

GENDER BALANCE IN THE R&I FIELD TO IMPROVE THE ROLE OF WOMEN IN THE ENERGY TRANSITION

Key Findings

Strong representation of women in the energy industry is essential not just as a matter of gender equality, but as a strategic imperative to harness diverse perspectives, skills, and experiences crucial for innovative and effective solutions for the energy transition.

Gender balance in the EU27 energy sector today:





22%
Share of women among R&I staff





No indications that the share of women is higher in renewables than in the conventional energy sector in Europe



The shift from fossil to green energy sources and related infrastructures will **not** automatically lead to a higher share of women in the energy sector

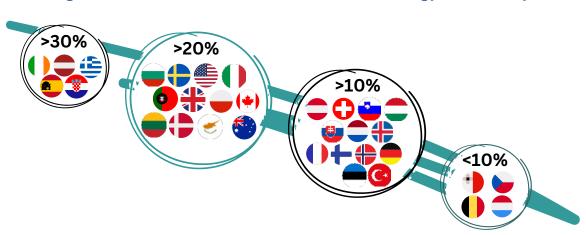
2050 the em

the number of women employed in the sector across the EU27 **must grow** by



to achieve minimum gender balance (40%)

Average share of women in the R&I workforce of energy sector companies:



Job satisfaction

Most energy sector employees - both women and men - are satisfied with working conditions, incl. the availability of **flexible arrangements**

73% of COMPANIES offer flexible work

agreements beyond legal requirements

of WOMEN report that line manager actively supports flexible working



Perceptions about gender pay gaps in Europe's energy sector:







Main causes of low representation of women in energy sector:





The way forward: What is needed?



Challenging gender tereotypes (e.g. role models)

Well-funded mentoring programmes opportunity
olicy with top
nanagement
commited
Quantitative

targets for women share in R&I

Strengthening work-life balance provisions HRM hnovations, g. for re-entry

after family break

ross-company networking of gender palance using indicators

abling nonin HEIs near career pathways

Interdisciplinar study programme Fostering nterest in STEM careers

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