexibility available to existing staff, not just new recruits, might improve retention; and uptake by men as well as women might remove some of the taboo of flexible working, particularly going part-time.”



Josh Young
Director
Energy Jobline

18 | If you have (or are planning to have) children, which working benefits would you like to see more of in your organisation?



For the first time this year, we dived a little deeper on workplace policies and benefits to find out what parents wanted, since having children is often a life stage that has a significant impact on women’s careers in particular.

Half of the women responding to this question said that they want their employers to provide more enhanced maternity leave and nearly 60% of men asked for more enhanced paternity leave to be offered.



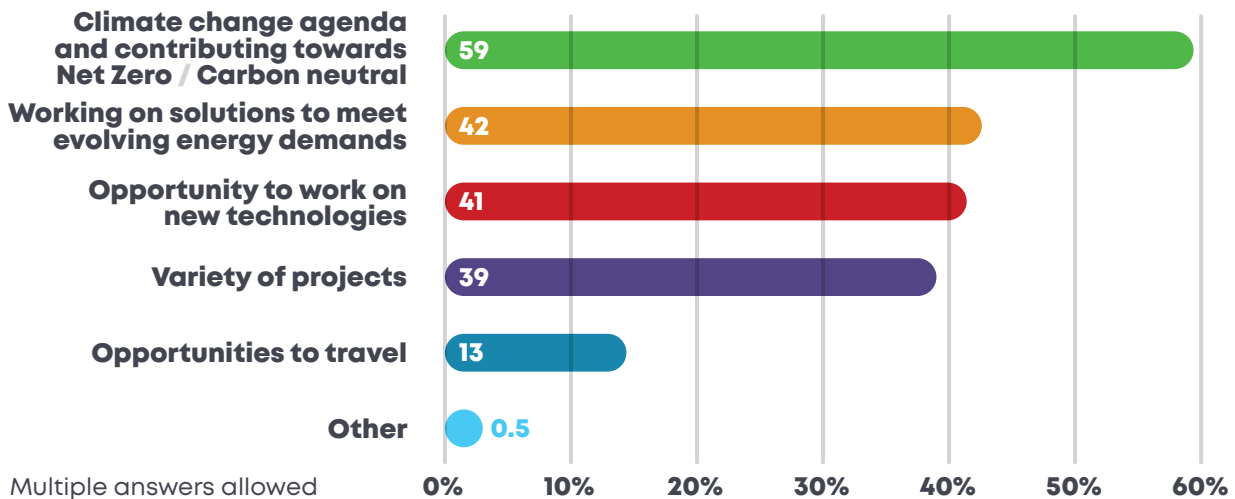
This is a clear message to companies that provision for new parents – both male and female – is still too low. We have found from our research on women at mid-career stage that starting and raising a family is often a pinch point that leads to career progression stalling or women leaving their jobs altogether. It’s clearly an important issue for men too, so improving provision and support, including ‘sharing the care’ and equal provision, will help avoid loss of valuable talent.”



Georgina Worrall
Project Manager
POWERful Women

Love what you do

19 | What excites you most about the energy sector?



Finding solutions to climate change and contributing to net zero is the strong leader again this year as the most exciting thing about working in the energy sector for women. ‘Working on solutions to meet evolving energy demands’ and ‘opportunity to work in new technologies’ are both also in the top three again, showing a strong ‘energy transition’ theme in 2022.

For male respondents, the results are very similar and the order of priority the same. The response to this question fits with our earlier

finding that people are more attracted to companies that work on the climate agenda.

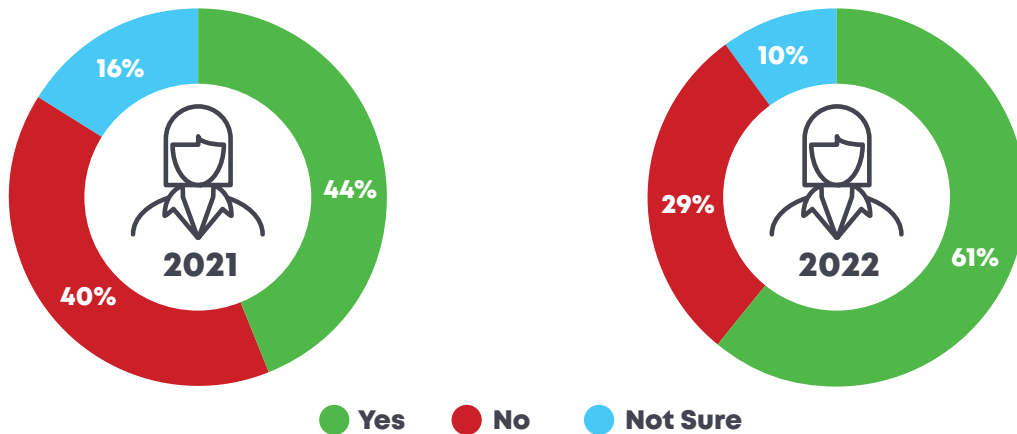
When we broke the responses down by different energy sectors, we found that contributing to net zero remained the most exciting feature of the industry for women, regardless of where they worked. The highest score for this option came from women in renewables and in transmission & distribution, and the lowest from women in oil and gas, where working on new technologies was almost as much of an incentive.





Job mobility

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

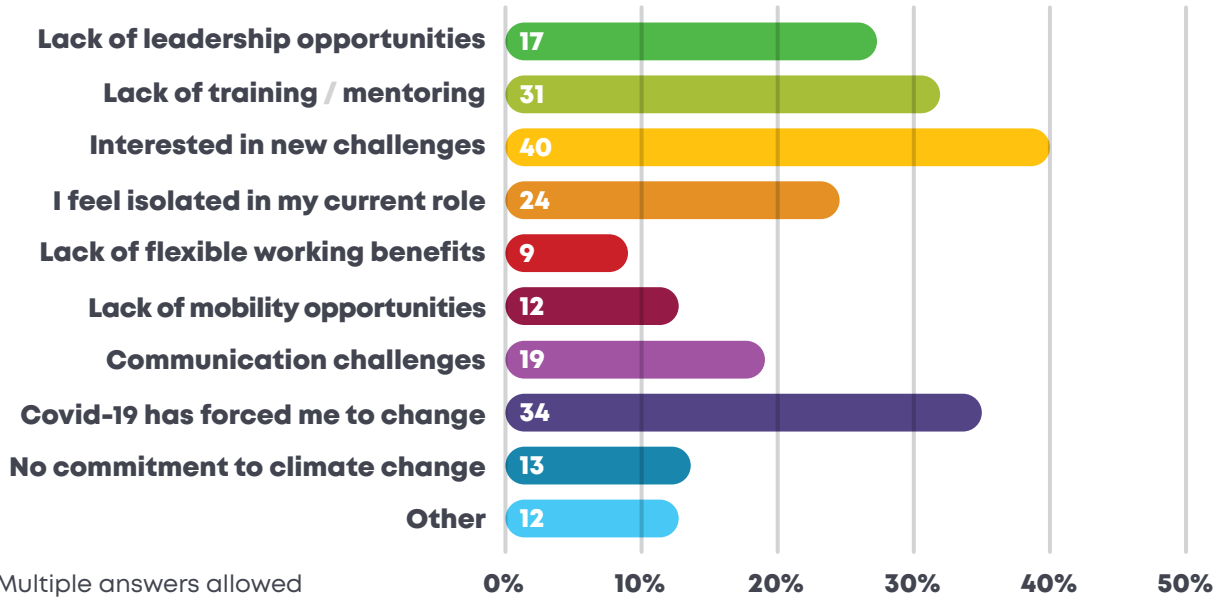


A high number of women told us they are considering leaving their job in the near future, a significant rise from 44% last year to 61% this year, showing job mobility is increasing.

The figure for male respondents was even higher – 72% said they are considering leaving their role in the next 1-2 years.

21 | If yes, why?

[All Energy]

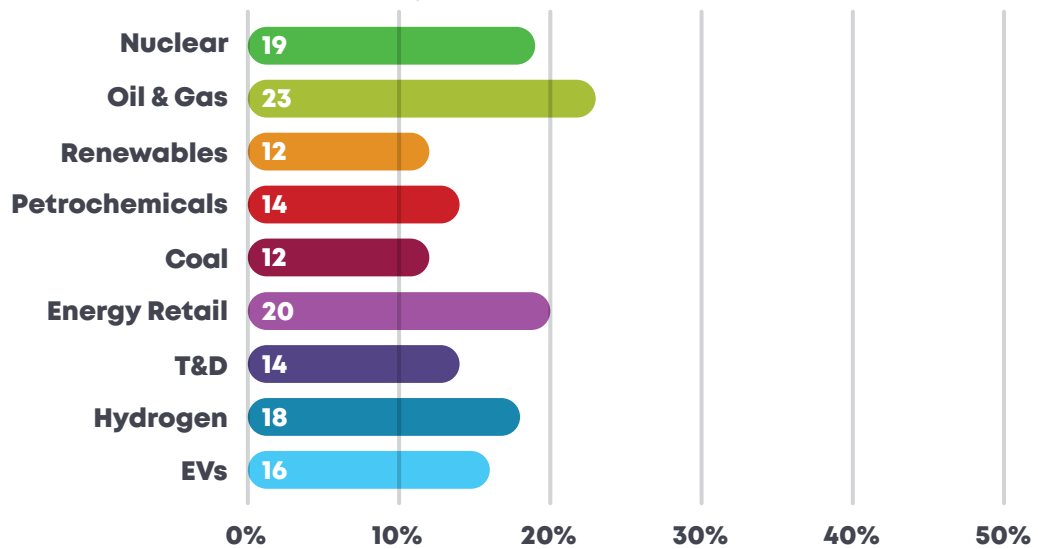


21 | If yes, why?

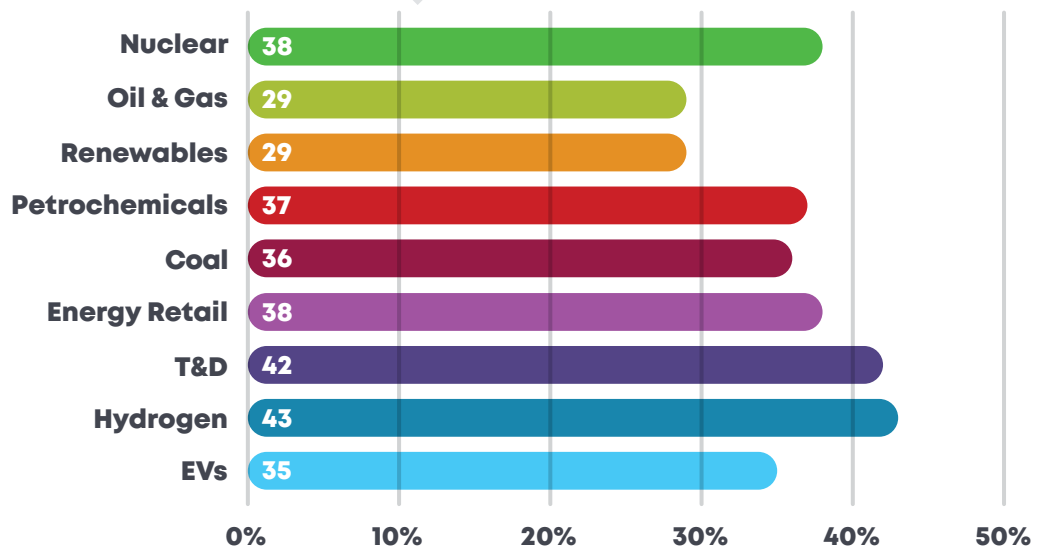
[Industry comparison]



Lack of leadership opportunities



Lack of training / mentoring opportunities

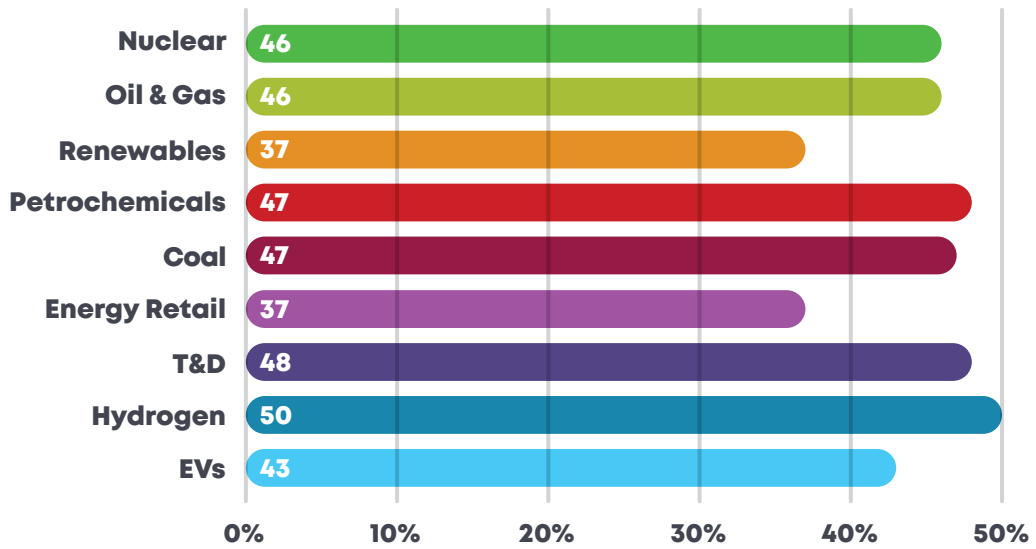


21 | If yes, why?

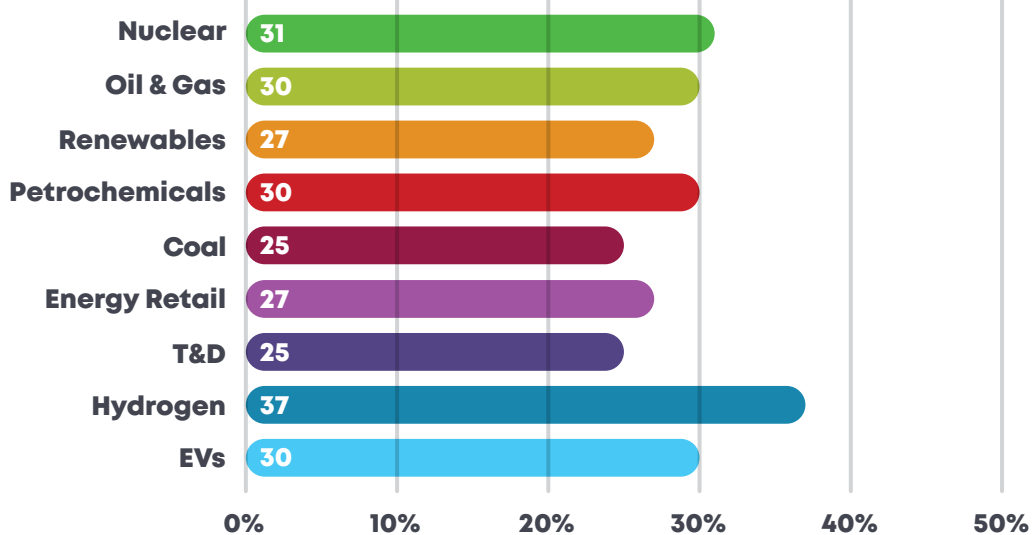
[Industry comparison]



Interested in a different sector / new challenges



I feel isolated in my current role / working situation

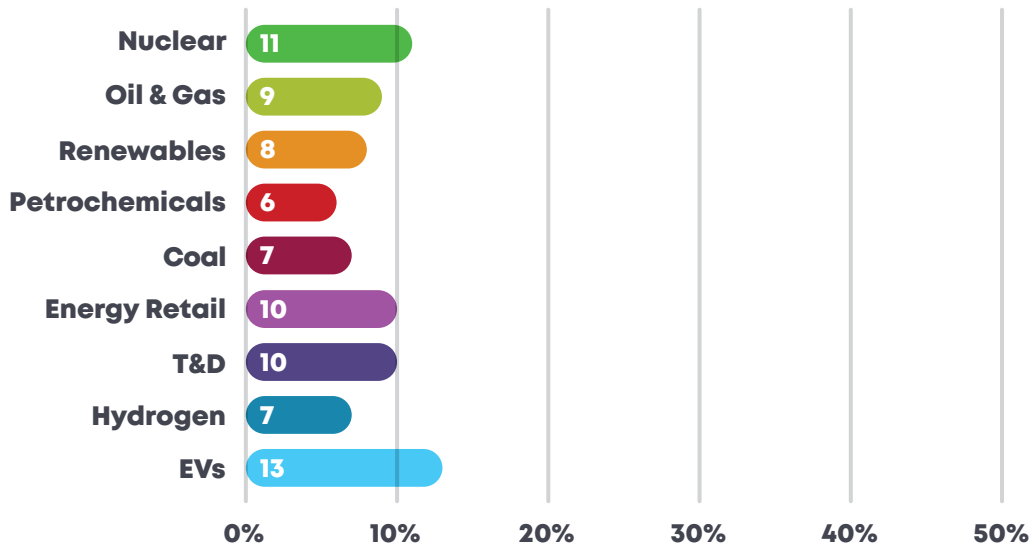


21 | If yes, why?

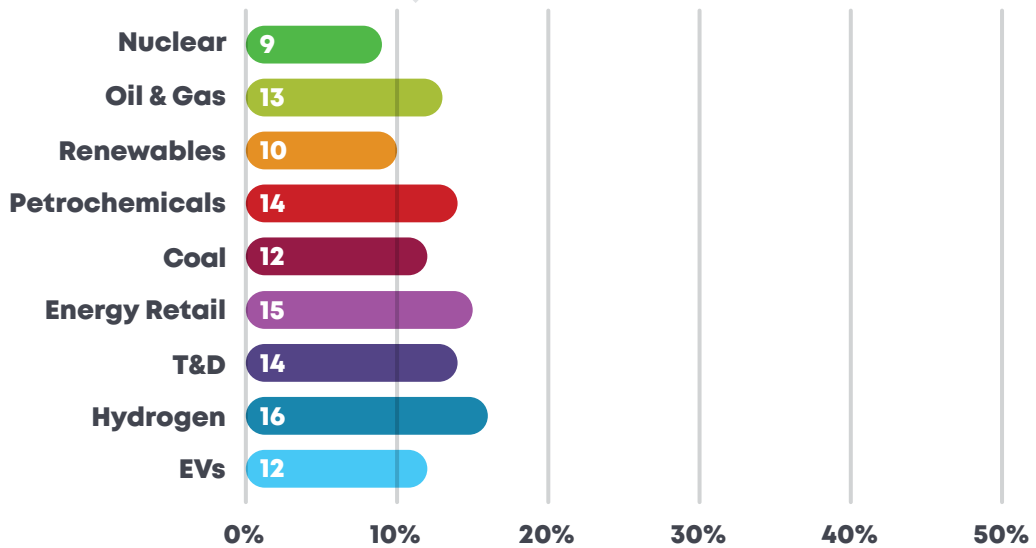
[Industry comparison]



Lack of flexible working benefits



Lack of mobility opportunities

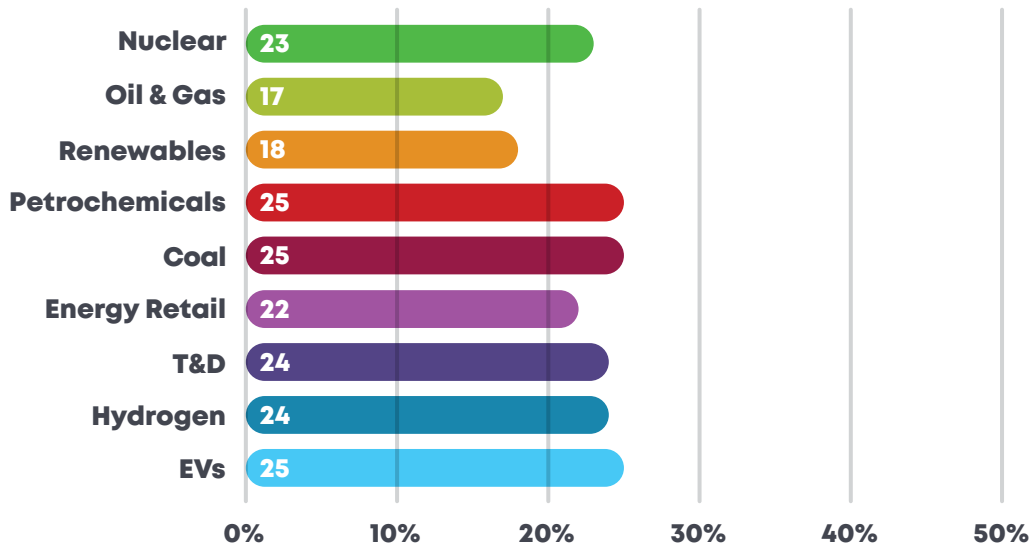


21 | If yes, why?

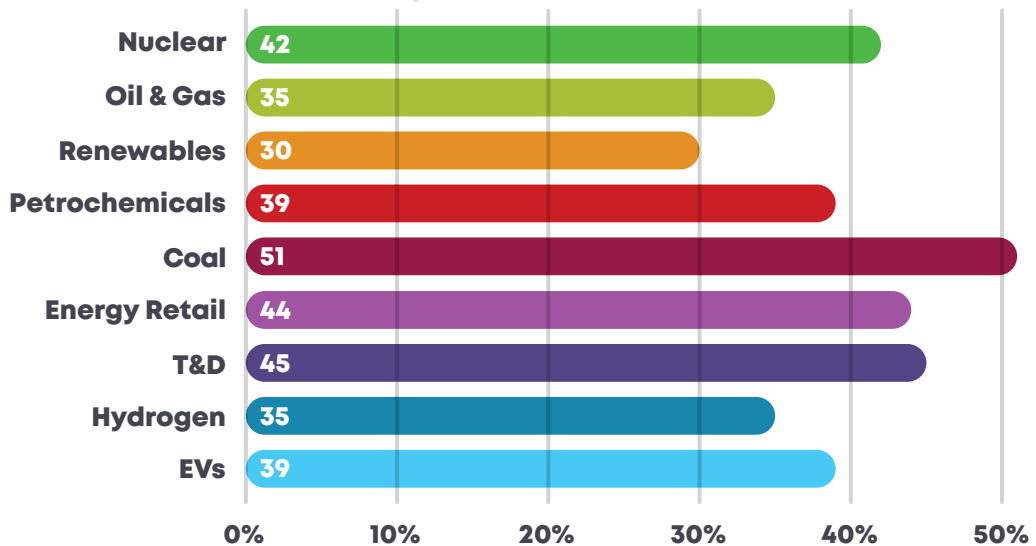
[Industry comparison]



Communications challenges



Impact of Covid-19 has forced me to change my situation

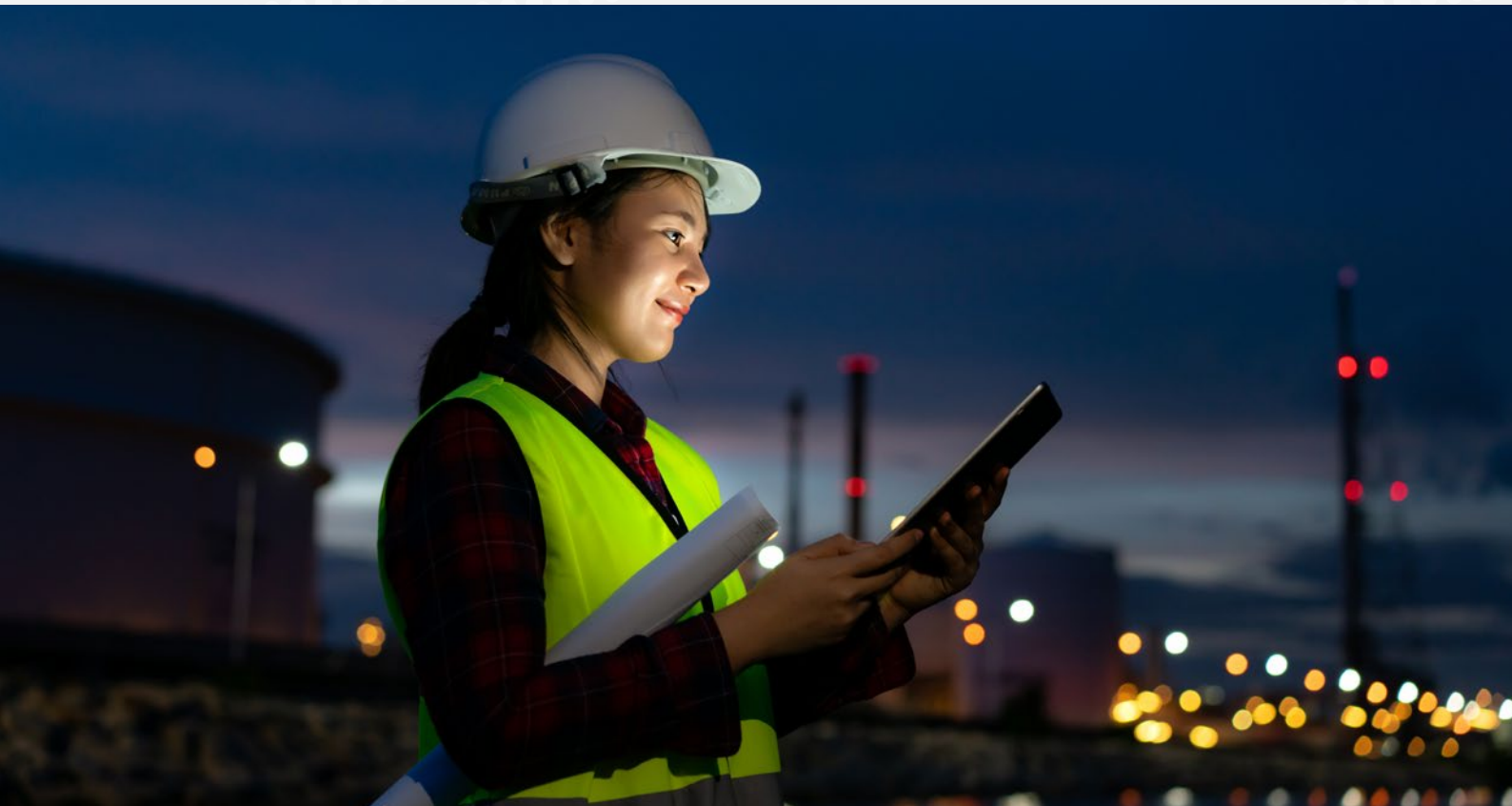
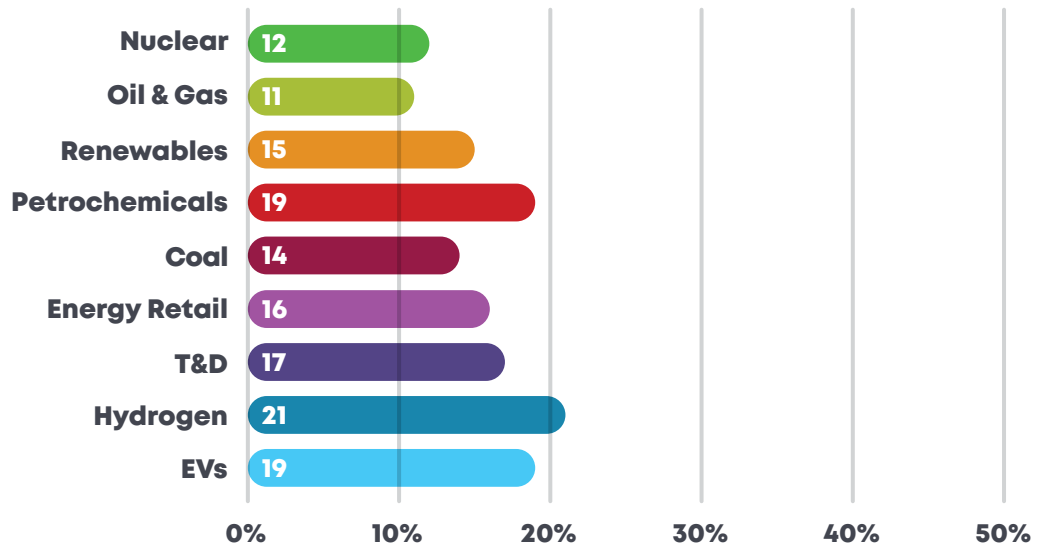


21 | If yes, why?

[Industry comparison]



Lack of commitment to the climate change agenda by my employer



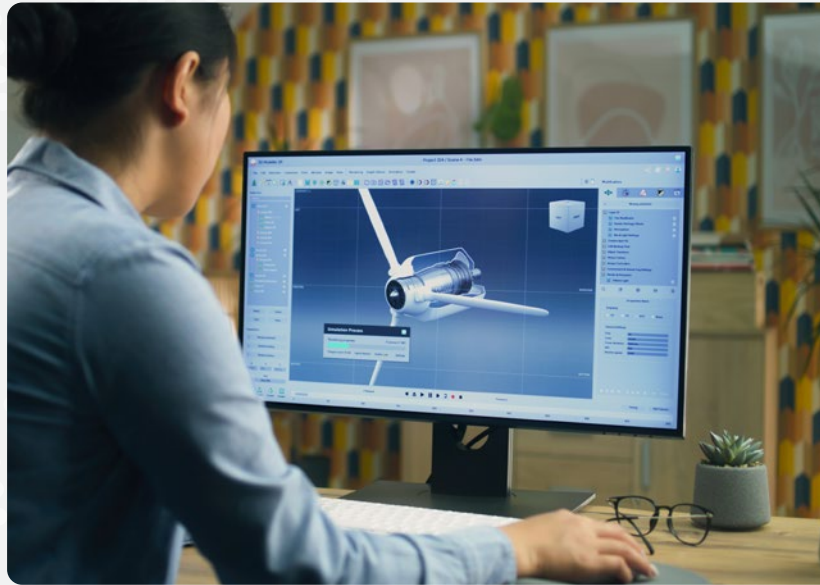
The good news is that lack of leadership opportunities is no longer a significant reason for women to leave the energy sector (17%), dropping from second in 2021 to fifth this year. **The main driver for a change of job in 2022 remains an interest in working in a different sector and new challenges**, cited by 40% of female respondents, and this is agreed across all energy sectors. This reflects a varied and exciting industry in the midst of transformation and fits with our earlier insights from the survey that women are interested in working on the energy transition.

It's worth noting that **the number of women saying the impacts of the Covid-19 pandemic are forcing them to change their situation has gone up from 9% last year to 34% this year** and is the second highest reason cited. This might be closely linked to the wider current economic climate, as the business repercussions of the pandemic continue.

The third most common reason for wanting to move roles is a lack of training or mentoring opportunities. Women had already told us that availability and uptake of mentoring has increased, but maybe it's still not enough, or possibly women feel there is a lack of more formal training provision.

Male responses were not significantly different, but more men than women cited an interest in new sectors and challenges, while more women cited communications challenges.

Looking at different sectors, the Covid-19 pandemic appears to have had the greatest impact on the careers of women in coal, while women in hydrogen and nuclear are more likely to cite feeling isolated in their current role as a reason to leave.



An appetite for new challenges and horizons is clearly tempting women to explore new roles and sectors, with a risk that valuable talent will be lost.

If this result tells us one thing, it's that companies that place a focus on implementing training programmes and mentoring options will be one step ahead in the retention game. And this should be welcome news to employers, as these benefits are arguably much more cost-effective than wage increases, if pay rises pose a challenge in the current climate."



Vicki Codd
Global Marketing Director
NES Fircroft

Conclusion

The energy sector remains in a state of flux. A triple crisis of climate, energy security and rising prices has developed while businesses adapt to the enduring impacts of the pandemic. What does this mean for women in energy and their priorities? And how can companies turn challenge into opportunity, accessing and nurturing the diversity of talent they need to build a net zero workforce that can truly engage with its customers?

In 2022, women are represented across all energy sectors around the globe and working at managerial and senior levels in a variety of roles. And this year we found only small differences between men and women when it came to where they work, what they do and what they need.

When we asked women what they thought about some of the key topics of today's evolving energy workplace, we had some useful insights.

Post-Covid challenges and opportunities:

- Companies have introduced a number of flexible working patterns as a direct result of the pandemic and, two years on, their availability and uptake has become more widespread.
- Despite this, women don't appear to have benefited at home or work, with more than half of women now saying the pandemic has negatively impacted both their work/life balance and their career progression - a significant and concerning change in attitudes from last year.
- On a positive note, it looks like companies' commitments to diversity and inclusion have remained strong over the past year.

A workforce for the energy transition:

- That women are passionate about the climate change agenda comes out loud and clear this year, with the vast majority saying it is a key career driver.

- Contributing to net zero is the most exciting thing about working in the energy sector and women are more interested in companies that are focussed on the green agenda - a clear and strong message to employers on how to attract and retain female talent.

- On another positive note, three quarters of all respondents believe their company is genuinely committed to achieving its climate change targets.

Attracting and developing talent

- The good news this year is that mentoring is becoming more and more popular and accessible, with a big shift from last year's survey where availability was revealed to be poor.
- The strong message from women, however, is that companies aren't doing enough - they still want more flexible working and family-friendly options, remote working opportunities, sponsored training and learning and enhanced maternity and paternity leave.
- These are all requests that employers would do well to note, as job mobility appears to be on the rise. Over 60% of female respondents said they are considering leaving their job in the next one to two years (up from 44% last year), with the main reason being an interest in new challenges and sectors.